

WOMEN EMPOWERMENT AND ECONOMIC PROSPERITY IN UGANDA:

A CASE OF KABALE DISTRICT

BY

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DECLARATION

I, Liberty Christopher, hereby declare that this dissertation entitled “Women empowerment and economic prosperity in Uganda: a case of Kabale district” is my original work, except where acknowledged, and that it has not been submitted for the award of a degree or certificate at any University or Institution.

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APPROVAL

This dissertation entitled “Women empowerment and economic prosperity in Uganda: a case of Kabale district” was prepared under our supervision and is now ready for submission and examination with our approval.

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DEDICATION

To my beloved mother, Ms. Florence Tumuheirwe; my family -- Confidence, Comfort, Reality, Blessing, Parvin and Irene

You were my inspiration and encouragement towards the accomplishment of my postgraduate studies.

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The completion of this research has been a result of support from several people to whom I owe acknowledgement.

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LIST OF ABBREVIATIONS

DAW	Division for the advancement of Women
EOC	Equal Opportunities Commission
GDI	Gender and Development Index
GEWE	Gender Equality and Women's Empowerment
GII	Gender Inequality Index
HCS	Household Care Survey
INSTRAW	International Research and Training Institute for the Advancement of Women
KI	Key Informant
MDGs	Millennium Development Goals
NAADS	National Agriculture Advisory Services
NDP	National Development Plan
NGO	Non-Governmental Organization
NGP	National Gender Policy
OSAGI	Office of the Special Adviser on Gender Issues
SDG	Sustainable Development Goals
SSDP	Social Sector Development Plan
UCDW	Unpaid care and domestic work
UCDW	Unpaid Care Domestic work
UEC	Uganda Electoral Commission
UN	United Nations
UNDP	United Nations Development Program

UWEP	Uganda Women Entrepreneurship
Programme	
VLSA	Village loans and saving Associations
WOGES	Women and Girls empowerment

ABSTRACT

The study was conducted to establish the contribution of women empowerment towards economic prosperity in Kabale. The guiding objectives of the study were: to find out the contribution of women empowerment towards economic prosperity; to find out the determinants of economic prosperity; and, to establish the relationship between women empowerment and economic prosperity. This study adopted a combination of descriptive and correlational research designs. A sample size of 443 units was selected from a target population of 128,700 subjects using purposive and simple random sampling techniques. The study collected data using both questionnaires and interviews. Descriptive statistical techniques were used to describe the contributions of women empowerment and the determinants of economic prosperity. The study found that women empowerment contributes 42.9% of the level of variations in economic prosperity in Kabale. Enhancing women's productive skills is the most important contribution of women economic empowerment; and access to friendly microcredit stands to be the most important determinant of economic prosperity. The study concluded that there is a strong and significant positive relationship between women empowerment and economic prosperity. Organizations that deal with women's legal issues in Kabale and Uganda should combat the restrictions that constrain women's ability to engage in economic activities. Organizations that deal with women's health should enhance women's health education and improve women's health-related decision making in Kabale and Uganda.

CHAPTER ONE

INTRODUCTION

1.1 Overview

The study investigates women empowerment and economic prosperity in Uganda. Chapter one elicits the background which unpacks four systematically linked perspectives namely, historical, theoretical, conceptual, and contextual. It further presents the study problem, the general objective, objectives, research questions and the conceptual framework. Besides, the chapter highlights the scope and significance of the study. In this study, women empowerment meant the full and equal participation of women in political, civil, economic, social and cultural life at household, societal, national, and international levels whereas economic prosperity meant women's emancipation in income, propensity to save, invest and spend.

The concept of women empowerment to attain economic prosperity has become a global agenda. It is embedded in various pronouncements and legislative mandates to attain gender equality and inclusive development. The women who have hitherto been disadvantaged and disempowered have attracted attention because of the benefits associated with tapping into their efficacy and potential.

1.2 Background of the Study

1.2.1 Historical Background

The emergence of women empowerment is traceable to the feminist movements of the 18th century in Europe intensified with the publication of "A Vindication of the Rights of Women" with structures on political and moral subject's in 1792 by Mary Wollstonecraft. This was followed by "The Enfranchisement of Women" in 1851 by Harriet Taylor Mill and "The Subjection of Women" by John Stuart Mill in 1869 (Ozoya et al., 2017). This struggle was replicated in America by the publication of the woman's bible in 1895 by Elizabeth Cady Stanton alongside 26 other feminists (McMillen, 2008). The overthrow of patriarchy or 'patriarchal equilibrium' was a major driving force of women empowerment (Bennett, 2016; Motta, Fominaya & Eschle, 2011).

In Africa, women activism began in the middle of the 20th century, facilitated by the increasing independence of many African nations (Berger, 2008). However, most of the agitations were not as in the case of Europe and America which utilized the power of the media through publications although it later emerged (Afonso, 2017). The attempt to adopt the same pattern of activism in Europe and America was highly hampered by the differences in language. Before the book by Ester Boserup titled *Woman's Role in Economic Development in 1970*, other scholars published books reflecting the plight of African women.

As a global effort to promote the course of women, consequent upon the rising intensification of feminist movements in the 1970s, the General Assembly of the United Nations declared 1975 as the International Women's Year. During the year, the General Assembly organized the first World Conference on Women, which was convened in Mexico City. The outcome of the meeting was the declaration of 1976-1985 as the UN Decade for Women, followed by the approval of a voluntary fund for the decade. After the first world conference on women, three other sessions have been held, namely, Copenhagen (1980), Nairobi (1985), and Beijing (1995). Remarkably, the Beijing Declaration and Platform for Action has become the basis upon which the progress in women empowerment is assessed (Aina, 2012).

In January 2011, UNIFEM was amalgamated into UN Women, which is a composite entity of the UN. This was in conjunction with the International Research and Training Institute for the Advancement of Women (INSTRAW), Office of the Special Adviser on Gender Issues (OSAGI), and Division for the Advancement of Women (DAW). The actions were geared towards instituting policies that promote women's access to political power and productive resources such as land, technology, and credit facilities (Abu-Lughod, 2009). Furthermore, the United Nations included gender equality and empowerment of all women and girls as goal number five in its Sustainable Development Goals in 2016.

In Africa, in 2010, the African Union declared the years 2010 to 2020 as the African Women's Decade with the theme: Grassroots Approach to Gender Equality and Women's Empowerment (GEWE). In Uganda, women empowerment initiatives were catapulted since 1986 with the National Resistance Movement which put in place various programmes and affirmative strategies to empower women. To this end, political, economic, social, and education affirmative programmes were initiated. The Constitution of the Republic of Uganda (1995) guaranteed the

rights of women with affirmative action to pursue and to redress historical and present forms of discrimination against women and girls in political, economic, and social spheres. In 1997, the Government of Uganda's first National Gender Policy (NGP) was approved. The policy provided a legitimate point of reference for addressing gender inequalities at all levels of government and by all stakeholders (Nieves, 2018). Additionally, the Government of Uganda put in place a National Action Plan on Women in 1999. As a follow-up to the African Conference on the empowerment of women through functional literacy and the education of the girl child, in 1996, a national strategy for girls' education was developed (EOC, UN Women, 2017).

In 2000, UNDP supported the Government of Uganda to develop a Gender Thematic Guidance which is used to apply a gender lens to human development statistics and monitoring mechanisms. This provided Uganda with indicators that enabled the country to design and measure its first national Gender and Development Index (GDI). To date, the GDI has evolved into the Gender Inequality Index (GII) to enable countries to show the loss in human development due to inequality between female and male. For instance, the 2014 MDG Report for Uganda used the GII to show that there was gender mainstreaming in government programmes. The projects on micro-credit for women farmers and social protection used the GII. Uganda's Vision 2040, NDP II 2016-2020, and the Social Sector Development Plan III (SSDP III, 2015-2020) have also used the GII to demonstrate the importance of placing gender equality at the core of inclusive economic growth, governance, and human capital development (UNDP Uganda, 2017).

The concept of economic prosperity can be traced back to the mid-1800s when the theorist, Lysander Spooner, was writing about the benefits of small credits to entrepreneurs and farmers to get out of poverty. Friedrich Wilhelm Raiffeisen founded the first cooperative lending banks to support farmers in rural Germany to realize economic prosperity (Bruton, & Khavul, 2011). Specifically, economic prosperity for women has roots in the 1970s when the Grameen Bank of Bangladesh with pioneer Muhammad Yunus started (Yunus, 2011). Muhammad Yunus ventured into providing some capital to 30 women to invest in bamboo. The results were positively enormous. This has since been replicated throughout the world (Turyahabwe, 2017). In Uganda, women prosperity has been undertaken since 1992 through women groups and village loans and saving groups (VLSA) (Kasujja, 2020). In 2015, Uganda launched various economic prosperity programmes especially targeting vulnerable districts

(UWEP Report 2019).

1.2.2 Theoretical Background

This study chose the stakeholder theory of Edward Freeman propounded in 1984 and the social role theory of Eagly, Alice, Wood, and Wendy of 1985 to underpin it. The two theories complement each other and expand on the explanation of women empowerment and economic prosperity..

The stakeholder theory of Freeman (1984) states that stakeholders are groups that have a legitimate right regarding the undertaking. To this end, the stakeholder theory emphasizes the involvement of the concerned. The stakeholder is any individual or group that may affect the achievement of goals or that is affected by the process of searching for objectives (Gilley, 2005). The theory is a fit for women empowerment since to be considered 'empowered', women themselves must be significant actors in the process of change. In other words, women must have a strong stake in the empowerment process. The stakeholder approach emphasizes that women must be involved in the process of empowerment as key partners. They must take on the mantle in politics and social emancipation. The Stakeholder Theory is suitable since it addresses morals and values related to corporate social responsibility (Porter& Kramer, 2019). The value of stakeholder theory is observed in the incorporation of stakeholders' views in the main structure of the process (Davis, 2014). Similarly, women can only attain economic prosperity if they are involved and have a stake in wealth creation, business transactions and develop the socio-economic development acumen.

The social role theory of Eagly, Alice, ood, and Wendy (1985) expounds on the sex differences and similarities in behaviour that reflect gender role beliefs that in turn represent people's perceptions of men's and women's social roles in the society in which they live. The theory propagates that in post-industrial societies, for example, men are more likely than women to be employed, especially in authority positions, and women are more likely than men to fill caretaking roles at home as well as in employment settings (Eagly, & Wood, 2012).Men and women are differently distributed into social roles because of humans' evolved physical sex differences in which men are larger, faster, and have greater upper-body strength, and women gestate and nurse

children. Given these physical differences, certain activities are more efficiently accomplished by one sex or the other, depending on a society's circumstances and culture. The division of labour yields gender role beliefs, which then facilitate this division through socialization processes. Women have constraints and limitations which make it difficult for them to participate as fully as men in tasks that require speed of locomotion, uninterrupted activity, extended training, or long-distance travel away from home.

The theory suggests the prognosis for change in gender-based disparities in occupational and academic choices. There is a need thus for empowerment in the education and labour market (OECD, 2017). The persistence of horizontal gender segregation in educational and occupational fields contributes decisively to the spread of gender-stereotypic beliefs about a natural fit of women in careers that are more expressive and human-centred. The social role theory (Eagly and Wood, 2012) suggests that gender roles and their occupants are highly visible in everyday contexts and that gender stereotypes emerge in response to the observation of women and men in different social roles and role-linked activities related to occupational choice (Koenig and Eagly, 2014). This makes women empowerment critical to elude this conservative trajectory.

From the social theory, it is evident that men and women do not enjoy the same opportunities, and do not have the same chances to either benefit from or contribute to the social and economic development of their countries (Makorova, 2019). The legitimate aspiration of women to play a more critical role in the economic development of their countries is often linked to the quest for civil and political rights. This makes women empowerment paramount for them to have equal standing in social roles.

From the two theories, it is evident and clear that for women to attain empowerment, they need to take a decisive role as stakeholders. It is also imperative to realize from the social role theory, that certain factors have kept women behind their counterpart men in socio-economic development. The two theories merged indicate that women need to have a stake in negating the traditional stereotypes and perceptions based on sex differences and gender roles. The social role theory indicates that women are disadvantaged by sex and biological inclinations and therefore need some affirmative action (Cornwall and Edwards, 2016). Women's empowerment is a process of personal and social change, taking place over interlinked and mutually reinforcing psychological, political,

social, and economic domains, and through which women individually and collectively need to participate to gain power, make meaningful choices and control over their lives (O’Neil et al., 2014).

Figure 1: Conceptual Framework

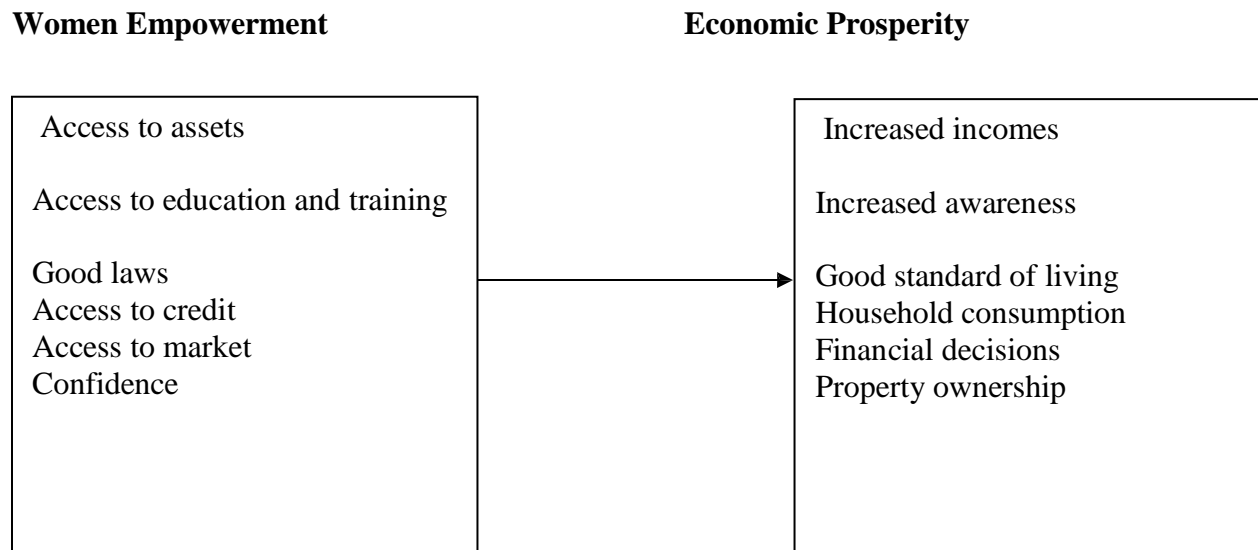


Fig 1: Conceptual Framework: Adopted and refined from (Sohail 2014; Brody et al. 2015; & Ksoll et al., 2015)

The conceptual framework above shows the relationship between the variables of the study. It elaborates that women empowerment is the independent variable while economic prosperity is the dependent variable. Women empowerment is operationalized into: Access to assets, access to education and training, good laws, access to credit, access to market, and confidence. Economic prosperity, on the other hand, has indicators such as increased incomes, property ownership, making financial decisions, household consumption, and a good standard of living. Arrows have been used to show the flow of the relationships.

1.2.3 Conceptual Background

Empowerment is how much people participate in the decisions and actions of their lives (Sultan 2015). Empowerment is the process by which those who have been denied the ability to make strategic life choices acquire such ability. It is a process of change from disempowerment to empowerment by expanding people’s ability to make first-order decisions that result in desired

outcomes (Karlan et al., 2017). According to Sohail (2014) women empowerment is the women's awareness of their rights, self-confidence, having control over their lives both at home and outside, and their ability to bring a change in society. Women can make their own decisions and decide their destiny in life.

Women empowerment has many elements which depend upon and relate to each other say: economic, social, political, and personal. Economic empowerment means giving a woman her rights in the economy. Social empowerment means the status of women in society to be equal to men by eliminating injustice and inequity. Political empowerment means women should have seats in political assemblies and giving one woman the right to one vote. Personal empowerment means women should have freedom in their matters (Sohail, 2014; Brody et al., 2015). There are three elements of empowerment: self-empowerment, mutual empowerment, and social empowerment, and these three elements are related to each other. Self-empowerment means individual effort; mutual empowerment means relationships with others; and social empowerment is generated by removing social, political, legal, and economic hurdles to get individual influence. Concentration on one or two elements of empowerment is not sufficient for achieving important change.

Economic prosperity is the advancement in terms of financial capacity, investments and property ownership, thereby increasing the standard of living (Ksoll et al., 2015). It paves an incentive to save money and get emergency support (Ksoll et al., 2015) and offers a poverty reduction mechanism (Kesanta and Andre, 2015). Economic prosperity leads to wealth accumulation and pecuniary wellbeing both in monetary and non-monetary terms. Economic prosperity leads to more equitable access to assets and services, land, water, technology, innovation and credit, banking and financial services which strengthen women's rights and promote economic growth. Economic prosperity graduates women's income-generating activities from survival level into strong and viable businesses to fully develop their productive assets, their land and their businesses. Women's economic prosperity leads women to achieve equal access to and control over economic resources and ensuring they can use them to exert increased control over other areas of their lives (Taylor and Pereznieto, 2014). Women empowerment with prosperity does not only increase women's access to income and assets but also with control over them and how they use that control in other aspects of life (Taylor and Pereznieto, 2014). To this end, women in Uganda now own property and are coming up as entrepreneurs (UWEP Report, 2019)

In this study economic prosperity meant women's emancipation in income, propensity to save, invest and spend.

1.2.4 Contextual Background

Various programmes target empowering women and fostering economic prosperity in Kabale district like other parts of the country. The programmes include National Agriculture Advisory Services (NAADS), Youth Livelihood Programme and Uganda Women Entrepreneurship Programme (UWEP), Women and Girls Empowerment Project (WOGEP) (Kabale District Social Services Report 2019). These disburse funds in form of credit, startup capital, property for wealth creation and mass mobilization for awareness creation. For example, a total of 1038 women in the Kabale district have so far benefited from UWEP since its launch in the district in 2016. In the financial year 2016/17, Kabale district received UGX 366 million which benefited 82 women groups in the district. In the 2018/19 financial year, Kabale district received UGX 106 million. In the financial year 2019/2020, it received UGX 278 million shillings meant to benefit 48 Women groups in the district.

NAADS and Youth livelihood programmes have distributed goats, cows, chicken, and improved seeds to women as individuals and groups. The WOGEP project has addressed women prosperity in the context of enabling women and girls to increase their incomes, access basic needs such as safe water, food, clothing, education, and health services (WOGEP 2016). There has also been increasing women's collective voices to claim their rights for economic self-reliance (Kabale District Local Government Social Services Report 2019). There are projects aimed at filling the gaps of helping women cross over from the informal to the formal sectors, strengthen market linkages, improve product quality through standardization and generally improve the working environment of the women.

There are projects in Kabale that aim at building individual skills, collective strength and ensuring a more favourable business and policy environment. There are resource centres and awareness campaigns to ensure that women access information needed to become economically self-reliant. On the collective level, women's groups are empowered to hold decision-makers accountable and eliminate barriers to their economic participation (OXFAM Uganda, 2019). UWEP (2018) reported that it has an ongoing programme that provides revolving loans to enable women to

engage in income-generating activities such as animal husbandry, poultry keeping, brick making, mushroom growing. This activity is meant to empower women with knowledge and skills in business management so that they can engage in initiatives that will increase their household incomes. Disbursement of capital and quality seeds leads to the development of a revolving fund and loans provided to women. This activity has addressed the lack of financial resources by women who desire to engage in business activities to increase their incomes. Each group has a group activity and individual activities that increase women's business knowledge, marketing of their produce, training in business and entrepreneurship skills (UWEP, 2018).

Despite women empowerment programmes in the district, women have not realized economic prosperity (WOGG, 2016). Women are still vulnerable, and most of them are not engaged in business ventures for prosperity. Oxfam Women's Economic Empowerment and Care (2017) found that women lacked production skills and business acumen. The report found that more women than men were engaged in unpaid activities which hamper their economic prosperity. Most women are still dependent on their husbands and their income levels have not improved to make an impact in the home and society (Kabale District Local Government Social Services Report 2019). The household incomes and propensity to invest in assets has not been visible and most of the women are still nonpaid domestic work (Oxfam Uganda, 2017). It is therefore not clear whether women empowerment has contributed to the economic prosperity of women in terms of property ownership, involvement in household investment decisions and household income and expenditure. This forms the basis of this study to examine whether empowerment has improved women prosperity.

1.3 Problem Statement

Ideally, women empowerment is intended to lead to economic prosperity. To this end, the Government of the Republic of Uganda recognizes Gender and Equity in appropriation and utilization of Public Funds as fundamental in the attainment of sustainable inclusive growth and development (EOC, 2020). Chapter four of the Constitution of the Republic of Uganda which stretches from Article 20 to 58 makes various provisions aimed at empowerment of women (Republic of Uganda 1995). SDG 5 target 5 obliges the UN Member States, Uganda inclusive, to adopt and strengthen sound policies and enforceable legislation for the promotion of gender

equality and the empowerment of all women and girls at all levels. Similarly, in Kabale district, there are various programmes aimed at women empowerment to elicit their economic prosperity (Kabale District Local Government, 2019).

In spite of the empowerment programmes for economic prosperity in Kabale district, the Oxfam Women's Economic Empowerment and Care (2017) found evidence from quantitative and qualitative data that unpaid care work is primarily carried out by women and girls. Women's income earnings are still low, at UGX 50,000-200,000/- on average per month, mostly from agriculture and petty trading. Such characteristics have implications for decision making and economic prosperity (The Oxfam Women's Economic Empowerment and Care, 2017). UCDW (2019) report shows evidence that women tend to undertake heavy care roles like child-rearing and care of family members as well as taking on additional family responsibility, such as food production on land they do not own. GoU-NPA (2017) found that less than 5% of households reported owning large animals such as cattle and oxen, beehives, ox-drawn ploughs and transport such car/truck/motorcycle. Women still have capital challenges for business and investment (WOGC, 2016). Women still have men dependence syndrome (HCS, 2017). Even those who have acquired support from empowerment programmes still work along with men (Kabale District Social Services Report 2018). They have little or no investment and ownership of property that is completely detached from their husbands (UWEP, 2018). They venture less in political positions that involve adult suffrage (UEC, 2021). Women still have limited space in family economic decisions, the household's expenditure, and personal income (HCS, 2017) which compromises the progress to prosperity. This situation presents an anomaly as regards empowerment and, if not addressed, is likely to compromise women empowerment programmes to attain economic prosperity.

1.4 General Objective

To establish the contribution of women empowerment towards economic prosperity in Kabale

1.5 Specific Objectives

- a) To find out the contribution of women empowerment towards economic prosperity;
- b) To find out the determinants of economic prosperity;

- c) To establish the relationship between women empowerment and economic prosperity.

1.6 Research Questions

- a) What is the contribution of women in economic empowerment programmes?
- b) What are the determinants of economic prosperity?
- c) What is the relationship between women empowerment and economic prosperity?

1.7 Scope of the study

1.7.1 Geographical Scope

The study was conducted in Kabale district in the western region of Uganda. Kabale District is bordered by Rukungiri District to the north, Rukiga District to the north-east, Rwanda to the east and south, Rubanda District to the west, and Kanungu District to the north-west. Kabale is approximately 143 kilometres (89 miles) by road, southwest of the city of Mbarara, the largest urban centre in Uganda's Western Region (Google Map, 2020). Kabale is located approximately 410 kilometres (255 mi), by road, south-west of Kampala, the capital of Uganda (Google map 2020). Kabale district was chosen for this study because it was listed as one of the districts in Uganda where women face immense economic problems and poverty levels (OXAM, 2017).

1.7.2 Content Scope

The study examined the contribution of women empowerment to the economic prosperity of women. It investigated the contribution of women in economic empowerment programmes, the determinants of economic prosperity and the relationship between women empowerment and economic prosperity.

1.7.3 Time scope

The study concentrated on the period between 2015 and 2020. This period was chosen because it was assumed it would be easy to track the necessary records on the subject and people would be able to recall events on the subject. The choice of five years allowed the researcher to ascertain the trends of empowerment of women and economic prosperity.

1.8 Significance

Policymakers and planners: The researcher believed that the findings would inform policy and decisions on how to influence interventions to enhance women empowerment in Uganda to attain prosperity. This could be through training modules and policies on empowerment procedures.

Donor Community: The findings would inform the donor community with the necessary data to guide the formulation of appropriate strategies of effective support of empowerment interventions.

Women activists: The study findings would also be used to create a good understanding and appreciation of the dynamics involved in women movements of Uganda. This would, in the long run, broaden strategies aimed at regulating strategies employed to strengthen women empowerment programmes.

World of academia: The findings would provide additional literature on the subject matter and contribute to the body of knowledge in this country.

Further research: The findings might stimulate further research on the topic in other areas in the world to provide a comparative analysis of the findings.

To the researcher: It would lead to the award of the Master's in Project Planning and Management.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter elaborates on the literature related to women empowerment and economic prosperity. The chapter is structured into two sections. The first section deliberates on the theoretical review. The second section expounds on the real literature review. The discourse of the literature review is offered along with the research objectives.

2.2 Theoretical Review

This study on women empowerment and economic prosperity was underpinned by stakeholders' theory and the social role theory. Drawing from the stakeholders' theory, Leisyte and Westerheijden (2014) illustrate how stakeholder analysis is paramount to examine societal, organizational, and individual dilemmas. Besides, it is an adequate tool used to promote sustainable development activities that generate value for all stakeholders (Porter & Kramer, 2019). In this case, the prognosis of why women should be empowered from the perspective of the stakeholder theory raises an informed platform for interventions. For example, women can challenge and reshape discriminatory structures and institutions only through acting together and attaining involvement as stakeholders in programmes intended to uplift their status.

The value of stakeholder theory is observed in the incorporation of stakeholder's views in the main structure of interventions (Davis, 2014). This represents the certainty of impact on the success of the empowerment efforts by integrating stakeholders (Muriana & Vizzini, 2014). This helps to counteract the inherent complexity as well as the uncertainty of relationships with stakeholders and to face the demands of the dynamism of context (Muriana & Vizzini, 2014). Critics argue that there has been neglect in mainstream development of the need to reflect on and address the structural causes of women's lack of power and that this limits the effectiveness of interventions and women's empowerment (Cornwall and Edwards, 2014). It is against this backdrop that women movements and women activists have been vigilant regarding women emancipation. In their quest for emancipation, the stakeholder and social role theories are imperative to earmark the previous injustices and yet more it espouses the inherent weakness of women like

gestation, lactation and other sex differences that necessitate women to be empowered.

The social role theory on sex differences can explain the important reasons to support women's empowerment and the progress toward gender equality in areas such as health and education. There continues to be a significant economic gap between women and men in most parts of the world. Though the proportion of women in the workforce has increased steadily over the past decades, there remain significant differences in workforce participation rates. Women are concentrated in low-productivity, low-paying employment, and businesses. Women receive less income for their labour than do men and are more likely to be found in irregular, informal, and vulnerable forms of employment (Ampaire, 2020). The growth rates and profitability levels of businesses led by women also lag behind those of businesses led by men, and fewer women are found in positions of economic leadership. Yet this in most cases is not based on self-efficacy, abilities, and intellectual strengths but rather stereotypes. To this end, this compels empowerment-based interventions where women need to be awake and take part in the struggle.

2.3 Thematic Review

2.3.1 Contribution of Women Empowerment towards Economic Prosperity

Economic empowerment combines the concepts of empowerment and economic advancement (Brody et al., 2015). Approaches to economic empowerment concentrate on factors that help women succeed and advance in the marketplace and social-economic wellbeing (World Bank 2016). This includes increasing skills and access to productive resources, improving the enabling and institutional environments, and assisting women in their ability to make and act upon decisions to benefit from economic growth and development. How this has been attained has not been ascertained, which forms the basis of this study.

According to the Food and Agriculture Organization (2017), if women had the same access to productive resources as men, they could increase yields on their farms by 20–30 per cent, raising the total agricultural output in developing countries by 2.5–4 per cent. Such an increase in food production could lift 150 million people out of hunger. The World Bank (2018) also finds that if discrimination against women workers and managers was eliminated, productivity per worker would increase by between 25–40 per cent. Increasing women's economic opportunity and gender equality has been linked to higher gross domestic product,

higher income per capita, and greater competitiveness. Whether empowerment efforts have enhanced women's access to resources and how this has contributed to economic prosperity is not clear, which form the gist of this study (Kumar & Quisumbing, 2015).

Empowerment programmes have been providing enterprise training, tools, and access to credit (OECD, 2015a). This has increased skills in management and livelihoods, as well as increasing access to credit and savings which have promoted investment in business opportunities. Empowerment activities have encouraged women to start their business in the community. Higher investment in business opportunities has led to increased women's independent income and increase in self-confidence. Higher levels of independent income within the household have fostered women's role in managing cash in the household, increasing ownership of assets and financial resources, and finally increasing decision-making power within the household. The empowerment project has also provided inputs to improve agricultural activities, such as seeds, hoes, pangas, and inputs for improving business activities, such as cash, raw material, and equipment (UWEP, 2019). The findings show the efforts to empower women but do not go ahead to show how this has translated into economic prosperity, an area this study expounded on.

The development effects of putting more money in the hands of women are also significant because women tend to spend a greater portion of their incomes on their families (Ali et al., 2014). Increasing women's income and their control over family spending can lead to improvements in child nutrition, health, and education, and work to break the cycle of intergenerational poverty (Nicolai et al., 2015). As women are the majority of the poor, improving their economic circumstances can also directly reduce female poverty and improve their wellbeing. Higher levels of gender equality are also associated with lower rates of poverty and food insecurity in the general population, higher standing in the Human Development Index (Fink, & Fawzi, 2015). The authors show the achievements of women economic empowerment in general but do not succinctly bring out economic prosperity as an issue that this study elaborately tackled.

Economic empowerment is a potent means to strengthen women's rights and achieve gender equality. Growth and development themselves can support gender equality (Lybbert & Wydick,

2016). As incomes grow, people are more likely to send both sons and daughters to school and less likely to have their daughters marry at an early age. Manufacturing and service sectors tend to expand in a growing economy, attracting more women into the formal labor force (Shankar et al., 2015). Service delivery can also improve, leading to better health and education outcomes for women and men. However, this relationship is not direct or automatic. Women's economic empowerment, therefore, means working to address the constraints that women face to participating in and benefiting from growth and development and working to secure their rights. This study therefore explored this relationship.

Brau and Waller (2014), in agreement with Armendariz et al. (2015), note that enabling the poor to gain access to resources is paramount to improving their incomes and consequently autonomy in financial decisions and investments. Economic autonomy is certainly an important contribution to family wellbeing and in this case the well-being of women as they can make independent decisions. In the same thinking, Schuler et al. (2015) suggest that the level of women's economic position through saving enables them to undertake various business ventures and economic choices. This opens their economic potentials and wide economic decisions. These studies were arrived at in other areas but whether they hold for Uganda and Kabale, in particular, deserved extensive investigation.

Economic empowerment propels the ability to make and act on decisions that involve the control over and allocation of financial resources (Buvinic, & Furst-Nichols, 2014). The economic enablement breaks the legal restrictions that constrain women's ability to engage in economic activities. For example, 100 out of 173 surveyed countries restrict women from pursuing the same economic activities as men or directly prohibit women from holding particular jobs (World Bank, 2015a). However, with economic empowerment, women become viable and their involvement in economic ventures become spontaneous (Lybbert & Wydick, 2016). The current study validated the authors' findings to ascertain whether empowerment programmes have broken restriction barriers on women in Kabale district.

A randomized control study of women economic empowerment in Ghana, Malawi and Uganda found little evidence to suggest that participation in economic activities improves participants' involvement in community activities even though intra-household decision-making power might

improve (Karlan et al., 2012). While economic empowerment programmes have been praised as a ‘catalyst for enhanced social capital, improved gender relations, women’s leadership, and community social and economic development’ (Allen and Panetta, 2017), few analyses document how members use the social capital to challenge existing structural and cultural barriers and expand their social networks. Social networks as social resources, which include intangible aspects of everyday interactions, whether symbolic or concrete, broaden women skills in social aspects and choices (Hauberer, 2014). Interpersonal bonds and relationships constitute critical resources that offer the possibility of strong cooperation and collective action for individuals (Ibarguen-Tinley, 2014). How such social resources and social capital translate into economic prosperity deserved extensive investigation which this study elucidated.

Despite the diverse opinion on what constitutes empowerment, there is a consensus among scholars that access to land, farming technologies, agricultural extension services and microcredit are fundamental to the empowerment of rural women farmers in boosting food production and ensuring global food security (Tarozzi, Desai & Johnson, 2015). The aim of women economic empowerment is the equal distribution of power between the sexes. Both men and women should be provided equal economic, social, legal, and political opportunities for their development. However, the authors stop at mentioning that economic empowerment is fostering equality in resources but do not go ahead to show how this would lead to economic prosperity, which formed the gist of this study.

Economic empowerment increases women’s self-esteem, self-confidence, and understanding of their potential; they appreciate themselves and value their knowledge and skills (Buvinic, & Furst-Nichols, 2014). Women obtain equal distribution of power and involvement in decision making at home, in society, economy, and in politics through women empowerment (Panigrahy & Bhuyan, 2016). EOC, UN Women (2017) highlight the issues of women empowerment and improvement in education, health, and economic and political participation as key to empowerment as these form the core of basic human rights. The extent to which empowerment has been achieved in education and health for prosperity is not clear, which made this study instructive.

Women empowerment helps to achieve women rights and development goals such as economic growth, poverty reduction, health, education, and welfare. National economies suffer when they

discriminate against women (EOC, UN Women. 2017). Women having skills and opportunities help businesses. Economically empowered women have more contribution to their families, societies and national economies. Women provided with skills, resources and equal access to economic institutions are a bedrock to prosperity for themselves society and this contributes to national development. Involvement in economic activities leverages women to have the power to make and act on economic decisions (Golla, Malhotra, Nanda, & Mehra, 2017). The literature only shows that empowerment harnesses skills and opportunities but how this had been achieved in Kabale district had not been documented which made this study critical.

The evidence that gender equality, especially in education and employment, leads to economic growth is more logical and vital than that of economic growth that leads to gender equality in terms of health, prosperity, and rights. From a growth context, the progress in certain elements of gender equality presents a win-win situation but from a gender equity view, there is the uncertainty that growth presents critical elements of gender equality (Kabeer & Natali, 2017). Investing in women is one of the most effective means of increasing empowerment and equality. Despite the criticality, women perform 66% of the world's work, and produce 50% of the food, yet earn only 10% of the income and own 1% of the property (Aaronson et al., 2017). Globally, women are denied equal rights of education, health, security, jobs, skills, decision-making authority, better living standard, and respect (Alonso et al., 2019). Globally, it is estimated that gender gaps cost the economy some 15 per cent of GDP and this cost is most likely to be more pronounced in developing countries (Cuberes & Teignier, 2016). What the situation was in Kabale was not known which deserved inquiry.

Studies have noted labour market disparities between men and women and women are less likely to participate in the job market. The Uganda National Household Survey (UNHS) 2016/17 indicates that over 10 million women were recorded to be in the working age (14-64 years) with about 75 per cent of them working compared to 82 per cent of men. In line with this, the unemployment rate was observed to be higher for women (14.4 per cent) than for men (6.2 per cent). Despite the existence of the Equal Opportunities Commission Act which promotes gender equality and women's empowerment, occupational segregation is still high as women are often restricted to low-skilled and lower-paying jobs and continue to earn less than their male counterparts. The median nominal monthly earning for women was estimated to be UGX. 110,000

which is half the median nominal monthly earnings for men (UGX. 220,000). This can be attributed to the large number of women confined to lower-paying jobs. Overall, women contribute still less household income, they have substantially lower decision-making power around household expenditures, particularly food, shelter, and health spending (Aaronson et al., 2017). Women also lack collateral to access financial services and space to indulge in entrepreneurial ventures (Kasujja, 2020).

2.3.2 Determinants of Economic Prosperity

Ultimately, a country's success in empowering women will depend on a multi-faceted and responsive approach to its public policy management and implementation, including its macro-economic, financial and trade policies (Kumar & Quisumbing, 2015). Experience suggests that change is possible in the short term when it is well mandated and supported. A good example is a legislative change that is quickly implemented. In rural Ethiopia, revisions to the Family Code (in 2000) and community-based land registration since 2003 were shown in a 2009 survey to have mutually enforcing effects on women's rights and welfare (Kumar and Quisumbing, 2014). In Nepal, gender norms meant that 12- or 13-year-old girls were traditionally forced to drop out of school and marry shortly afterwards. However, women's participation in literacy and legal education programme in one village led them to recognize this as an injustice and to organize collectively to break the cycle of discriminatory gender norms. Five years later, girls in the village continue their education and do not marry before (Mayoux, 2014). The current study examined whether participation in education programmes determines the economic prosperity of women in Kabale district.

The legal and constitutional protection of women's rights remains an important political resource in women's empowerment. The redefinition of the *de jure* terms of the political settlement provides new openings for women and their allies to win incremental gains that can, over time, give substance to formal access to resources and bring about *de facto* changes in power relations over the longer term (UN Women, 2017). Women's improved access to education, health care and employment or livelihoods are frequently found to facilitate women's empowerment (Pathways, 2011). For instance, there is evidence to support the claim that education facilitates changes in cognitive ability and that this, in turn, supports women and girls' critical awareness and their ability to question and reflect on their lives (Kabeer, 2014). Compared with their less-educated peers,

educated women are likely to participate in a wider range of decision-making processes, at the household level and in the community, and to deal more with the outside world, including engaging with public officials and service providers (World Bank, 2017). These studies were conducted in other parts of the world; they are non-specific to a geographic context and therefore may not offer a basis to draw conclusions for economic prosperity for Kabale district.

Access to assets, livelihoods and employment covers a broad range of women's empowerment. Women's capacity to engage in, and benefit from, economic activities can spur change. This can be empowering, for instance, by providing women with resources under their direct control and/or with a legitimate reason to interact with others outside the family. It can also enable women to renegotiate the balance of power within their family including the conjugal contract and to change their self-worth and capabilities. Some studies have established a correlation between the long-term reduction in domestic violence and an increase in women's assets (Marcus & Harper, 2014; UN Women, 2017).

Empirical studies also show that microcredit programmes empower women. Loans appear to have been especially effective when they have helped women to consolidate existing income-generating activities. Moreover, long-term membership of microfinance organizations seems to result in improved access to other resources and a greater likelihood of political participation (Schuher et al., 2016; Natali, 2016). Evidence also shows that access to the labour market can increase women's capacity to make autonomous decisions in the household and to have wider social and political engagement and be involved in collective action. Access to land and property ownership correlates with the capacity for autonomy in decision-making and improved wellbeing (Batliwala, 2014). Also, changes in the law and normative frameworks to enable women to inherit assets can be an important means to enhance women's access to the property (UN, 2017). This study had an onus to examine how empowerment programmes had led to economic prosperity in Uganda.

Education and training are key determinants to empowerment. Educating girls is one of the most powerful tools for women's empowerment. Education provides women with the knowledge, skills, and self-confidence they need to seek out economic opportunities. Well-designed vocational training leads to better-paid work and does not concentrate women in low-wage and low-skill work or reinforce occupational segregation between women and men (Nicolai, Hine & Wales,

2015). Peet, Fink, and Fawzi (2015) affirm that returns to education in developing countries in terms of women empowerment are enormous.

Access to and control over assets such as physical property is crucial for women's financial security and underpins individual and household economic development. A wealth of evidence confirms the importance of the control of household resources, including land and housing, for women's 'greater self-esteem, respect from other family members, economic opportunities, mobility outside of the home, and decision-making power' (Klugman et al., 2014).

Making markets work better for women is central in determining empowerment. Many women entrepreneurs in developing countries face disproportionate obstacles in accessing and competing in markets. These include women's relative lack of mobility, capacity and technical skills concerning men (World Bank, FAO, and IFAD, 2009). The World Bank (2016) argues that economic empowerment is about making markets work for women and empowering women to compete in markets. Because markets come in many forms, key markets include land, labour, financial and product. Women's financial inclusion, including access to banking and other financial services, is also vital to increasing women's economic control and opportunities. Although overall access to financial services has increased worldwide, the gender divide increased between 2011 and 2014 in MENA, South Asia and SSA (Gonzales et al., 2015). In the Middle East, women are half as likely as men to have a bank account, while the largest absolute gender gap is in South Asia, at 18 percentage points (Demirguc-Kunt et al., 2015). Women are less likely to access financial services via mobile technology too. In 2010, across 19 LAC countries, an average of 79% of women 'never' used the internet for 'working/trading/making money compared with 72.5% of men.

Participation in politics is imperative (Jackson and Wallace, 2015). This facilitates broad-based collective action and women's leadership which is fundamental to wider progressive reform. Alliances and coalitions, including between women's movements, aligned causes and political leaders, can be effective in developing a supportive enabling environment for women's empowerment (O'Neil, 2016). For example, Htun and Weldon (2014) find a 'surprisingly strong' relationship between women's organizing and childcare policy, which is complemented by the efforts of labour unions to protect domestic workers' rights and promote the provision of childcare services (Samman et al., 2016). Effective collective action and leadership on gender

equality challenge the existing male-dominated power base and the structures of gendered institutions. (Klugman et al., 2014). As O’Neil (2016) posits, feminist action and gender reform that is genuinely locally led is imperative. All this can be realized through political participation.

Mandatory legal quotas have been introduced in some countries (EOC, UN Women. 2017). Thus far, the issue has received the most attention in Europe, where gender board quotas for publicly listed companies have been established in Belgium, France, Iceland, Italy, the Netherlands, Norway, and Spain. Even the expectation of quota enforcement can be a compelling incentive to change. Before the final enactment of the law in France, percentages of women on boards rose from 8.4% in March 2009 to 12.7% in March 2011, to 16.0% by January 2012 and 30% in October 2013 (European Commission, 2014a). Noting the slow pace of change in most EU countries, the European Commission put forward a proposal for a directive including the objective of 40% of each sex amongst non-executive directors by 2020 (European Commission, 2014a).

2.3.3 Relationship between Women Empowerment and Economic Prosperity

Buvinic and Furst-Nichols (2014) found that empowerment explicitly spurs women’s productivity and earnings. The World Bank (2016) found a positive linkage with women’s income arising from the emancipation of women. Pereznieta and Taylor (2014) specify that economic empowerment is a process that leads to women’s control over other areas of their lives. There is no doubt that poverty is disempowering as is individual lack of access to resources, as Duflo (2012) notes in her review of the evidence on economic development and empowerment. She finds substantial evidence that increased income-earning opportunities for women encourages parents to send their daughters to school. She also finds that these opportunities do not necessarily lead to broader empowerment as reflected in women’s status in society.

Autonomy in decisions about household, own agricultural production and decision-making power over agricultural productive assets is enlisted (Malapit and Quisumbing, 2015). This ultimately infers that women take on personal investment decisions. Reproductive health views and behaviours improve (Bandiera et al., 2014). Those who belong to women’s groups speak up in public and influence resources in their favour. However, Donald et al. (2016) showed that the degree of correlation between husband’s and wife’s responses to decision making power is less than perfect and varies substantially across countries. The author, however, did not link how

this affects economic prosperity which forms a gap that this study intended to bridge.

Lybbert and Wydick (2016) in survey literature in a paper on the economics of hope cite several cases where low aspirations produce poor economic outcomes. This could be attributed to disempowerment. Kosec et al. (2014) describe the results of many research projects that demonstrate that forward-looking goals are critical for rural poverty reduction. They note that aspirations interact with constraints so that if an individual has not experienced the ability to change their well-being, they will not explore alternatives.

Blattman et al. (2016) find no link between a highly effective programme to help women in post-conflict Uganda start a self-employment trading business and improvements in women's self-reported empowerment, as measured by women's status in society, self-reported physical or emotional abuse by their partner, or self-reported independence (Blattman et al., 2016). Using self-reported participation in household decision-making on expenditures as a measure of economic empowerment, Banerjee et al. (2015) found no effect of a programme that raised poor women's earnings, assets, and household consumption in six countries on broader economic empowerment. They found qualitative evidence that the programme increased women's self-esteem, which the participants linked to the positive outcomes. This provides some evidence for the link between a positive mindset, hope, self-esteem, etc. and better economic outcomes.

In a project to teach Kenyan women to market energy-efficient cook stoves, evaluators found that a component designed to increase the women's self-efficacy and self-confidence produced higher sales compared with a control group that did not receive this component as part of their training (Shankar, Onyura, and Alderman, 2015). In the WORTH project in Nepal, project components addressed both women's agency and savings/business operations outcomes, and progress on both were evaluated. A quasi-experimental evaluation found increases in self-reported self-confidence, civic participation, and intra-household decision-making power; a decrease in reported gender-based violence, as well as improvements in economic outcomes (Mayoux, 2014). These findings were arrived at in other countries, but the situation was and more, so Kabale district deserved investigation.

In India, researchers found that rural women participants in the *Mahila Samakhyas* programme, which combined adult education and vocational training with support groups and life skills training, reported an increase in mobility and civic participation, as well as higher labour force participation (Kandpal, Baylis, and Arends-Kuenning, 2017). Similar results were found for participants in several World Bank-sponsored Adolescent Girls Initiative (AGI) programmes (World Bank, 2015). Another piece of evidence for linkage is the finding that increased wage-earning opportunities for women lead to more girls in education and less early marriage (Hunt & Samman, 2016). However, it has been noted that increased women's empowerment in one domain, say economic or political, could lead to a reduction in empowerment in another domain, as men try to reassert control and privilege (Hunt & Samman, 2016). The contrast in the findings could be a result of the sample size and characteristics and context. These findings needed to be harmonized by the findings of the current study for conclusive knowledge.

Women's ability to organize with others to enhance economic activity and rights is key to women's economic empowerment. Collective action takes myriad forms and is strongly associated with improved productivity, income and working conditions, through changes to workers' rights, wages, social protection, and benefits. Furthermore, where group objectives focus specifically on changing social norms, such as restrictive attitudes towards women's work and property ownership, collectives can contribute towards boosting women's self-esteem and their identity as citizens. This in turn can lead to transformational gains for gender equality in the community and within broader political structures (Domingo et al., 2015).

Women's participation in informal groups provides an important opportunity to develop confidence and self-belief, and effective leadership skills. This paves the way for women to hone their skills by taking leadership positions and to build the necessary constituency to move into positions in other informal or formal structures, including public or political office (Domingo et al., 2015). Across Nepal, Dalit women who have formed groups to establish savings and credit schemes have used these spaces to develop leadership skills and engage in collective advocacy to public bodies. These findings were arrived at in Nepal which had different contexts from the current study and thus such findings needed to be validated to be able to draw solid conclusions for the current study.

2.4 Research Gap

The literature provided was done in different contexts and varying periods. It was not clear whether the findings still held after such a time. Besides, the varying context might not have similar analogies for Uganda and Kabale in particular, which necessitated undertaking of this study. Similarly, the studies reviewed used different methodologies and sample size and might not be adequate to draw conclusions for Uganda. Some of the studies did not give a direct link of empowerment to economic prosperity but required inferences. The studies did not offer analogies for the Uganda situation. This situation presented a gap that this study would bridge.

2.5 Summary of Review

The reviewed and discussed literature indicates that women empowerment contributes enormously to economic empowerment. Economic empowerment spurs women to gain access to resources which advances decision making in various aspects (Buvinic and Furst-Nichols, 2014). Empowerment leverages social capital and women attain a stake in social roles. They attain the niche to challenge social structures that present impediments to the attainment of their rights. Empowerment is a gate pass and panacea with regard to economic prosperity (World Bank, 2015). Participation in women empowerment groups like education and vocational training with support groups and life skills training has increased civic participation, as well as higher labour force participation (Cuberes & Teignier, 2016). Participants in several World Bank-sponsored Adolescent Girls Initiative (AGI) programmes have had improved incomes (World Bank, 2015). The literature further shows that increased wage-earning opportunities for women lead to more girls in education and less early marriage (Hunt & Samman, 2016). Participation in women empowerment programmes has improved women's ability for investment and startup of business ventures and improved nutrition (Banerjee et al., 2015).

CHAPTER THREE

METHODOLOGY

3.1 Introduction

This chapter elaborates on the methods that were used to carry out this research. It explains the research design, the study population, sample size and selection. It also stipulates the sampling techniques and procedure, data collection methods and instruments, validity, and reliability of instruments. It further expounds on the process of data collection and data analysis.

3.2 Research Design

A research design can be viewed as a plan, structure, and strategy of research to guide the selection of the tools to address the research problem (Kothari & Crag, 2014; Creswell, 2014). It girdles the logic of the entire research process (Creswell, 2014). Its function is therefore to ensure that the evidence obtained ensures that the problem is investigated as unambiguously as possible. According to Kothari and Crag (2014), research design facilitates the attainment of the various research procedures thereby making research as efficient as possible in collecting, analysing reporting, and interpreting data in the research study.

This study adopted a combination of descriptive and correlational research designs. Descriptive design is the design that is used to describe the nature, characteristics, and prevalence of a phenomenon (Creswell, 2014). The researcher used the descriptive design to understand the contributions of women empowerment and the determinants of economic prosperity. Correlation design is the design used to measure the relationship between the variables (Creswell, 2014). This study used correlation design to measure the relationship between women empowerment and economic prosperity and to understand the contribution of women empowerment to economic prosperity. The study adopted a combination of both quantitative and qualitative approaches to collect and analyse both numerical and non-numeric data on women empowerment and economic prosperity.

The basis for the mixed design hinges on triangulation and complementarity of the data sources to concretize where findings converge and diverge to enlist robust and persuasive findings. In addition, when both quantitative and qualitative data are blended, they offer an improved and rigorous understanding of the investigated problem than either style by itself.

3.3 The study population

The study population is the "universe of units from which the sample is to be selected" (Prochaska, 2017). The target population for this research was 128,700, which was the entire women population in Kabale (Uganda Bureau of Statistics, 2020). It also included 30 technical district staff who were involved in women affairs (Kabale District Local Government, 2020). It also included participants from 13 sub-counties, the district, municipality, and 20 Non-Governmental Organizations (NGOs) linked to women development programmes. The study population was 128,765 participants.

3.4 Sample Size and Selection

A sample size is a small subsection selected in such a way that it is representative in some way of the population (Quinlan, 2011). Selecting a sample size is critical to get manageable scope for executing the study in terms of resources. The sample size was established using the sample size Table of Krigjice and Morgan (See Appendix 3). The sample size table provides for the population and corresponding sample size. The sample size for this study was 443 sample units.

Table 1: Study population and sample size

Category	Population(N)	Sample population(n)	Sampling strategy
Technical staff	30	28	Purposive sampling
Politicians	15	15	Purposive sampling
NGOs	20	20	Purposive sampling
Women in Kabale district	128700	380	Convenience sampling
TOTAL		443	

Source (UBOS, 2020 &KDLG, 2020

3.5 Sampling Techniques and Procedure

Purposive and simple random sampling approaches were utilized to attain research participants. The approaches were employed to register consistency and avoid bias in finding research participants that may enlist real characteristics of the entire study institution.

3.5.1 Convenience sampling

Convenience sampling method premises on the willingness of the participant who meets the inclusion and selection criteria. It is critical as it can draw genuine and honest responses and saves time (Mugenda and Mugenda, 2010). The women participants were selected by convenience sampling from the different parts of Kabale district. Ten sub-counties were selected and from thirteen sub-counties and in each sub-county 38 women willing and having time were selected to participate in the study.

3.5.2 Purposive Sampling

According to Amin (2005), purposive sampling involves where the researcher has prior knowledge of the people he/she intends to select. It is usually based on office placement. Using this approach, the top district technical staff, sub-county, municipality, district political leadership and leaders of NGOs connected to women development and empowerment programmes who were key informants were sampled. The Chairman LC V, Chairman LC III, Municipality Mayor and one coordinator from an NGO were purposely selected to participate in the study.

3.6 Data Collection Methods

The research used questionnaires, interviews, and document review. These data collection methods elicited information on women empowerment for economic prosperity in Kabale district.

3.6.1 Questionnaire Survey

According to Amin (2005), a questionnaire is a set of interrelated items that investigate participants' opinions about the problem of investigation. A Questionnaire survey was chosen for this study because it gives participants alternatives from which to express their judgment, thus making the investigation easy, simple and minimizes prejudice. A questionnaire, given the

nature of short questions and provided choices, allows for collecting data from a big population while saving time. This was ascertained by Mchumu (2011). Taking account of academic research, surveys enable us to amass the required data cost-effectively (Saunders et al., 2007).

3.6.2 Key informant Interviews

According to Denismombe (2008), interviews are open questions often administered to key informants to give them wide latitude to talk about the subject. The interviews give a wide view to supplement data from questionnaires and the analysed documents (Patton, 2001). The interviews give a variety of information from participants without any limit (Wilson & MacLean, 2011). Interviews are advantageous because they allow “thorough examination of experiences, feelings or opinions that closed questions could never hope to capture” (Kitchin & Tate, 2000). They also provide a ground for informants to express their understanding of the problem. Interviews allow exploring information that the researcher might not have anticipated. It facilitates the natural flow of data. It allows the researcher to naturally triangulate the interview and guide the direction that the interview takes (Kothari & Crag, 2014).

3.6.3 Documentary Review

According to Denismombe (2008), a documentary review concerns extracting information from documents. It is primarily used for secondary data. Information was gathered from documents regarding the empowerment of women from empowerment organizations. The documents gave the contextual realities that exist on the ground which facilitated triangulation (Searle, 2015).

3.7 Data Collection Instruments

The research study utilized a structured questionnaire, key informant interview guide and a documentary checklist to collect information.

3.7.1 Questionnaire

The questionnaire comprised of close-ended items that provided choice alternatives from which study participants were requested to tick the best choice that matches their opinion about the

problem of investigation and situation (Mugenda and Mugenda, 2010). The questionnaire was standardized and rigid, allowing no flexibility and answers to items set in the questionnaire. This facilitated validity and control of the extraneous variables (Kothari & Craig, 2014).

The questionnaire was divided into sections to cater to all the objectives of the study. It was for women engaged in women empowerment programmes for economic prosperity employees. It used a five-point ranking scale scored with choices as follows: (5) Strongly agree, (4) Agree, (3) Not sure, (2) Disagree, (1) Strongly Disagree. The five-point choice rank gave participants a variety of choices from which to express their opinion. Muhwezi (2014) confirmed this advantage while he was conducting a study on tourism revenue sharing and community conservation effort in Queen Elizabeth National park and Murchison Falls National Park in Uganda.

3.7.2 Interview Guide

The interview topical guide was formulated to elicit data from study participants. This guide was intended to uphold steadiness and reliability. The interviews were preferred to give the top management who were an informed category by virtue of their offices' wide latitude to talk about the subject at length without limit. The interview guide was constructed along with the objectives of the study. This was intended to capture adequate information on the variables of the study (Crossan, 2016). This was administered to the employees in the empowerment programmes.

3.7.3 Documentary Review Checklist

A documentary review checklist was designed to extract the necessary information from the documents. These included meeting and reporting and policies regarding women empowerment for economic prosperity. Monitoring and evaluation reports of empowerment programmes were reviewed.

3.8 Validity and Reliability of Research Instrument

3.8.1 Validity:

According to Amin (2005), validity symbolizes the suitability of the tool. The tool can yield results that are in arrangement with the theoretical and conceptual morals of the research. It is the capacity to yield correct findings and score what it is supposed to precise ranks. To ensure the validity of

research instruments, copies of the draft instruments were pilot-tested in Rubanda district. This was selected because it has similar characteristics with Kabale district since they were once one block. This helped to assess the language clarity, ability to tap information needed, acceptability in terms of length and the privacy of the respondents. The researcher further had the discourse of the tools with relevant personnel including the research supervisor. Thereafter, validity was determined by calculating the content validity index whose formula is:

$$CVI = K/N$$

Whereby'

CVI= Content Validity Index

K =Number of items considered relevant/suitable

N = Number of items considered in the instruments

Six experts were asked to score the research tools. Three of them were colleagues pursuing a Master of Project Planning and Management while the other two were in the field of Administration at the education level of Masters. The outcomes from the rating were utilized to figure the content validity index value ratio. The CVI approach was employed for suitability of survey studies.

From the experts' judgment, 8 items were considered relevant in measuring women empowerment while 9 items were considered relevant in measuring economic prosperity. This made a total of 17 items of the 23 that were originally designed.

$$CVI = \frac{17}{23} = 0.73$$

Since the study aimed at attaining more than a 0.7 validity value ratio to consider the instruments valid for the study (Amin 2005), the instrument was valid and relevant to measure women empowerment and economic prosperity.

3.8.2 Reliability of Research Instruments

Amin (2005) elaborates on reliability as the correctness of the tools concerning what it is intended to achieve. It is the notch to which the tool constantly scores what it is ranking and studying. To ensure reliability, the study adopted Cronbach's coefficient Alpha (a general form of Kuder-Richardson formula) to determine how the items correlate among themselves. When inconsistencies were found, the researchers reconstructed the instruments accordingly to suit the theoretical and conceptual framework of the study. This was determined using Cronbach's Coefficient Alpha.

Table 2: Reliability Statistics

Variable list	Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
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Women empowerment	.731	.728	8
Economic prosperity	.837	.834	9
Overall	0.784	0.781	17

The study aimed at attaining more than 07 coefficient value ratio. Since the overall coefficient was above, according to (Amin, 2005), this implied that the items used in this study were reliable and internally consistent. The reliability coefficient obtained for this study was also consistent with Tavakol and Dennick (2011) who proposed that a Cronbach's Alpha value of 0.6 is also acceptable.

3.9 Procedure of Data Collection

After approval of the research proposal, an official letter introducing the researcher was acquired from Kabale University to enable the researcher entry into the women empowerment organizations and consequently the respondents. The researcher did not employ research assistants. To this end, the exercise of data collection was executed personally and physically. Participants were subjected to the questionnaire without leaving them behind to avoid discussion and consequently biased responses. The key informants in mandatory offices were interviewed first and finally proceeded to the women.

3.10 Data Analysis

Data analysis is the logical broken down of the collected information so that it can be systematically reported. Data analysis depends on whether it is qualitative or quantitative (Creswell, 2009).

3.10.1 Quantitative Analysis

Quantitative data analysis shows findings in numerical forms (Duffy and Chenail, 2008). Data was coded by assigning numerals to responses. It was edited by double entry. It was ensured that the first entry was the same as the second entry. This generated a response frequency code sheet. The data was used to calculate percentages.

3.10.2 Qualitative Analysis

Consequent to the interviews, the taped recordings³³ were transliterated accurately. Information

was cleaned, revised, and analysed following the objectives of the study. The audio recordings were played several times as transcription was going on so as minimize information loss. After assurance of the completeness, the transcripts were assembled for data analysis. The NVivo version 10 software was utilized to support the analysis.

Open codes were developed using a sample of 3 scripts to allow the researcher to be reflexive, critical, and rigorous with the findings. This was arrived at by familiarization with data through severally reading and revising the data to get engrossed with information embedded in it. This approach is emphasized by Braun and Clarke (2013) as a necessity to attain quality findings. The process of familiarization provided a coding frame. This facilitated the conceptual collating of the entire data. The analysis, however, remained open to new coding. Meaningful themes related to research questions were identified and constructed. The themes were revised and revisited severally for robustness and versatile reporting purposes. The themes were finally redefined and paraphrased to fit well into the research problem and research questions. This was followed by a coherent narrative. The convincing expressions of participants were earmarked and extracted verbatim for reporting purposes.

3.11 Ethical Considerations

Ethical values check against the self-manufactured and faking of data and, therefore, promote the pursuit of actual knowledge and truth which is the primary goal of research (May, 2011). Ethical issues greatly assure the integrity of the research results. Voluntary participation and informed consent were catered for. The purpose of the survey was fully explained, and the respondents politely requested to participate in the study. According to Cohen et al. (2000), the participants should have the option to refuse to participate in the study. This was provided in the introduction part of the questionnaire and consent form. Anonymity was another concern (Denismcombe, 2008). To this end, promise and principle of anonymity together confidentiality were assured, after all, the names of the respondents were not requested, and emphasis was made that data would be handled in aggregate and purely for academic award purposes. Appreciation was ensured to the respondents after participation for ethical considerations.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.1 Introduction

In this chapter, the researcher presents the response rate, personal data, and empirical results. Empirical results were presented basing on research objectives. The technique of analysis also depended on the nature of the objectives.

4.2 Response rate

The study targeted a sample size of 443 participants. However, the responses indicate that only 356 responded to the questionnaires. This was a response rate of 80.3% as shown in the formula below.

$$\text{Response Rate} = 356/443 \times 100 = 80.3\%$$

This response rate was adequate for generalization and conclusion, as supported by (Amin, 2005). The 19.7% who did not respond were somewhat busy. Otherwise, participants were willing to take part in the study after the purpose of the study was properly explained to them.

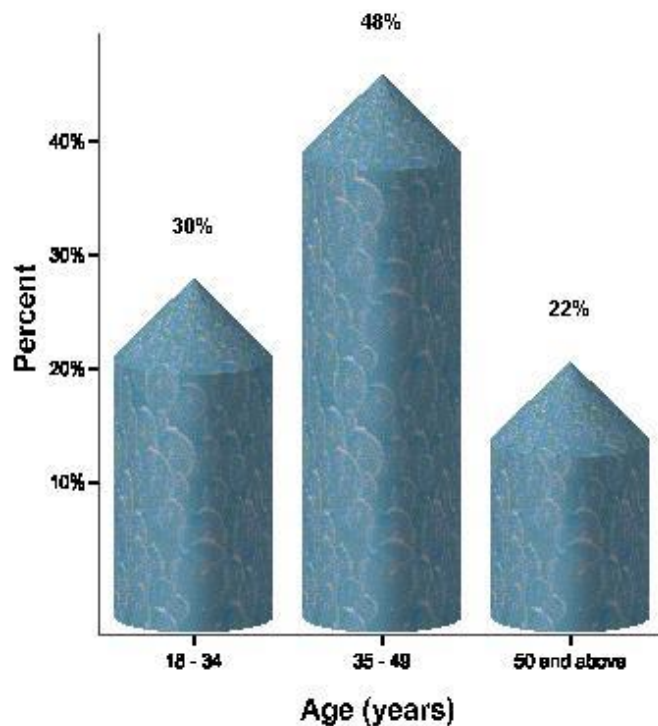
4.3 Personal Data

The study investigated several personal data such as age groups, gender differences, level of education, and personal knowledge and experience on women economic empowerment.

4.3.1 Age of respondents

The study sought to understand participants' age in complete years. The age was grouped into three categorizations that are 18 – 34 years' group, the 35 – 49 years' group, and the 50 years and above group. The findings were presented on a bar chart below.

Figure 4.1: Age of Respondents



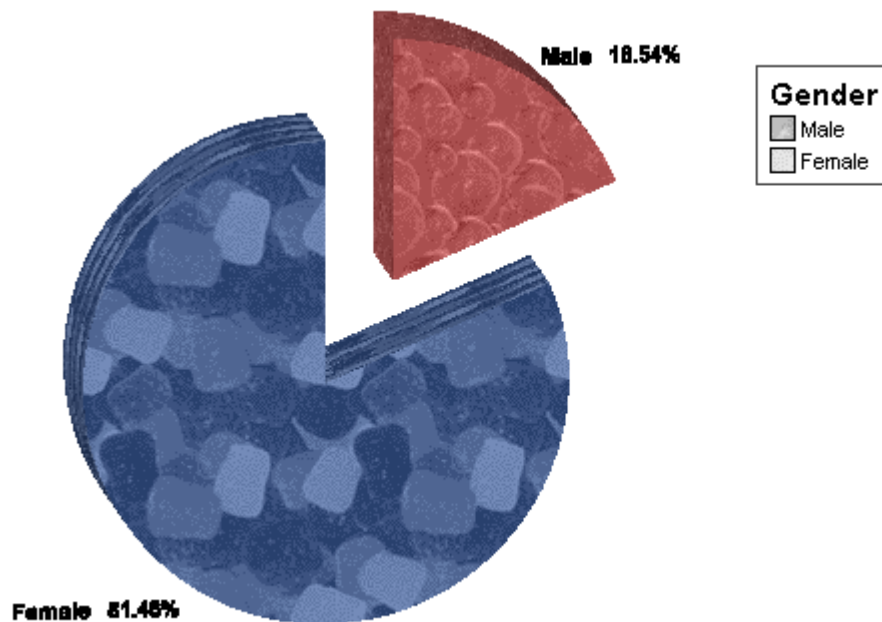
Source: Field data, 2021

The study found that 48% fell in the 35 – 49 years age group, 30% fell in the 18 – 34 years age group while 22% fell in the 50 years and above age group. The findings show that majority of the participants were adults. This was aimed at increasing the credibility of the interview.

4.3.2 Gender of Respondents

The study sought to understand the gender differences of the participants. The study investigated two categories of gender, that is male and female. The study involved women to capture their experiences since the focus of the study was on the contribution of their empowerment towards economic prosperity. The findings were presented on a pie chart.

Figure 4.2: Gender of Respondents



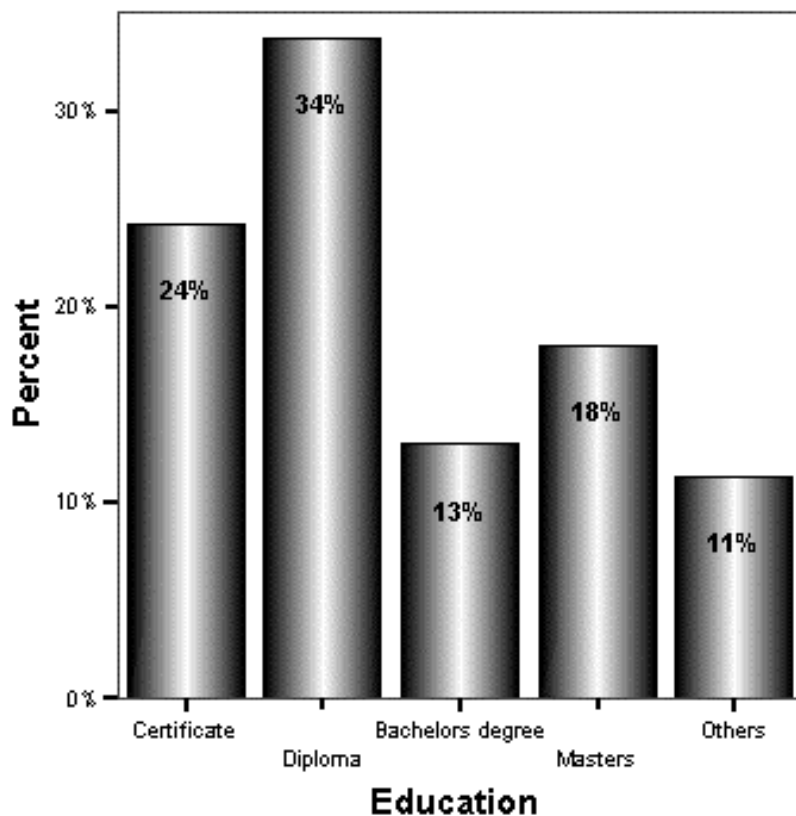
Source: Field data, 2021

The study found that 81.5% were female while 18.5% were male. This suggests that most of the participants were women. Much as the dominance of women in the study was predetermined, the majority of women took part in the study because of improving social engagement amongst women in Kabale.

4.3.3 Level of education of Respondents

The study sought to understand the different education levels of participants. The categorizations of education used in this study were certificate, diploma, bachelors' degree, masters, and others. The findings were summarized below.

Figure 2.3: Level of education of respondents



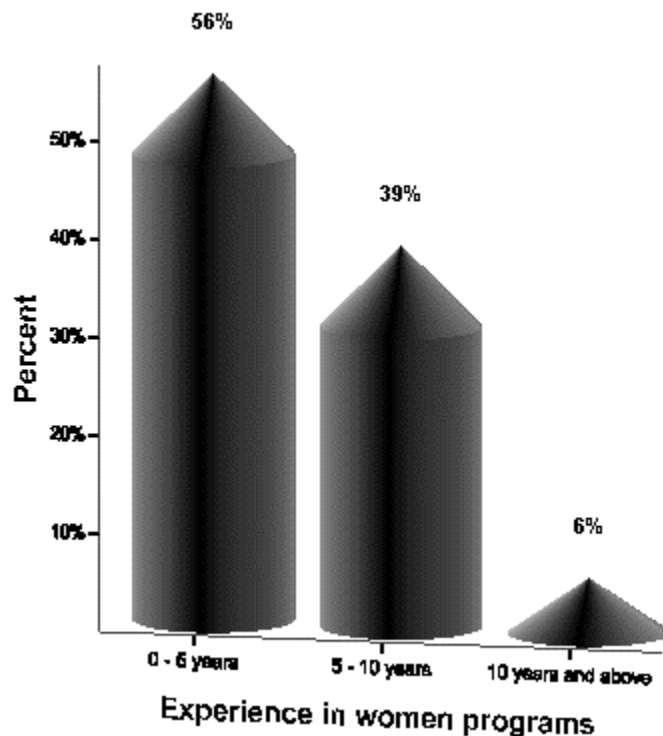
Source: Field data, 2021

When participants were asked about their education experience, 34% had diploma education, 24% had certificate education, 18% had masters' education, 13% had Bachelor's degrees while 11% indicated the other option. The statistics indicate that the majority of the participants had diploma education. This is possibly because of increased literacy programmes in Uganda.

4.3.4 Experience of respondents in women programmes

The study sought to establish the experience of participants in women empowerment programmes. The findings were summarized in the diagram below.

Figure 4.4: Experience in women programmes



Source: Field data, 2021

The study found that 56% of the participants had experience of between 0 and 5 years, 39% indicated an experience of between 5 and 10 years while 6% indicated an experience of over 10 years in women empowerment-related programme. The statistics, therefore, suggest that most of the participants had not more than 5 years of experience with women-related programme. This is possibly because most of the women empowerment programmes were designed in recent years.

4.4 Empirical Results

The findings of the study were presented according to objectives. The technique of analysis depended on the nature of the objective.

4.4.1 Objective One: contribution of women empowerment towards economic prosperity

To establish the contributions of women empowerment towards economic prosperity, the study used percentages of responses. The responses were anchored on a five-point Likert scale. To ease

analysis, the study combined strongly disagree and disagree to determine the overall level of disagreement on the issues raised on the contributions of women empowerment towards economic prosperity. Similarly, the study combined agree and strongly agree to determine the overall level of agreement on the issues raised. The table below shows the summary.

Table 4.1: Contributions of Women Empowerment

Descending levels of Agreement	SD (%)	D (%)	SD+D (%)	NS (%)	A (%)	SA (%)	A+SA (%)
1. Enhance productive skills	1.7	3.9	5.6	7.3	54.5	32.6	87.1
2. Raised my competitiveness	3.4	9.6	13	13.5	47.8	25.8	73.6
3. Increased my self-esteem, self-confidence, to understanding my potential	8.4	7.9	16.3	10.1	55.6	18	73.6
4. Increased my access to productive resources	3.4	9	12.4	15.2	55.1	17.4	72.5
5. Increased my economic autonomy	7.3	14.6	21.9	6.7	55.1	16.3	71.4
6. Enhanced my social capital	3.9	16.9	20.8	11.8	52.2	15.2	67.4
7. Increased my contribution to family nutrition	9.6	17.4	27	10.1	50	12.9	62.9
8. Increased my contribution to family investments	5.1	22.5	27.6	10.1	47.8	14.6	62.4
9. Enhanced equal economic, social, legal, and political opportunities	15.2	17.4	32.6	16.3	43.3	7.9	51.2
KEY: SD = Strongly Disagree; D = Disagree; NS = Not Sure; A = Agree; SA = Strongly Agree							

Source: Primary data, 2021

Of the different contributions of women empowerment, 87.1% reported that women empowerment enhanced their production skills. Personal interview revealed that women empowerment programmes enhanced production skills like knitting, weaving, tailoring, micro-businesses, and horticulture.

73.6% reported that women empowerment raised their competitiveness, self-esteem, self-confidence, and personal potential. Competitiveness was reported among the educated women who find themselves confident to apply for any job that men can apply for, and some of them have secured these jobs. This is because education enhances women's competences, self-confidence and equips them with employable skills that enable them to secure the jobs they apply for.

72.5% of the participants reported increased access to productive resource while 71.4% reported some increased economic autonomy. These findings show that women have productive resources such as land, some animals, and money to start their own businesses. This can be attributed to gender equality campaigns that have encouraged women's access to productive resources and assets.

On the lower side, only 5 out of every 10 participants (51.2%) reported having equal economic, social, political, and legal opportunities. These statistics were characteristic of mostly educated women. Less-educated women were less likely to report enhanced economic, social, legal, and political equality. This is because women's education is a critical condition for women's empowerment and enables women to gain greater access and control over material and knowledge resources to improve their lives.

4.4.2 Objective two: Determinants of economic prosperity

To establish the determinants of economic prosperity, the study used percentages of responses. The responses were anchored on a five-point Likert scale. To ease the analysis, the study combined strongly disagree and disagree to determine the overall level of disagreement on the issues raised on the determinants of economic prosperity. Similarly, the study combined agree and strongly agree to determine the overall level of agreement on the issues raised. The table below shows the summary.

Table 4.2: Determinants of economic prosperity

Descending Levels of Agreement	SD (%)	D (%)	SD+D (%)	NS (%)	A (%)	SA (%)	A+SA (%)
1. Access to friendly microcredit programs empower women	1.7	6.2	7.9	8.4	66.3	17.4	83.7
2. A responsive approach to public policy management and implementation determines economic prosperity	3.9	9.6	13.5	9	51.7	25.8	77.5
3. Mandatory legal quotas stimulate women's capacity in various positions.	5.6	11.8	17.4	8.4	60.1	14	74.1
4. The legal constitutional protection of women's rights remains an important political resource in women's empowerment	9	10.7	19.7	6.7	48.9	24.7	73.6
5. Access to land and property ownership facilitates the capacity for autonomy in decision-making	3.4	13.5	16.9	11.8	56.2	15.2	71.4
6. Women's improved access to education facilitates empowerment	9	19.1	28.1	9.6	44.4	18	62.4
7. Employment opportunities facilitate women's empowerment	10.1	23	33.1	12.4	38.2	16.3	54.5
8. Women's access to adequate health services improves empowerment	9	24.7	33.7	12.4	48.3	5.6	53.9
KEY: SD = Strongly Disagree; D = Disagree; NS = Not Sure; A = Agree; SA = Strongly Agree							

Source: Field data, 2021

The study identified a number of determinants of economic prosperity, which were presented to participants. According to the findings, access to friendly microcredit (83.7%), a responsive public

policy management (77.5%), mandatory legal quota (74.1%), protection of women (73.6%), and access to land and property rights (71.4%) as key determinants of economic prosperity. Access to microcredit empowers women to start their own businesses, which improves their undependability on social support and husbands. Additionally, strengthening women protection rights, and access to productive resources improves women's participation in production activities and decision making. However, only 5 out of every 10 participants (53.9%) saw access to adequate health services as a determinant of economic prosperity. This is because access to adequate health services is secondary to other crucial determinants of economic prosperity such as access to microcredit and productive resources.

4.4.3 Objective three: Relationship between women empowerment and economic prosperity

The study employed correlation analysis to establish the relationship between women empowerment and economic prosperity. Correlation is the statistical measure of the degree of the strength of the relationship between two numerical variables. Correlation analysis uses the correlation coefficient (r) to measure the degree of the strength of the relationship between the variables. Correlation coefficient ranges from 0.0 to 1.0. Correlation coefficients closer to zero indicate weak relationship while those closer to 1.0 indicate strong relationships. Positive coefficients indicate that the two variables change in the same direction while negative Correlation coefficients indicate that the two variables change in opposite directions. The table shows the correlation tests.

Table 4.3: Correlation tests

		Women Empowerment	Economic Empowerment
Women Empowerment	Pearson Correlation	1	.655(**)
	Sig. (2-tailed)		.000
	N	356	356
Economic Prosperity	Pearson Correlation	.655(**)	1
	Sig. (2-tailed)	.000	
	N	356	356

** Correlation is significant at the 0.01 level (2-tailed).

From the table above, ($r = .655$; sig. $<.05$) shows that a strong relationship exists between women empowerment and economic prosperity. The statistics indicate that a change in women empowerment programs in the district is associated with a positive a strong change in the economic prosperity of the women under the same programs. In real practice, women empowerment activities in Kabale district such as NAADS, UWEP, WOGA and Youth livelihood programs have a strong association with economic empowerment. As these programs scale down to women of all classes, they result in positive and observable changes in their economic empowerment. The positive and significant value, which is less than 0.05 suggests that the relationship between economic prosperity and women empowerment is statistically significant and the two variables are linearly related. The contribution of women economic empowerment was shown using R Square and Adjusted R Square.

Table 4.4: Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.655(a)	.429	.427	.54107

a Predictors: (Constant), Women Empowerment

The study found that women empowerment predicts about 42.9%, based on ($R \text{ Square} = .429$) of the amount of variation in economic prosperity in Kabale. This implies that women empowerment does a good job in explaining the observable changes in economic prosperity. The statistic, however, suggests that there are other factors that are responsible for the level of economic prosperity in Kabale.

4.5 Discussion of Results

The discussion of results was presented according to specific research objectives. Generally, the study found a significant contribution of women empowerment to the economic prosperity of women in Kabale.

4.5.1 To find out the contribution of women empowerment towards economic prosperity

The current study established that women empowerment has a contribution to economic prosperity. This agrees with OECD (2015a) who reported that empowerment programmes have been providing enterprise training, tools, and access to credit. Women who have skills in management and livelihoods, as well as access to credit and savings, have the ability to invest in business opportunities. In this view, empowerment activities are seen as a driver of women's increased involvement in investment activities.

The results agree with UWEP (2019) which reports that women empowerment projects provide inputs that support agricultural activities, such as seeds, hoes, pangas, and inputs for improving business activities, such as cash, raw materials, and equipment. In line with agricultural support, Tabrizi, Desai, and Johnson (2015) add that access to land, farming technologies, agricultural extension services and microcredit are fundamental to the empowerment of rural women farmers in boosting food production and ensuring global food security. The same view was echoed in an interview: *"...they helped us. You see I am a farmer, and anyone who gives me a hoe or a panga is such a good companion..."* However, this study observes that most of the women who engage in agriculture are practicing rudimentary agricultural practices. Such rudimentary practices may not accelerate the intended economic prosperity.

The current study found that women empowerment promotes self-esteem, self-confidence, and helps women to understand their potential in development. The results agree with Buvinic & Furst-Nichols (2014) who reported that economic empowerment increases self-esteem, self-confidence, and understanding of their potential, appreciate themselves and value their knowledge and skills. The same view was observed in an interview: *"...I am no longer fearful as before. I can now talk to my husband on reproductive health issues...but men! men!...they do not want to hear that..."*. The idea in this excerpt shows how women have been helped to speak up on matters that

concern their reproductive health. However, the aspects of self-esteem and self-confidence were more observed among the educated women than the rural agriculturalist women. This is education enhances women's self-esteem, self-confidence to enable them to understand their potential.

The findings in Kabale, however, seem to disagree with Karlan et al. (2012) who studied women economic empowerment in Ghana, Malawi, and Uganda. They found little evidence to suggest that participation in economic activities improves participants' involvement in community activities even though intra-household decision-making power might improve. The findings in Kabale might disagree with Karlan and colleagues' findings perhaps because the current study was not focused on the nexus between participation in economic activities and economic empowerment. Rather, the focus was on how women empowerment might accelerate economic prosperity. Consequently, the real shift from participation in economic activities was not observed.

4.5.2 To find out the determinants of economic prosperity

The study found access to microcredit as key among the determinants of economic prosperity. Access to microcredit is a predictor of very many variables such as entrepreneurship, financial inclusion, access to markets, and productivity. The findings are similar to those of Kumar and Quisumbing (2015) who established that empowering women takes a multifaceted approach that covers a range of financial and trade policies. Given the current study, access to microcredit is a form of trade policies that empower women to participate in business by allowing them capital support. On the other hand, access to microcredit is a form of financial policy that promotes financial inclusion.

The findings also agree with Schuher et al. (2016) and Natali (2016) who established that microcredit programmes empower women. The authors found that loans are very effective because they help women to consolidate existing income-generating activities. The long-term membership of microfinance organizations results in improved access to other resources and a greater likelihood of political participation. Given the current study, many women in Kabale are members of microfinance institutions such as FINCA-Uganda, Kigezi Women in Development and Lyamujungu SACCO which have continuously enabled them to access microcredit. The findings agree with one respondent who said: “...*talk about credit, you have where to get it...only that most*

of the credit institutions including the microcredit are not pro-poor. They lend to those who have the ability to pay...this automatically leaves women out...” This excerpt suggests that women are to some degree left out in the chain of financial inclusion for inability to pay.

In a related study, Klugman et al. (2014) shows that access to and control over assets such as physical and financial and property are crucial for women’s financial security and underpin individual and household economic development. A wealth of evidence confirms the importance of the control of household resources, including land and housing, for women’s ‘greater self-esteem, respect from other family members, economic opportunities, mobility outside of the home, and decision-making power. Given the current study, women in Kabale own productive assets like land, buildings, and businesses, which they have built due to access to microcredit over the years. Notwithstanding the aforementioned, ownership of productive assets remains common among urban and educated women. This is probably because urban and educated women understand property rights and have the finances to acquire productive assets.

The findings also agree with World Bank, FAO, and IFAD (2009) who reported that making markets work better for women is central in determining empowerment. Many women entrepreneurs in developing countries face disproportionate obstacles in accessing and competing in markets. Given the current study, many women in Kabale lack the financial capital to engage in entrepreneurial activities. This study, therefore, confirms the need to support women with microcredit to bolster their involvement in trade and entrepreneurship. This is likely to help women in standing the competition that exists in the market. According to Gonzales et al. (2015), women’s financial inclusion, including access to banking and other financial services, is also vital to increase women’s economic control and opportunities. Gonzales’s study confirms the findings in Kabale that women need increased access to microcredit.

The findings, however, seem to disagree with Demircuc-Kunt et al. (2015) who found that although overall access to financial services has increased worldwide, the gender divide increased between 2011 and 2014 in MENA, South Asia and SSA. Demircuc-Kunt and colleagues show that only a half of the women in the Middle East are as likely as men to have a bank account. The largest absolute gender gap is in South Asia, where less than 18% of the women are likely to access financial services via mobile technology. A comparison with Latin America and Caribbean

countries reveals an average of 79% of women who never work, trade, or make money. Given the current study, there are many women who do not work, trade, or make money due to a lack of financial capital. In Kabale, and Uganda as a whole, women find it difficult to access credit from formal bank institutions due to the high-interest rates and collateral requirements, which most women do not have.

4.5.3 To establish the relationship between women empowerment and economic prosperity

The study found a strong, positive and significant relationship between women empowerment and economic prosperity in Kabale. Practically, the findings suggest that the more empowerment programmes are introduced in the area the more economic prosperity is likely to be registered.

The findings are in line with many studies that indicate a positive link between women empowerment programmes and economic prosperity. For instance, Buvinic and Furst-Nichols (2014) found that empowerment explicitly spurs women's productivity and earnings. The World Bank (2016) found that women emancipation increases women's income. Shankar, Onyura, and Alderman (2015) found that a component designed to increase the women's self-efficacy and self-confidence produced higher sales compared with a control group that did not receive this component as part of their training. Mayoux (2014) showed that project components that addressed both women's agency and savings/business operations outcomes increased self-confidence, civic participation, and intra-household decision-making power among women. A decrease in gender-based violence was found to improve economic outcomes in Nepal. These outcomes were based on the WORTH project in Nepal. The findings on the positive relationship between women empowerment and economic prosperity support one key informant who said: "...the *NRM government must be praised...am not a politician. Compared to the days past, women today have a voice and are greatly contributing to the welfare of their families...*" Given the current study in Kabale, women empowerment projects such as NAADS, UWEP, WOGES and Youth livelihood programs have played a big role in improving the economic outcomes among women such as increased access to productive resources, enhanced social capital and enhanced equal economic, social, legal, and political opportunities.

However, the findings disagree with Blattman et al (2016) who did not find a link between a highly effective programme to help women in post-conflict Uganda start a self-employment trading business and improvements in women's self-reported empowerment. Most of the women who Blattman investigated were victims of self-reported physical or emotional abuse by their partner, or self-reported independence. Given the study in Kabale, it is true that not all women have benefited from the many women empowerment programmes in the area. For instance, UWEP is meant to start or expand businesses. However, some women are excluded due to the restrictive application requirements that favour groups with established enterprises and women who are educated and physically mobile. Furthermore, due to corruption practices, many target beneficiaries do not access the UWEP funds.

The findings further disagree with Banerjee et al. (2015) who found no effect of a programme that raised poor women's earnings, assets, and household consumption in six countries on broader economic empowerment. They do find qualitative evidence that the program increased women's self-esteem, which the participants linked to the positive outcomes. This provides some evidence for the link between a positive mindset –hope, self-esteem, etc. -- and better economic outcomes.

4.6 Conclusion of the chapter

This chapter has provided a detailed analysis of the findings based on research objectives. With the aid of frequencies and percentages, the study showed that enhancing women's productive skills is the greatest contribution of women empowerment programmes. With the aid of frequencies and percentages, the study showed that access to microcredit is the key determinant of economic prosperity. With the aid of correlation tests, the study showed that a strong, positive, and significant relationship exists between women economic empowerment and economic prosperity. Finally, with the aid of R Square, the study showed that women empowerment contributes a significant percentage of the variations in economic prosperity, though some factors might as well contribute to the variations.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

In this chapter, the researcher presents the summary of findings, conclusion, recommendations, areas for further studies, and limitations to the study. The summary of findings and conclusions are presented based on the study objectives.

5.2 Summary of findings

The major objective of the study was to find out the contribution of women empowerment to economic prosperity. The study found that women empowerment accounts for 42.9% of the level of variations in economic prosperity in Kabale.

The first objective of the study was to find out the contribution of women empowerment towards economic prosperity. Basing on 87.1% of the participants, enhancing women's productive skills is the most important contribution of women economic empowerment.

The second objective of the study was to find out the determinants of economic prosperity. Basing on 83.7% of the participants, access to friendly microcredit stands to be the most important determinant of economic prosperity.

The third objective of the study was to establish the relationship between women empowerment and economic prosperity. Basing on ($r = .655$; sig. $< .05$) there is a strong and positive significant relationship between women empowerment and economic prosperity.

5.3 Conclusions

The study investigated the contribution of women empowerment to economic prosperity in Kabale. Women empowerment significantly contributes to economic prosperity, much as there are other factors that account for the variations in economic empowerment such as making markets work better for women, participation in politics, and mandatory legal quotas.

The major contribution of women empowerment is the ability to enhance women's productive skills. In Kabale, productive skills like knitting, weaving, tailoring, micro-businesses, and horticulture are likely to improve women's undependability on social programmes and their husbands. Additionally, raising women's competitiveness, self-esteem, self-confidence, and personal potential were found to be necessary for women's economic prosperity much as only a handful of participants confidently exuded equal economic, social, political, and legal opportunities. This is because there continues to be a significant economic gap between women and men in Kabale and Uganda.

The study found access to friendly microcredit, responsive public policy management, mandatory legal quota, protection of women, and access to land and property rights as key determinants of economic prosperity. Strengthening the different mechanisms through which women can have access to friendly microcredit is likely to help women in Kabale bolster their potential to participate in economic activities. However, a handful of participants did not consider access to adequate health services as a key determinant of economic prosperity. This is because access to adequate health services is secondary to other crucial determinants of economic prosperity such as access to microcredit and productive resources.

The study found a strong and positive significant relationship between women empowerment and economic prosperity. Women empowerment programmes in Kabale such as NAADS, UWEP, WOGA and Youth livelihood programmes are likely to help women in their struggle for economic prosperity. These programmes have played a big role in improving the economic outcomes among women such as increased access to productive resources, enhanced social capital and enhanced equal economic, social, legal, and political opportunities.

5.4 Recommendations

The study found average levels of agreement regarding how enhancing equal economic, social, legal, and political opportunities contribute to women empowerment in Kabale. Organizations that deal with women's legal issues in Kabale and Uganda should combat the restrictions that constrain women's ability to engage in economic activities.

The study found average levels of agreement that women's access to adequate health services improves empowerment. Organizations that deal with women's health should enhance women's health education and improve women's health-related decision making in Kabale and Uganda.

The study found average levels of agreement on how employment opportunities facilitate women's empowerment. Institutions that deal with women employment in Kabale and Uganda should update labour laws to combat discrimination against women in all types of work. They should review the labour laws, identify the gaps between labour laws and practices and work towards bridging these gaps.

5.5 Areas for future research

The study focused on women empowerment and economic prosperity in Kabale, which included both urban and rural women. Future researchers should evaluate the role of women empowerment programmes on rural women in Uganda.

The study found that women empowerment is not the only factor responsible for economic prosperity in Kabale. Future researchers should consider assessing the factors for economic prosperity among women in Kabale.

The study found that access to friendly microcredit is a viable mechanism in empowering women. Future researchers should consider investigating the relationship between microcredit facilities and women economic empowerment.

5.6 Limitations to the study

The study was conducted at a time when COVID-19 was still a threat in Uganda. Therefore, the level of interaction between the researcher and participants was rather mild, especially during interviews. However, appointments were frequently extended until meetings were held.

Covering a sample size of 443 participants was very hectic for the researcher. However, the researcher exercised patience and rigour to ensure a good number of women take part in the study.

The study was largely quantitative, requiring the involvement of a lot of statistical manipulations, which required extra knowledge and training in data analysis. The researcher was able to take some training in data analysis to enable for easy interpretation of numerical data.

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APPENDIXES

Appendix I: Interview Guide for Key Informants

1. Elaborate on some of the economic empowerment programs in Kabale district that lead to economic prosperity
2. Explain how the women economic programs contribute to the well-being of women? Probe for women rights
3. Discuss how putting more emphasis on women has contributed to economic prosperity
Probe financial resources, assets support for women groups
4. How do you see participation in economic activities improving the economic empowerment of participants? Probe for: self-esteem, self-confidence
5. How do you find involvement in economic activities leveraging women to have the power to make and act on economic decisions?
6. What do you find as the key facets that determine women empowerment? Probe for policy and education opportunities
7. What do you have to say about the role of women in empowerment development? Probe for activists, lobbying
8. How do you see participation in politics at all levels leveraging economic empowerment? Probe for leadership skills, enforcement of rights, Alliances and coalitions for women rights etc.
9. Elaborate on the women mandatory legal quota on women empowerment
10. What do you find as the relationship between women empowerment and economic prosperity?
11. Any other issue for discussion

Appendix II: Questionnaire for Women on Women Empowerment and Economic Prosperity

Dear respondent,

My name is Liberty Christopher, a student at Kabale university pursuing a master's in project planning management. You have been selected to participate in the study that seeks your response "*Women empowerment programs and economic prosperity in Kabale district*". This is premised on your expertise and experience in involvement in women programs.

You are kindly requested to respond to all questions as honestly as possible. All information obtained is confidential and purely for research purposes.

Feel free and ask where you do not understand. The information will be treated with utmost confidentiality, not personalized and your name or that of your department will not appear anywhere in the report.

SECTION A PERSONAL DATA.

Use a tick (✓) where appropriate

1. Age –25-30 ☐ 31-35 ☐ 36-40 ☐ 41-45 ☐ 46-50 ☐ 51-55 ☐ 56-60 ☐

2. Sex: Male ☐ Female ☐

3. Experience in women programs ☐ 0-5 Yrs ☐ 5-10 Yrs ☐ 10-15Yrs ☐ 15-

4. Qualification: ☐ Certificate ☐ Diploma ☐ Bachelor's Degree ☐ Masters ☐
Others

In the next part, kindly rate the statements below by ticking the appropriate box to show your level of agreement or disagreement with the statement. (1 **SA-Strongly Agree**, 2 –**A Agree**, 3**NS-Not sure**, 4 **Disagree**, 5 **SD-Strongly Disagree**)

Items	SA	A	NS	D	SD
Section B: Contribution of Women in Economic Empowerment Programmes					
Economic Empowerment Programmes have increased my access to productive resources					
Economic Empowerment Programmes have increased my enhanced my productive skills					
Increasing women's economic opportunities have raised my competitiveness					
Economic Empowerment Programs have increased my contribution to family nutrition					
Economic Empowerment Programs have increased my contribution to family investments					
Economic Empowerment Programs have increased my economic autonomy					

Economic Empowerment Programs have enhanced my social capital					
Economic Empowerment Programs have enhanced equal economic, social, legal, and political opportunities					
Economic Empowerment Programs have increased my self-esteem, self-confidence, to understanding my potential					
Determinants of Economic Prosperity					
A responsive approach to public policy management and implementation determines economic prosperity					
The legal constitutional protection of women's rights remains an important political resource in women's empowerment					
Women's improved access to education facilitates empowerment					
Women's access to adequate health services improves empowerment					
Employment opportunities facilitate women's empowerment					
Access to land and property ownership facilitates the capacity for autonomy in decision-making					
Access to friendly microcredit programs empower women					
Mandatory legal quotas stimulate women's capacity in various positions.					

Appendix III: Documentary Review

1. Scan through reports of women programs and capture activities meant to empower women economically
2. Establish the level of involvement of women
3. Peruse through Monitoring and Evaluation reports and capture highlighted achievements as regards women economic prosperity

Appendix IV: Table for Determining Sample Size from a Given Population

TABLE 1
Table for Determining Sample Size from a Given Population

<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306
30	28	260	155	1600	310
35	32	270	159	1700	313
40	36	280	162	1800	317
45	40	290	165	1900	320
50	44	300	169	2000	322
55	48	320	175	2200	327
60	52	340	181	2400	331
65	56	360	186	2600	335
70	59	380	191	2800	338
75	63	400	196	3000	341
80	66	420	201	3500	346
85	70	440	205	4000	351
90	73	460	210	4500	354
95	76	480	214	5000	357
100	80	500	217	6000	361
110	86	550	226	7000	364
120	92	600	234	8000	367
130	97	650	242	9000	368
140	103	700	248	10000	370
150	108	750	254	15000	375
160	113	800	260	20000	377
170	118	850	265	30000	379
180	123	900	269	40000	380
190	127	950	274	50000	381
200	132	1000	278	75000	382
210	136	1100	285	100000	384

Note.—*N* is population size.
S is sample size.