

**GENDER MAINSTREAMING AND WOMEN'S ECONOMIC DEVELOPMENT IN  
UGANDA**

**A CASE STUDY OF KIDERA SUB-COUNTY, BUYENDE DISTRICT**

**BY**

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**DISSERTATION SUBMITTED TO THE COLLEGE OF HUMANITIES AND SOCIAL SCIENCES  
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**AUGUST, 2017**

**DECLARATION**

I, NAMBI RABECCA, hereby declare that this Research academic report has not been presented to any institution for any academic award, publication, or other use. The work here is original. Where the works of others are quoted, appropriate references has been given.

I therefore wish to present it for the award of the Bachelor’s Degree in Social work and Social Administration of Kampala international university.

Signature

Date

*Nambi*  
.....

*7<sup>th</sup>/09/2017*  
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**APPROVAL**

I certify that NAMBI RABECCA carried out research and wrote this dissertation entitled "Gender mainstreaming and women's economic development" A case study of Kidera sub-county Buyende district. I therefore, certify that this research report has been approved by me as fulfillment for the award of the Bachelor of Social work and Social Administration of Kampala international University.

Signed:

Date:

.....

.....

**MR. Gwaivu Robert**

**University Supervisor**

## **DEDICATION**

This research report is dedicated to Almighty God, my mother IRENE TUSUBIIRA for their encouragement and love during the course of my studies.

## **ACKNOWLEDGEMENT**

I am indebted to my supervisor Mr. Gwaivu Robert for the guidance and support he accorded to me with patience. I wish to thank the staff of Kampala international University for the dedication they shown while teaching us. I would like to extend appreciation to the staff of Buyende District for their co-operation and support. Lastly, I would like to thank my colleagues, the students in BSW at KIU for their valuable contribution, support and team spirit they exhibited throughout the course.

## LIST OF ACRONYMS

ADB	African Development Bank
AU	African Union
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CRW	International Center for Research on Women
CSOs	Civil Society Organizations
EU	European Union
GAD	Gender And Development
HIV/AIDS	Human Immune Virus/Acquired Immune Deficiency Syndrome
IMF	International Monetary Fund
KIU	Kampala International University
MDGs	Millennium Development Goals
PFA	Platform for Action
UN	United Nations
UNCED	United Nations Conference on Environment and Development
UNIDO	United Nations Industrial Development Organization
WID	Women in Development

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## **ABSTRACT**

The research topic was gender mainstreaming and women's economic development in Kidera sub-county. The research study was conducted in Kidera sub-county, Buyende district and was guided by three objectives namely; (i) to find out the challenges facing gender promotion in Kidera sub-county, (ii) to establish solutions to the challenges facing gender promotion in Kidera sub-county, and (iii) to establish the relationship between gender mainstreaming and women's economic development in Kidera sub-county. In executing this work, both qualitative and quantitative methods were used. Qualitative methods used included individual interviews; key informant interviews, and observation. Secondary data was also used in this study. The findings revealed that, of financial resources is the major challenge facing gender mainstreaming in Kidera sub-county. The findings further revealed that majority of the respondents said that domestication of gender policy is the main solution mechanism or strategy that can be done to solve the challenges facing gender mainstreaming in Kidera sub-county. The findings finally conclude that gender mainstreaming significantly affect or influence women's economic development in Kidera sub-county.

## CHAPTER ONE

### 1.0 Introduction

This chapter covered the background to the study, the statement of the problem, the purpose of the study, objectives of the study, the research questions, the scope of the study, the significance of the study and the conceptual framework. The study aimed at investigating the impact of gender mainstreaming on women's economic development in Kidera sub-county Buyende district.

### 1.1 background

The term gender refers to the way in which roles, attitudes, values and relationships regarding men and women are constructed by our societies all over the world (United Nations, 1995). This implies that while the sex of a person is determined by nature, the gender of that person is socially constructed meaning therefore that, gender refers to the differences between men and women that are learned, changeable over time and have wide variations both within and between cultures (HIRUT,2004)..

Further, gender is looked at as a set of characteristics, roles and behavior patterns that distinguish women from men socially and culturally and relations of power between them (women information centre, 2005). These characteristics, roles and behavior patterns and power relations are dynamic; they vary over time and between different cultural groups because of the constant shifting and variation of cultural and subjective meaning of genders (Hirut, 2004).

Globally, in the second half of the 20<sup>th</sup> century, most of the countries saw progress in formulating women's legal and social rights through constitutional entitlements. The reforms include rights to voting and expanding access to education at all levels. The concept of equality between men and women was set out in the Universal Declaration of Human Rights in 1948. Since then, it has been fore grounded and elaborated on in a number of international agreements, most prominently the Convention on the

Elimination of all forms of Discrimination Against Women (CEDAW) in 1979, the Beijing Platform for Action in 1995, the UN Security Council Resolution in 2000 on women, peace and security and Sustainable Development "Achieving gender equality and empower all women and girls" (UN, 2015).

Internationally, it was agreed at the United Nations Conference on Environment and Development that women needed to be involved in decision making at all levels in order for environmental sustainability to be achieved (UNCED, 1992). There are two main reasons for this: first, women are more likely to be affected by the negative environmental impacts than men because of their relatively poor social and economic positions; secondly, women are more likely to have a better knowledge of the environment, as they are more likely to be the main meal provider, primary carers, and dominant food producers (Buckingham, 2002)

In Africa especially in the Sub-Sahara region, one development from these international declarations has been built to secure legal rights for men and women equally, ensuring equality of access to institutions, non-discrimination in the distribution of public goods among others. In the last century, women have gained the right to vote and stand for office work in all most every country of the world; and by the time of the SDGs 143 countries guaranteed equality between men and women in their constitutions, 119 have legislated on domestic violence and 125 have passed laws to prohibit sexual harassment on women at workplaces and public places. Further, an increasing number of countries have introduced laws and policies to equalize women's status at work and to provide maternity leave and childcare services (UN, 2015).

All the above implies that gender mainstreaming can really do some recommendable work in reviving the economic image of our areas thus giving the researcher room to investigate the impact of gender mainstreaming and women's economic development in Buyende district, Kidera sub-county.

## **1.2 Statement of the Problem**

Despite the fact that the government of Uganda has put much effort towards gender mainstreaming, little success has been registered mainly due to poor perception and attitudes. Gender balance has brought disagreements and misunderstandings in relationships between men and women. Problems such as marriage breakups, family conflicts, divorce, home violence, tension, resistance, loss of lives, disrespect between husbands and wives have been witnessed in several families most especially in Kidera Sub-County. This has slowed down women's economic status in Uganda and Kidera Sub-county in particular. The involvement of women in leadership positions has played a big role in restoring and protecting women from all kinds of torture and discrimination from men but in Buyende, Kidera Sub-county the situation is still worse. Thus inspiring the researcher to investigate about the impact of gender mainstreaming and women's economic development in this area

## **1.3 Objectives of the study**

### **1.3.1 General objective**

To investigate the impact of gender mainstreaming on women's economic development in Buyende district Kidera sub-county

### **1.3.2 Specific objectives**

1. To find out the challenges facing gender promotion in Kidera sub-county
2. To establish solutions to the challenges facing gender promotion in Kidera sub-county
3. To establish the relationship between gender mainstreaming and women's economic development in Kidera sub-county

## **1.4 Research questions**

What are the challenges facing gender promotion in Kidera sub-county?

What are the solutions to the changes facing gender promotion in KideraSub-county?



What is the relationship between gender mainstreaming and women's economic development in Kidera Sub-county?

## **1.5 Scope of the study**

### **1.5.1 Geographical scope**

Geographically, the study was carried out from Buyende district Kidera sub-county located in Busoga region Eastern part of Uganda. Buyende District is bordered by Amolatar District to the northwest, Kaberamaido District to the north, Serere District to the northeast, Kaliro District to the east, Luuka District to the southeast, Kamuli District to the south and Kayunga District to the west. The district headquarters at Buyende are located approximately 30 kilometres (19 mi), by road, north of Kamuli, the nearest large town. This location lies approximately 100 kilometres (62 mi), by road, north of Jinja, the largest city in the sub-region.

### **1.5.2 Content Scope**

The study aimed at investigating the contribution of gender equality on women economic development and the special focus was put on, identifying the reasons for promoting gender equity, its effects on women's growth and how men can be effectively involved in the exercise.

### **1.5.3 Time scope**

The study covered a period of one year from 2017-2018, reasons being that this time can help the researcher to evaluate the trend of gender awareness, for example, whether there has been a decline or an increase in promoting gender awareness and why it has happened. It is in this regard that the time scope was spread for a good number of months to effectively trace and track all the variables of the study.

## **1.6 Significance of the study**

The study will be significant in that, it will be useful to various development organizations and government, for instance Ministry of Finance, Planning and Economic development; development consultants and development actors and students pursuing development related projects.

The study will establish the various attitudes and perceptions about gender mainstreaming and help to harmonize relationships between men and women in order to foster sustainable development in Uganda

The study will document the major issues that have retarded development as a result of continued gender disparities amidst continued efforts by development practitioners, government, and organizations to mainstream gender issues

The study findings are also expected to provide up-to-date literature that can be used by academicians who may wish to carry out more studies on the subject matter of gender mainstreaming and women's economic development or a related field. It is thus hoped that the study finding will stimulate further research.

## CHAPTER TWO

### REVIEW OF LITERATURE

#### 2.0 Introduction

This chapter presents a review of relevant literature on the subject matter of the study. It was presented in accordance with the major themes of the study: the various challenges facing gender development and promotion, the solutions to the challenges facing gender development and promotion and the relationship between gender mainstreaming and women's economic development in Kidera sub-county, Buyende district. In reviewing the literature, materials were drawn from different sources for the researcher believed that any relevant literature irrespective of the place or time could still provide the study with a substantial basis upon which the study references could be based. An attempt was made to fill the research gap, between the past writers and the present situation, especially in Buyende context.

#### 2.1 Definition of Operational Terms

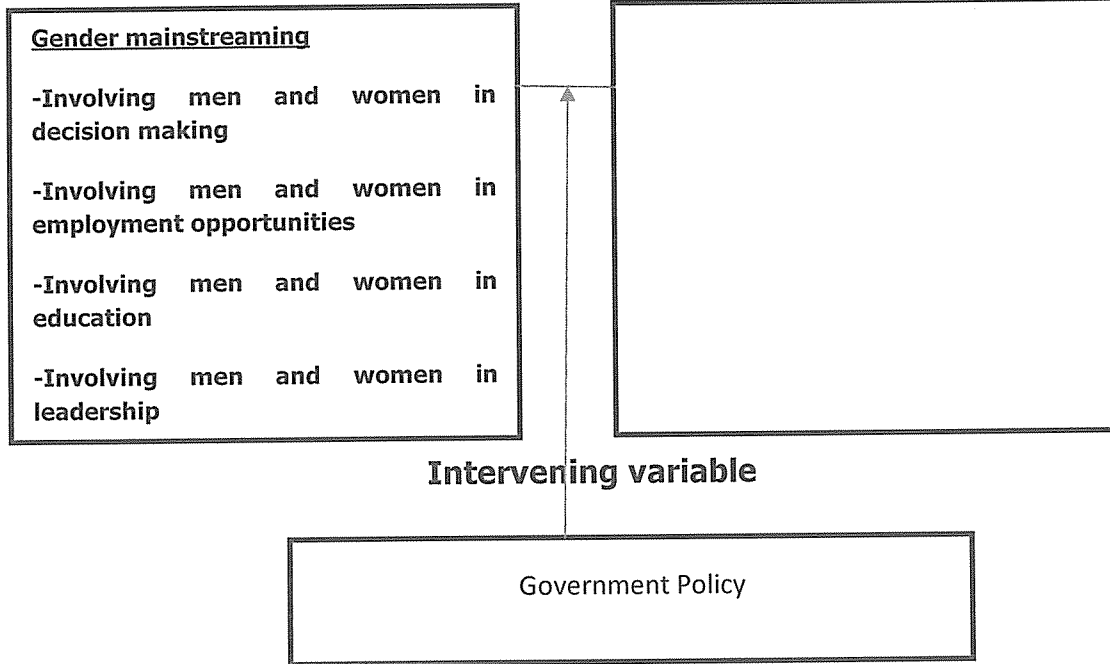
##### **Gender mainstreaming**

The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

## 2.2 Conceptual framework

Independent variable

Dependent Variable



From the conceptual framework above, it is assumed that gender mainstreaming (involving both men and women in the decision making, education, employment opportunities, and leadership positions) can result into women's economic development (women to acquire better jobs, enrolled in schools, participate in leadership positions in the country, and given a chance to participate in decision making in families and in communities). However these two variables are intervened by the government policy since it is government that creates and implements laws.

## 2.3 Gender inequality trends

Gender is an issue because of the fundamental differences and inequalities between women and men. These differences and inequalities may manifest themselves in different ways in specific countries or sectors but there are some broad patterns that point to questions that should always be considered. The elements below could be taken as starting points to explore how and why gender differences and inequalities are relevant in a specific situation (UN, 2002).

### **2.3.1 Inequalities in political power (access to decision-making, representation, etc.)**

Women are under-represented in political processes throughout the world. It is important to look at and understand gender differences in power within formal decision-making structures (such as governments, community councils, and policy-making institutions). Given the underrepresentation of women and the low visibility of women's perspectives, the fact that women often have different priorities, needs and interests than men is often not apparent. National, regional or sub-regional priorities, or even the specific needs and priorities of a community, are often defined without meaningful input from women (UN, 2002).

### **2.3.2 Inequalities within households**

Inequalities in negotiating and decision-making potential and access to resources have been documented within households. This has prompted questions about both research and policy which is based on the assumption that households function as units where each member benefits equally. The investigation of differences and inequalities at the household level is relevant to an understanding of a range of key issues, including the ability of women and men to respond to economic incentives, the design of effective strategies for HIV/AIDS prevention, and appropriate and equitable social security policies (UN, 2002).

### **2.3.3 Differences in legal status and entitlements**

Despite national constitutions and international instruments that proclaim equal rights for women and men, there are many instances in which equal rights to personal status, security, land, inheritance and employment opportunities are denied to women by law or practice. Addressing the resulting constraints for women is important as an end in itself, but it is also essential for formulating effective national strategies for increasing economic productivity and growth, reducing poverty and achieving sustainable resource management. Action to secure women's rights is not just a concern of a small group of

women activists, but rather the responsibility of the international community as a whole (UN, 2002).

#### **2.3.4 Gender division of labor within the economy**

In most countries, women and men are distributed differently across manufacturing sectors, between formal and informal sectors, within agriculture, and among occupations. Women are also more likely than men to be in low-paid jobs and “non-standard” work (part-time, temporary, home-based), and likely to have less access than men to productive assets such as education, skills, property and credit. These patterns mean that economic trends and economic policies are likely to have different implications for women and men. For example, trade liberalization has had uneven impacts by sector, with consequences for both gender equality and economic growth that have only recently become the subject of investigation (UN, 2002).

#### **2.3.5 Inequalities in the domestic/unpaid sector**

In many countries it is women who shoulder most of the responsibilities and tasks related to the care and nurturing of the family (including laundry, food preparation, childcare, care of the sick and cleaning). In many countries in the South, women also make an important contribution to family food production and water and firewood provision. These tasks add to women’s workload and are often an obstacle to engaging in political action or expanding economic activities. Recent research has sought to demonstrate the relationships between this “reproductive work” and the “productive” sector of the economy – in particular the dependence of all productive activities on the creation and maintenance of a healthy labor force through this work at the household level, and the way in which the reproductive sector can be affected by the consequences of economic policies related to trade, investment and public expenditure. There has been an important shift from focusing on how economic policies have affected welfare in a gender-specific manner, to illustrating (UN, 2002).

## **2.4 Gender mainstreaming**

The United Nations has been addressing issues relating to the advancement of women and gender equality since the early 1970s, a process which has led to greater international recognition of the importance of incorporating a gender perspective in all the goals of the United Nations (political, economic and social), including poverty eradication, human rights, good governance and environmentally sustainable development (Hannan, 2001).

The Beijing Platform for Action, which emerged from the Fourth World Conference on Women in Beijing in 1995, reinforced the various efforts undertaken previously and established gender mainstreaming as a global strategy for the promotion of gender equality. Paragraph 58b of the Beijing Platform for Action calls on governments to: "Analyze from a gender perspective, policies and programmes – including those related to macroeconomic stability, structural adjustment, external debt problems, taxation, investments, employment, markets and all relevant sectors of the economy – with respect to their impact on poverty, on inequality and particularly on women". Paragraph 164 addresses gender mainstreaming when it states: "In addressing the economic potential and independence of women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decisions are taken, an analysis is made of the effects on women and men, respectively" (Hannan, 2000).

The mainstreaming strategy emerged as a result of dissatisfaction with earlier approaches to narrowing gender gaps. These earlier strategies often focused on women (providing them with more education, more resources, etc.) and on specific targeted initiatives. While these projects (or components within larger initiatives) were often well intended, it became apparent that gender inequalities were not going to be resolved through marginal initiatives but rather that broad processes of change, particularly at policy and institutional level, were needed. Throughout the last few decades, women's

movements in the global south developed a critique of development models and institutions.

They argued that it was not enough just to 'bring women in' to current institutions and processes. The answer was not greater participation in an unjust and unsustainable development process. Rather there was a need to rethink structures and practices that perpetuate inequalities of all kinds (UN, 2002).

There was also recognition that inequality between women and men was a relational issue and that inequalities were not going to be resolved through a focus only on women. More attention needed to be brought to the relations between women and men, particularly with regard to the division of labor, access to and control over resources, and potential for decision-making. There was increased understanding of the importance of seeking out male allies and in working with men to jointly redefine gender roles and relations. Thus there was a need to move away from 'women' as a target group, to gender equality as a development goal (UN, 2002).

## **2.5 The challenges facing gender promotion**

In recent years, numerous evaluations and studies have been undertaken on gender mainstreaming, which provide valuable insights and lessons to improve its practical implementation. One evaluation undertaken by the African Development Bank in 2012, *Mainstreaming Gender Equality: A Road to Results or a Road to Nowhere?* Found that leadership has not consistently supported or prioritized the mainstreaming of gender equality.

This has resulted in what has been described as "policy evaporation" and an absence of accountability and incentive structures and insufficient financial and human resources have handicapped gender mainstreaming initiatives (African Development Bank, 2015)

The scarce capacities and resources of the gender machineries, the slow process of change at legislative and policy levels, the lack of real political backing, unclear mandates, overlapping memberships that can create confusion, and the weak binding



and capable of addressing gender inequality issues. Linkages and partnerships between continental and national mechanisms would, therefore, facilitate accurate and effective reporting as well as harmonize such reporting. The fact that there are no sanctions attached to failing to comply with reporting obligations is seen as a major weakness in the enforcement and implementation system (AU, 2004).

The recent global economic crisis has provided opportunities but also great challenges. The lack of financial resources of developing countries has resulted in austerity packages, reductions in government spending and budgetary cuts which are not likely to favor social sectors and gender issues. Regarding the AU's financial constraints, Murithi notes that, although Africa has the resources to fund and implement its regional strategies, access to these resources are 'distorted by forces of globalization (Murithi, 2010).

Leadership by national machineries and adequate data are important elements in gender mainstreaming strategies. Gaps in these areas also hinder progress in the implementation of global commitments on gender equality. Many countries have identified the need to improve the quality and availability of data. This reflects the importance of reliable data disaggregated by sex. Monitoring, evaluation and performance indicators are also urgently required for gender analysis and the implementation of the gender mainstreaming strategy (AU, 2004).

## **2.6 Solutions to challenges facing gender promotion**

The mechanisms analyzed should be more 'people-centred', particularly to ensure the effective participation of women, who make the greatest contribution to the development process. Therefore legal and policy commitments should always be accompanied by measures to combat societal discrimination and address gender inequalities and women's empowerment. A twin-track approach on gender mainstreaming and specific policy and programmes is needed (AU, 2009).

Although African leaders have undertaken to promote the principles of the AU, including respect for gender and human rights in all member states, implementation of these principles remains a challenge. Thus the AU Commission should step up its advocacy, follow-up and monitoring role, and conduct proper assessments and evaluations of the impact of gender instruments reinforcing the mechanisms in place to track progress (AU, 2009).

The EU and the UN should focus their support on this issue, taking into account the fact that expertise for gender equality is available in Africa and putting in place creative resource mobilization strategies in order to promote sustainability (IDEA, 2013).

The AU needs to build a closer partnership with the RECs, which are regarded as the pillars of the AU, and with civil society organizations (CSOs). The active involvement of a broad and diverse range of institutional actors from the public, private and voluntary sectors should be encouraged in order to work for equality between women and men (AU, 2004).

While the efforts are commendable, achievement of human development in Africa will only be possible when gender equality and women's empowerment become a reality'. Member states were encouraged to translate commitments on gender equality and women's empowerment into national, regional and continental policies and programmes. Countries that had ratified the Protocol were encouraged to embark on the process of domestication and those that had not yet ratified were urged to do so, as were those that had neither signed nor ratified (AU, 2004).

The enforceability of rights also depends on access to courts. Courts are often inaccessible to people who are not familiar with the system. The AU should promote the establishment of alternative well-resourced mechanisms complemented by an independent judiciary and an active legislature, which employ both formal and informal complaints processes and are easily accessible (AU, 2004).

## **2.7 The relationship between gender mainstreaming and women's economic development**

Gender discourse, in a historical perspective, has moved through various phases during the past two decades: from women in development (WID) to gender and development (GAD). Women's movements developed in the 1970s. They demanded political, economic and social equality in society in order to be able to take an active part in development processes, and proclaimed the policy *women in development* (WID). An important step in achieving this was the CEDAW convention adopted by the UN General Assembly in 1979. The Fourth World Conference on Women, held in Beijing in September 1995, became a landmark event in the history of women's rights. The Beijing Platform for Action (PfA) adopted at the Conference, clearly recognizes that gender equality and women's empowerment are essential for addressing the central development concerns of poverty and insecurity, and for achieving sustainable, people-centred development (Onimonde et al. 2004).

The benefits of women's economic empowerment are well-known and documented in the development literature (Slegh, Barker, Kimonyo, Ndolimana and Bannerman, 2013). Investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth (United Nations Women, 2015). Women's economic empowerment is central to economic growth and development of any nation (UNIDO, 2010) and; is a prerequisite for sustainable development and pro-poor growth (OECD, 2012). Ghani, Kerr and O'Connell (2013) concur that women's economic empowerment has been a central driver of economic growth over the past century due to the increasing role of women's participation in the economy.

In fact this is why the managing director for the International Monetary Fund argues that "when women do better, economies also do better" (Lagarde, 2013: Online). In a

similar vein, there is also increasing recognition that women's economic empowerment is essential to realization of women's rights and achievement of broader development goals such as economic growth, poverty reduction, health, education and welfare (Golla, Malhotra, Nanda, and Mehra, 2011). Thus, several researchers (e.g. Mayoux, 2000; Tucker and Boonabaana 2012) concur that economic empowerment of women is central to poverty alleviation, especially in developing countries where the majority of people are considered to be poor. The economic empowerment of women is fundamental in providing solutions for political and socio-economic challenges that are affecting many nations (Karlberg, 2008).

Investing in women can be viewed as a "smart move" that enables developing countries to break the poverty cycle (UNIDO, 2010). It is a win-win situation that benefits not only women, but the society more broadly (Golla, Malhotra, Nanda and Mehra, 2011). Income-generating activities empower not just an individual; but also benefits the entire family. According Mehra and Hill Rojas (2008), women are more likely than men to spend their income on the well-being of their families. Women are likely to spend their income on nutritious foods, school fees and health care for their children (Mehra and Hill Rojas, 2008).

Investing in gender equality and women's economic empowerment results in the creation of more jobs and decent work for women and this promotes sustainable growth and development (United Nations, 2012). Further, "investing in women yields a significant gender dividend" (United Nations, 2012).

Gender mainstreaming is recognized as key to achieving not only gender equality and women's empowerment, but also each of the other MDGs. Educating and empowering women are key elements in any strategy to improve maternal health, and fight AIDS and infant mortality, due especially to women's reproductive and care-giving role.

## CHAPTER THREE

### METHODOLOGY

#### **3.0 Introduction**

This chapter highlighted the research design that was used in the study, population of the study, sample selection methods and size, data collection instruments, procedure of data collection, data analysis techniques and encountered limitations to the study.

#### **3.1 Research Design**

The study used a case study in which both qualitative and quantitative techniques of data collection were employed. The design was used because it is a method of investigation in which self-report data collection from samples of pre-determined interests can be done. The quantitative methods established quantifiable data while qualitative methods was used to establish peoples' perceptions, attitudes and beliefs about gender mainstreaming and women's economic development.

#### **3.2 Study Population**

The study was conducted in Kidera sub-county, Buyende district. The division has got a population of 246,781 people. Both male and female respondents were selected for the study. Local leaders, teachers, district civil servants, health workers, business people and peasants were involved in the study. All these categories of respondents were involved in the study for they were believed to be knowledgeable about the policy since they are the primary beneficiaries of gender mainstreaming.

### 3.3 Sample size

Out of the total population of 246,781 people in the division, the researcher selected a sample of 114 respondents who were got from a sample population of 160 using the Slovene's formula of determining sample size from a selected sample population. As indicated below;-

$$n = \frac{N}{1 + N(e)^2}$$

Where;-

n= sample size, `

N = total population

E=deviation of sampling (degree of errors at 0.05 level of significance)

$$n = \frac{160}{1 + 160(0.05)^2}$$

$$n = \frac{160}{1 + 160 \times 0.0025}$$

$$n = \frac{160}{1.4}$$

=114 respondents

These were distributed in table: 3.1 as follows

<b>Category</b>	<b>No of respondents</b>
Business men	11
Jobless citizens	39
Local government workers	25
Farmers	32
Teachers	7
Total	114

### **3.4. Sampling technique**

The researcher used stratified sampling technique in which the sample population was divided into different strata (sub-population) such that the elements in each sub-population are of the same composition. Samples were then selected independently from each sub-population. Respondents were identified depending on their decision to participate in the exercise. This technique was preferred because it was easy to acquire clear and accurate information since the strata was comprised of people with different perceptions.

### **3.5 Data collection methods**

#### **3.5.1 Primary data collection**

The primary data collection method explored the originality of data through gathering information relevant to the study. Primary data was obtained from respondents in Buyende district and it sampled areas such as: Kidera, Bulogo, Buyandha, Butansi, Kumwalo, Butabaala, Buganza, etc. By use of the questionnaires and interviews, the research gathered data from the respondents which in fact was the primary concern of this survey design approach.

### **3.5.2 Secondary data collection**

Secondary data collection explored methods supplementary to the above method where data was obtained from Buyende district records (obtained from heads of various departments and speakers), dissertations, text books, the internet and other materials (such as journals, newspapers, etc) as found useful to the study. This kind of data collection method was also important to the study especially in the literature review and chapter five of this study.

## **3.6. Research Instruments**

The researcher used; interviews, questionnaires, and observation as methods of data collection in order to get information from respondents.

### **3.6.1 Interviews:**

Here the researcher gathered information through verbal interaction with the participants. Carrying out verbal interaction with the respondents enhanced and created conversations between the researcher and the respondents thus helped the researcher to obtain much information about the study.

### **3.6.2 Questionnaires**

A written set of questions were given to respondents to fill with their answers as far as the topic was concerned. Questionnaires were paramount because somehow somewhere, some respondents were not in position to answer according to what they think about that particular issue of concern. These questionnaires were used to get hidden information from the respondents that they would not be in position to tell through an open interview.



### **3.6.3 Observation**

In this method, the researcher took the initiative to observe what was really happening on the ground. In this method, direct information was obtained and the researcher took a kin observation of what was taking place and drew a clear recommendation. This method was helpful in a way that "whatever the researcher saw is what exactly he recorded". In this case it was easy to come up with a conclusion.

### **3.7 Validity of Research Instruments**

Validity measures whether the research truly measures what it will intended to measure or how truthful the research results are. (Joppe, 2000). The validity of the study was tested as per the pilot study discussed below. The pre-testing of the both self-administered questionnaires and face-to-face interview questionnaires were conducted.

### **3.8 Measurement of Variables**

To identify the inter relationship between variables, the researcher made a clear understanding of the objectives and he compared them for a conclusion. The researcher determined whether there is a significant relationship between gender mainstreaming and women's economic development and then made conclusive remark.

### **3.9 Reliability of research Instruments**

Joppe (2000) defines reliability as the extent to which results are consistent over time and an accurate representation of the total population under study is referred to as reliability and if the results of a study can be reproduced under a similar methodology, then the research instrument is considered to be reliable.

### **3.10 Data processing and analysis**

After data collection is done, the researcher analyzed the collected data and he presented it using the frequency tables and percentages. This was because; these methods clearly illustrated the difference between responses.

Regarding age, results in table 4.1 revealed that majority of the respondents in this sample ranged between 20-39 years of age, this implied that majority of the respondents in this sample were in their early and middle adulthood and constituted 51 (45%), these were followed by those between 40-59years of age constituting 32%. This was lastly followed by those who were 60 years and above 26 (23%).

#### 4.1.2 Presentation of respondents according to Gender

**Table: 4.2 Gender of Respondents**

<b>Gender</b>	<b>Frequency</b>	<b>Percentage</b>
Male	68	59.6%
Female	46	40.4%
<b>Total</b>	<b>114</b>	<b>100%</b>

**Source: Primary data, 2017**

Table 4.2 denoted that majority of the respondents in the sample were female 68 (59.6%) as compared to 46 (40.4%) who were males, hence observing that there is a slight gap between male and female respondents in Kidera sub-county.

#### 4.1.3 Presentation of respondents according to their Marital Status

**Table: 4.3 Marital Status of Respondents**

<b>Marital Status</b>	<b>Frequency</b>	<b>Percentage</b>
Married	40	35%
Single	60	52%
Widowed	10	9%
Divorced	4	4%
<b>Total</b>	<b>114</b>	<b>100%</b>

**Source: Primary data, 2017**

Table 4.3 denoted that majority of the respondents in the sample were single 60 (52%), followed by those who were married 40 (35%), followed by the widowed 10 (9%), and lastly those who had divorced came last with 4%.

#### 4.1.4 Presentation of respondents according to their level of education

**Table: 4.4 Education level of Respondents**

<b>Education level</b>	<b>Frequency</b>	<b>Percentage</b>
Master and above	2	2%
Degree holder	27	23%
Attained UACE certificate	11	10%
Attained UCE certificate	30	26%
PLE certificate and below	44	39%
<b>Total</b>	<b>114</b>	<b>100%</b>

**Source: Primary data, 2017**

With respect to highest level of education; the study further show that Primary seven drop outs 44 (39%) dominated this study, those who attained a senior four certificate followed with 30 (26%), followed by bachelor's degree holders with 27 (23%), followed by those who attained a senior six certificate with 11 (10%) and lastly respondents with Master's and above with 2% thus implying that majority of the respondents in this sample were of low educational level.

#### 4.1.5 Presentation of respondents according to occupation

**Table: 4.5 Occupation of Respondents**

<b>Occupation</b>	<b>Frequency</b>	<b>Percentage</b>
Subsistence farmer	5	4%
Teacher	10	9%
Local government worker	27	24%
Jobless	30	26%
Business men	42	37%
<b>Total</b>	<b>114</b>	<b>100%</b>

**Source: Primary data, 2017**

Considering respondents occupation, the study also show that business people 42(37%) dominated the study, those without jobs were 30 (26%), followed by district local government workers 27 (24%), 9% were teachers in the division, and the least respondents 5 (4%) were subsistence farmers, hence indicating that majority of the respondents to the study were business people.

## 4.2 Presentation of respondents according to the challenges facing gender mainstreaming in Kidera sub-county.

**Table: 4.6 Challenges facing gender mainstreaming**

Challenges	Frequency	Percentage
Lack of financial resources	50	43.9%
Lack of real political backing	4	3.5%
Slow policy implementation by governments	12	10.5%
Complexity of the policy to policymakers	2	1.8%
Lack of practical frameworks and guidance	30	26.3%
Poor monitoring and evaluation	16	14%
<b>Total</b>	<b>114</b>	<b>100%</b>

**Source: Primary data, 2017**

Concerning the challenges facing gender mainstreaming in Kidera sub-county, the study donated that 50 (43.9%) of the respondents agreed that lack of financial resources is the major challenge facing gender mainstreaming in Kidera sub-county, 30 (26.3%) of the respondents agreed with lack of practical frameworks and guide, 16 (14%) of the respondents talked of poor monitoring and evaluation of the policy, 12 (10.5%) of the respondents agreed with slow policy implementation by governments, 4 (3.5) of the respondents proposed lack of real political backing, and lastly, 2 (1.8%) of the respondents said complexity of the policy to policymakers is the challenge facing gender main streaming in Kidera sub-county, hence indicating that majority of the respondents to the study agree with lack of financial resources as the main challenge facing gender mainstreaming in Kidera sub-county, Buyende district.

### 4.3 Presentation of respondents according to the solutions to the challenges facing gender mainstreaming in Kidera sub-county.

**Table: 4.7 Solutions to the challenges facing gender mainstreaming**

<b>Solutions</b>	<b>Frequency</b>	<b>Percentage</b>
Proper policy monitoring and evaluation	10	8.8%
Creation of strict laws on gender Issues	4	3.5%
Increased advocacy	15	13.2%
Domestication of gender policy	45	39.5%
Increase financial support	40	35%
<b>Total</b>	<b>114</b>	<b>100%</b>

**Source: Primary data, 2017**

With the solutions to the challenges facing gender mainstreaming in Kidera sub-county, the study donated that 45 (39.5%) of the respondents said that domestication of gender policy is the main solution mechanism or strategy that can be done to solve the challenges facing gender mainstreaming in Kidera sub-county, 40 (35%) of the respondents agreed that increased financial support is can also be a solution to solve challenges facing gender mainstreaming in Kidera sub-county, 15 (13.2%) of the respondents agreed with increased advocacy, 10 (8.8%) of the respondents agreed with proper policy monitoring and evaluation to be the best solution, and lastly 4 (3.5%) of the respondents agreed with creation of strict laws on gender issues as the best solution to solving all the problems facing gender mainstreaming in Kidera sub-county, hence indicating that majority of the respondents to the study agree with domestication of gender policy as the solution to the challenges facing gender mainstreaming in Kidera sub-county, Buyende district.

**Table 4.9: Regression Analysis between the Dependent (gender mainstreaming) and Independent Variables (women’s economic development)**

Variables regressed	Adjusted r <sup>2</sup>	F-value	Sig.	Interpretation	Decision on H <sub>0</sub>
Gender mainstreaming	.693	79.116	.000	Significant effect	Rejected
Women’s economic development					
Coefficients	Beta	t-value	Sig		
Constant)		9.335	.000	Significant effect	Rejected
Involving men and women in decision making	.527	7.683	.000	Significant effect	Rejected
Involving men and women in employment opportunities	.424	5.755	.000	Significant effect	Rejected
Involving men and women in education	.361	4.959	.000	Significant effect	Rejected

**Source: Primary Data, 2017**

Regression analysis results in table 4.9 above revealed that gender mainstreaming accounted for 69.3% on the extent of women’s economic development and this was indicated by adjusted r squared of 0.693 leading to a conclusion that gender mainstreaming significantly affect women’s economic development in Kidera sub-county, Buyende district.

The coefficients table further indicate that among all the aspects of gender mainstreaming, involving men and women in decision making accounted for the biggest influence on women’s economic development ( $\beta=0.527$ , Sig=0.000).

#### 4.5 Discussion

The topic of the research study was gender mainstreaming and women's economic development in Kidera sub-county, Buyende district. The study targeted 114 respondents in total. The first objective to the research study was to find out the challenges facing gender mainstreaming in Kidera sub-county. The results revealed that majority of the respondents 50 (43.9%) agreed that lack of financial resources is the major challenge facing gender mainstreaming in Kidera sub-county. This is in line with Murithi(2010) who noted that recent global economic crisis has provided opportunities but also great challenges. The lack of financial resources of developing countries has resulted in austerity packages, reductions in government spending and budgetary cuts which are not likely to favor social sectors and gender issues. Regarding the AU's financial constraints, Murithi notes that, although Africa has the resources to fund and implement its regional strategies, access to these resources are 'distorted by forces of globalization. It is also in confirmation with African Union (2009) that scarce capacities and resources of the gender machineries, the slow process of change at legislative and policy levels, the lack of real political backing, unclear mandates, overlapping memberships that can create confusion, and the weak binding power of declarations, protocols and policies over member states results in negative gender impacts and makes difficult the translation of commitments on gender equality and women's empowerment into concrete policies, programmes and actions

The second objective of the research study was to establish solutions to the challenges facing gender promotion in Kidera sub-county. The results revealed that majority of the respondents 45 (39.5%) to the research study agreed that domestication of gender policy is the main solution mechanism or strategy that can be done to solve the challenges facing gender mainstreaming in Kidera sub-county. This is in confirmation with the African Union (2004) which noted that while the efforts are commendable, achievement of human development in Africa will only be possible when gender equality and women's empowerment become a reality'. Member states were encouraged to translate commitments on gender equality and women's empowerment into national,



regional and continental policies and programmes. Countries that had ratified the Protocol were encouraged to embark on the process of domestication and those that had not yet ratified were urged to do so, as were those that had neither signed nor ratified.

The third and last objective of the study was to establish the relationship between gender mainstreaming and women's economic development in Kidera sub-county. The results revealed that gender mainstreaming accounted for 69.3% on the extent of women's economic development in Kidera sub-county and this was indicated by adjusted  $r$  squared of 0.693 leading to a conclusion that gender mainstreaming significantly affect or influence women's economic development in Kidera sub-county. This is in agreement with United Nations (2012) that said that investing in gender equality and women's economic empowerment results in the creation of more jobs and decent work for women and this promotes sustainable growth and development (United Nations, 2012). Further, "investing in women yields a significant gender dividend"

It further in line with Karlberg (2008) that the managing director for the International Monetary Fund argues that "when women do better, economies also do better" (Lagarde, 2013: Online). In a similar vein, there is also increasing recognition that women's economic empowerment is essential to realization of women's rights and achievement of broader development goals such as economic growth, poverty reduction, health, education and welfare (Golla, Malhotra, Nanda, and Mehra, 2011). Thus, several researchers (e.g. Mayoux, 2000; Tucker and Boonabaana 2012) concur that economic empowerment of women is central to poverty alleviation, especially in developing countries where the majority of people are considered to be poor. The economic empowerment of women is fundamental in providing solutions for political and socio-economic challenges that are affecting many nations.

## CHAPTER FIVE

### SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

#### 5.0 Introduction

This chapter presents the findings, conclusion, recommendations and suggested areas that need further research following the study objectives and study hypothesis.

#### 5.1 Summary of findings

This study was set to investigate the impact of alcoholism on domestic violence in Nakawa division, three specific objectives guided this study and these were i) to find out the challenges facing gender promotion in Kidera sub-county, ii) to establish solutions to the challenges facing gender promotion in Kidera sub-county, and iii) to establish the relationship between gender mainstreaming and women's economic development in Kidera sub-county. The findings of the study were as Indicated below;

#### **Objective one;to find out the challenges facing gender promotion in Kidera sub-county**

The results revealed that majority of the respondents 50 (43.9%) agreed that lack of financial resources is the major challenge facing gender mainstreaming in Kidera sub-county.

#### **Objective two;to establish solutions to the challenges facing gender promotion in Kidera sub-county**

The results revealed that majority of the respondents 45 (39.5%) to the research study agreed that domestication of gender policy is the main solution mechanism or strategy that can be done to solve the challenges facing gender mainstreaming in Kidera sub-county.

### **Objective three; to establish the relationship between gender mainstreaming and women's economic development in Kidera sub-county**

The findings also indicated a positive and significant relationship between gender mainstreaming and women's economic development in Kidera sub-county, Buyende district, ( $r = .442$  &  $\text{Sig} = 0.000$  respectively), this is because it's the significance required to declare a relationship significant.

### **5.2 Conclusion**

The study targeted 114 respondents, 68 (59.6%) were females and 46 (40.4%) were males. Secondly, 60 (52%) were single, 40 (35%) married, 10 (9%) widowed, and 4% divorced. Thirdly, 44 (39%) of the respondents were of primary level, 30 (26%) senior four, 27 (23%) degree level, 11 (10%) senior six, and 2% master's level. Fourthly, the results show that lack of financial resources is the major challenge facing gender mainstreaming in Kidera sub-county. Fifthly, domestication of gender policy is the solution to solve the challenges facing gender mainstreaming in Kidera sub-county. Sixthly, the results also indicated a positive and significant relationship between gender mainstreaming and women's economic development in Kidera sub-county, Buyende district.

### **5.3 Recommendations**

In view of the study findings the following recommendations were made: There is urgent need for the government to increase community awareness about the need for eradicating the practice of FGM. This can work better by exposing the dangers associated with the practice. Grass root community sensitization campaigns can be a significant input to this effect. Sensitization campaigns can also be through information communication and providing the community members with materials that can popularize access and utilization of national and international instruments and laws that relate to human rights.

The government should develop tools that can facilitate effective gender-sensitive policy formulation, planning, implementation and monitoring. These include gender disaggregated-data in all spheres (especially legislation); gender research analysis; guidelines for integration of men and women into gender policy formulation process. Such analytical techniques as Gender Proofing, Gender Impact Assessment, Emancipation Effect Reporting, Gender Indicators and Checklists of Actions for Gender Mainstreaming should be applied in processing gender and disaggregated data at the national level. To close the gender pay gap, gender pay indicators have to be included in the list of broad economic indicators.

The government through the ministry of gender labor and social development together with other development partners need to do much to sensitize communities such that they can change their attitudes and perceptions in order to catalyze social transformation

Streaming gender in Uganda requires a change in social and individual thinking. In order to bring about such a change, the government, working hand in hand with NGOs should take multiple approaches as part of a long-term strategy for achieving social justice for women and the enjoyment of their natural entitlements.

#### **5.4 Areas for further research**

In view of the study findings, the following areas for further research were suggested:

(i) A comprehensive follow-up on genders policy can be done to establish the impact of gender mainstreaming on development. This will help people in their respective communities to reject policies that are not gender sensitive this behavior of alcohol consumption.

(ii) A study can also be done to establish the possible policy alternatives that can effectively help eradicate men's dominance in all spheres of life.

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Zeed Books, London, U.K.

**Self-Administered Questionnaire on gender mainstreaming and women's economic development in Uganda.**

Dear Sir/Madam:

I am **Nambi Rabecca**, a student perusing a bachelor's degree in Social Work and Social Administration at Kampala International University investigating. I'm conducting an investigation on the impact on Gender Mainstreaming and Women's Economic Development in Kidera sub-county Buyende district.

This study has been prepared for academic purpose only and you have been selected to provide reliable information according to your knowledge and understanding on this issue. It would be very helpful if you assist by answering this questionnaire as per the instructions at the beginning of each section. You are requested to provide the most appropriate answer in your own opinion, assured that your responses will be kept confidential.

Thank you very much for your anticipated participation

Initials.....

Date.....



**SECTION A: FACE SHEET (TICK APPROPRIATELY)**

**Respondent's profile**

**a. Age**

- 21-30
- 31-40
- 41-50
- 51-60
- 61 and above

**b. Gender**

- Male
- Female

**c. Marital Status**

- Married
- Single
- Widowed
- Divorced

**d. Level of education**

- Masters and above
- Degree holder
- Attained UACE certificate
- Attained UCE certificate
- PLE certificate and below

**e. Occupation**

- Subsistence farmers
- Teachers
- Local government workers
- Jobless
- Business men

**SECTION B: challenges facing gender promotion in Kidera sub-county**

**(Please tick the following opinions using a scale where 1=Strongly disagree; 2=Disagree; 3=Agree; 4=Strongly agree)**

<b>Challenges</b>	<b>Strongly agree (4)</b>	<b>Agree (3)</b>	<b>Disagree (2)</b>	<b>Strongly disagree (1)</b>
Lack of financial resources				
Lack of real political backing				
Slow policy implementation by governments				
Complexity of the policy to policymakers				
Lack of practical frameworks and guidance				
Poor monitoring and evaluation				

**SECTION C: Solutions to the challenges facing gender promotion in Kidera sub-county**

Please tick the following opinions using a scale where 1=Strongly disagree; 2=Disagree; 3=Agree; 4=Strongly agree)

Solution	Strongly agree (4)	Agree (3)	Disagree (2)	Strongly disagree (1)
Proper policy monitoring and evaluation				
Creation of strict laws on gender Issues				
Increased advocacy				
Domestication of gender policy				
Increase financial support				

**SECTION D: The relationship between gender mainstreaming and women's economic development in Kidera sub-county**

**(Please tick the following opinions using a scale where 1=Strongly disagree; 2=Disagree; 3=Agree; 4=Strongly agree)**

<b>Relationship</b>	<b>Strongly agree (4)</b>	<b>Agree (3)</b>	<b>Disagree (2)</b>	<b>Strongly disagree (1)</b>
Involving men and women in decision making				
Involving men and women in employment opportunities				
Involving men and women in education				
Involving men and women in politics				
Men and women ownership of properties				

**Thanks**