

**THE IMPACT OF WOMEN EMANCIPATION AND SOCIO ECONOMIC
DEVELOPMENT OF RWEBISENGO SUB-COUNTY – NTOROKO DISTRICT
UGANDA**

BY

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DECLARATION

I Kengaju Rose Mujungu do declare that the dissertation titled, "The Impact of Women Emancipation and Socio Economic Development of Rwebisengo Sub-County – Ntoroko District Uganda" is my own and original work and has not been submitted or presented to any other institution of higher learning for any academic award of a degree neither has it been published anywhere else.

Signed..........

Date. 14th / 09 / 2015

APPROVAL

This dissertation has been under my supervision and is now ready for submission to the Department of Political and Administrative Studies for examination.

Supervisor: Mr. Muhwezi Ivan

Signed.....

Date.....

DEDICATION

This dissertation is dedicated to my beloved parents Mr. and Mrs. Mujungu David and Reginah Ntenyingi respectively who have supported me financially during the course of my studies; it is only the Almighty Allah worthy enough to reward you.

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ABBREVIATION/ACRONYMS

FAO	:	Food and Agriculture Organization
GBV	:	Gender Based Violence
GDI	:	Gender Development Index
HDI	:	Human Development Index
UN	:	United Nations
NGO	:	Non Governmental Organization
HIV/AIDS	:	Human Immune Virus! Acquired Immune Deficiency Syndrome
IMF	:	International Monetary Fund

LIST OF TABLES

	Page
Table 1: Respondents of the Study.....	25
Table 2: Profile of the respondents n=104.....	29
Table3: Roles of women in socio economic development.....	31
Table 4: Level of women emancipation.....	33
Table 5: Challenges faced in the women emancipation and socio economic development.....	36

TABLE OF CONTENTS

DECLARATION.....	ii
APPROVAL.....	iii
DEDICATION.....	iv
ACKNOWLEDGEMENT.....	v
ABBREVIATION/ACRONYMS.....	vi
LIST OF TABLES.....	vivi
LIST OF FIGURES.....	viii
TABLE OF CONTENTS.....	vii
ABSTRACT.....	xi
CHAPTER ONE: INTRODUCTION.....	1
1.0 Introduction.....	1
1.1 Background.....	2
1.2 Statement of the Problem.....	3
1.3 General Objectives.....	3
1.4 Specific Objectives	3
1.5 Research Question	4
1.6 Scope of the study.....	4
1.6.1 Geographical scope.....	4
1.6.2 Content scope.....	4
1.6.3 Time Scope	4
1.8 Significance of the Study	4
1.9 Definitions of Key Terms	5

CHAPTER TWO: LITERATURE REVIEW.....	7
2.1 Theoretical perspective	8
2.2 Related Studies.....	10
2.2.1 The Role of Women Emancipation in the socio economic development.....	10
2.2.2 The role of NGOs in women emancipation	11
2.3 Indicators of Emancipation.....	11
2.4 Employment and Emancipation.....	13
2.5 Employment Status and Emancipation	14
2.6 Demographics and Emancipation	15
2.7 Occupation and Emancipation	16
2.8 Type of Employment and Emancipation	17
2.9 Wages as a solution for establishing women emancipation in socio economic development	18
 CHAPTER THREE: RESEARCH METHODOLOGY.....	 23
3.0 Introduction.....	20
3.1 Research Design.....	20
3.2 Research Population.....	20
3.3 Sample Size.....	20
3.4 Sampling Procedure	22
3.5 Research Instrument.....	22
3.6 Data Gathering Procedures	22
3.7 Ethical Considerations	23
3.8 Limitations of the Study.....	23

CHAPTER FOUR: PRESENTATION OF FINDINGS, INTERPRETATION AND ANALYSIS..	24
4.0 Introduction.....	24
4.1 Demographic information of the respondents.....	24
4.2 Description of the independent Variable	27
4.2.1 Roles of the women in socio economic development.....	27
4.3 Description of the Dependent Variable Table4: Level of women emancipation.....	29
4.4 Testing of the challenges between variables.....	31
4.4.1 Challenges faced in the women emancipation and socio economic	31
 CHAPTER FIVE: CONCLUSIONS, RECOMMENDATIONS.....	 33
5.0 Introduction.....	33
5.1 Conclusion	33
5.2 Recommendation	34
5.3 Areas for further research	35
REFERENCES	36
QUESTIONNAIRE	38
APPENDIX I	38

ABSTRACT

The study was carried out in Rwebisengo – Ntoroko District South Western Uganda. It was concerning the impact of women emancipation and socio economic development of Rwebisengo. The objectives that guided the study were to find out socio-economic development achievements as a result of women emancipation, to identify challenges of socio-economic development, and to establish possible solutions to the challenges of socio-economic development of women in Rwebisengo sub-county. The study used a qualitative research design to a larger extent and quantitative research design to a lesser extent where simple descriptive statistical methods were used in data analysis. The findings of the study revealed an improvement in socio-economic development of women in Rwebisengo sub-county; Ntoroko district indicated. Thus, it was concluded that there is a positive impact on socio-economic development in Rwebisengo as a result of women emancipation. The study therefore recommended that there should be collective responsibility among various stake holders, that is, government, civil society organizations and the community in order to promote women emancipation.

CHAPTER ONE: INTRODUCTION

1.0 Introduction

Emancipation is any of various efforts to procuring political rights or equality, often for a specifically disenfranchised group, or more generally in discussion of such matters. Emancipation stems from *exmanus capere* ('take out the hand'). Among others, Karl Marx discussed political emancipation in his 1844 essay "On the Jewish Question", although often in addition to (or in contrast with) the term human emancipation. Marx's views of political emancipation in this work were summarized by one writer as entailing "equal status of individual citizens in relation to the state, equality before the law, regardless of religion, property, or other "private" characteristics of individual people."

"Political emancipation' as a phrase is less common in modern usage, especially outside academic, foreign or activist contexts. However, similar concepts may be referred to by other terms. For instance, in the United States the civil rights movement culminating in the Voting Rights Act of 1965, can be seen as further realization of events such as the Emancipation Proclamation and abolition of slavery a century earlier. In the current and former British West Indies islands the holiday Emancipation Day is celebrated to mark the end of the Atlantic slave trade.

The emancipation of women is a campaign to give women equal rights and status with men. At one time women could not vote. Now they can. At one time women could not own property. Now they can. At one time men could not be accused of beating or raping their wives. Now they can be. At one time women received inferior education and wages compared to men. At one time a man's wealth went to his oldest son, not oldest daughter. The throne of England still passes to the monarch's eldest son, or male children of the monarch's eldest son. So girls, progress has been made but you still have some way to go.

1.1 Background

Emancipation of women seems to be one of the most-popular buzzwords of the last two decades, with women constituting the prevalent target group of the emancipation trend. Even one of the eight millennium Development Goals is entirely dedicated to gender equality and the emancipation of women. The Gender Development Index (GDI) (adjusting the Human Development Index (HDI) for inequalities in the attainments of women and men), which is for all countries lower than their HDI, indicates gender inequality as a worldwide phenomenon (Mohanty 2005, p. 2). The need to empower women is globally acknowledged.

Employment and leadership opportunities for women are very important in order to reduce discrimination and empower women, employment and leadership opportunities for women in Rwebisengo Sub-county, Ntoroko District have increased in recent years. However, in-equality in promotion and recruitment and decision making still exist not only in Ntoroko district but the country as a whole.

The World Bank has suggested that emancipation of women should be a key aspect of socio-economic development programs (World Bank, 2001). This study therefore, explores the impact between women's emancipation and socio-economic development in Rwebisengo sub-county, Ntoroko District. The current rhetoric about women "emancipation" in developing countries calls for greater attention in areas of participation and decision-making in the economic, political and social spheres. In the economic sphere, paid employment is seen as essential to women's emancipation. Research on the relationship between emancipation and socio-economic development often focuses on access to employment opportunities and working conditions at the societal level, and on a woman's control over resources and contribution to total family earnings in the household. However, when unpacked, emancipation and socio-economic development include various aspects. Occupation and a number of employment characteristics demonstrate important differences in outcomes for women's emancipation across various aspects of what "working" consists of. This study asks the question, what are the socio-economic achievements of women emancipation and what hinders women emancipation to achieve the desired outcome, and what is the way forward?

1.2 Statement of the Problem

The argument in the recent past has always been that once we empower the woman in a homestead, poverty will have been eliminated. Women emancipation in the last two decades has been seen as a panacea to socio-economic development of women and society at large. It was argued that women's emancipation through education and participation in income-generating activities would lead to women's socio-economic development, thereby allowing for greater control over decisions and life choices. The emancipation opportunities are available to most women in Uganda today. However, with all the efforts put to emancipate the Ugandan woman most especially in the rural area, the situation as far as socio-economic development is concerned leaves a lot to be desired for. It is on this note that the researcher decided to carry out a study to find out the achievements gained so far, the challenges to socio-economic development and the possible solutions.

1.3 General Objectives

The study was intended to investigate the impact of women emancipation on socio-economic development in Rwebisengo Sub County, Ntoroko District.

1.4 Specific Objectives

1. To find out the achievements of women emancipation on socio-economic development of Rwebisengo sub-county.
2. To identify challenges of women emancipation and socio-economic development of Rwebisengo sub-county
3. To establish possible solutions to the challenges of women emancipation on socio-economic development of Rwebisengo sub-county

1.6 Scope of the study

1.6.1 Geographical scope

Ntoroko District is located west of the Rwenzori Mountains. It is one of two Ugandan districts, so located; the other being Bundibugyo District, from which Ntoroko District was split, in 2010. Ntoroko District is bordered by the Democratic Republic of the Congo to the west and north, Hoima District to the northeast, Kibaale District to the east, Kabarole District to the south and Bundibugyo District to the southwest. Ntoroko, where the district headquarters are located, lies approximately 132 kilometres (82 mi), by road, northeast of Kasese, the largest town in the sub-region^[1] This location is situated approximately 300 kilometres (190 mi), by road, west of Kampala, the capital of Uganda and the largest city in that country. The coordinates of the district are: 01 06N, 30 24E. Ntoroko district is made up of three (3) sub-counties, that is, Kanara, Karugutu, and Rwebisengo. However, for purposes of this study, Rwebisengo sub-county was used of the three sub-counties as my case study.

1.6.2 Content scope

The study intended to determine the impact of women's emancipation on socio-economic development. A Significant relationship between socio-economic development and women's emancipation in Rwebisengo Sub-county, Ntoroko District was discovered to exist. The cause (independent variable) was women emancipation while the effect (dependent variable) was socio-economic development.

1.6.3 Time Scope

The study was conducted in three months, that is, between June 2015 and August 2015. However, in order to be able to conduct a study that brings out a good correlation ship between the independent variable and dependent variable, the study concentrated much on the period after the current regime of National Resistance Movement up to 2015.

1.8 Significance of the Study

The research finding and conclusions of this study may be beneficial in the following ways:

Community: The study will be beneficial to the community since it helps the community to know the importance of women emancipation in relation to socio-economic development.

Women: The study will be significant to the women because the research will enable them to understand their roles in socio-economic development aspects.

Future researchers: The study will also help the future researchers because the dissertation can act as a source of reference.

The researcher: The study may also be of great significance to the researcher because the community may refer to me for consultations on women empowerment issues and socio-economic development of Rwebisengo sub-county.

1.9 Definitions of Key Terms

For the purpose of this study, the following terms are defined as they were used in the study:

Demographic characteristics of the respondents were attributes looked for in this study in terms of age, gender, marital status, qualifications, and number of years working experience.

Employment: the state of being employed or having a job.

Women's emancipation: expansion of the assets and capabilities of women to participate in, negotiate with, influence, control and hold accountable institutions that affect their lives.

CHAPTER TWO: LITERATURE REVIEW

2.0 Introduction

In this chapter the researcher reviewed related literature on the women's emancipation and socio-economic development in Rwebisengo Sub-County, Ntoroko District. And also define some basic concepts. The review of literature was done in accordance with the research objective.

Although the definition of emancipation is contested and the term is often used to cover any multitude of concepts, there are a few elements that are widely agreed upon. Most researchers agree that emancipation involves an element of control and choice in the context of power structures that exist in households, communities, nations and also globally. In the case of women's emancipation these power structures often refer to patriarchal systems of control that subordinate women.

Most researchers also agree that emancipation is a process and therefore involves changes in existing power structures and a move from a state of disemancipation to emancipation. Finally, researchers agree that emancipation is multidimensional, occurring at different levels, and in different ways depending on individuals and communities and the environments in which they live of the research problem.

The World Bank (2002) defines emancipation as the "expansion of the assets and capabilities [of individuals]...to participate in, negotiate with, influence, control and hold accountable institutions that affect their lives." Kabeer's (2001) popular definition adds a layer of complexity to the simple component of control and states that emancipation is "the expansion in people's ability to make strategic life choices in a context where the ability was previously denied to them." According to Maihotra et al. (2002), Kabeer's conceptualization of emancipation is particularly relevant because it contains both the element of process and the elements of human agency and choice, with emancipation implying "choices made from the vantage point of real alternatives" and without "punishingly high costs." Basu and Koolwal (2005) add that choice must extend to the ability to choose NOT to do something without fearing the consequences.

In other words, emancipation is not just a process, but it is the state of being that results from the emancipation process. Dixon-Mueller's (1998) description of emancipation nicely sums up this

viewpoint: “emancipation is both a group and an individual attribute; both a process (that of gaining power) and a condition (that of being empowered).”

The researcher goes on to argue that emancipation is a state of being by discussing it in terms of consciousness: “the essence of emancipation is the development of individual and group consciousness of the opportunity and ability to act: consciousness (resulting from a process of ‘conscientization’) of the existence and sources of injustice; consciousness of an entitlement to fair and equal treatment and to the conditions necessary for survival, security, or social advancement; consciousness of a capacity to confront, challenge and overcome social injustice wherever it occurs.” In this sense, emancipation is the process by which an individual or group overcomes their own ideas and the external barriers that oppress them (conscientization), and also the outcome of this process, being empowered (consciousness).

This often refers to the ability of emancipation to cross both numerous domains and numerous dimensions, with domain referring to where emancipation occurs. For instance, according to the UN Population Information Network (1995) women’s emancipation involves “their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.” This statement recognizes that emancipation needs to occur across many domains: in women’s own lives, in their homes and communities, in broader society and its structures, and in the national and international arena. In terms of the multiple dimensions of emancipation, Malhotra et al. (2002) point out that various emancipation frameworks identify a number of unique dimensions, suggesting that emancipation must occur along economic, socio-cultural, familial / interpersonal, legal, political, and psychological lines.

The literature on women’s emancipation suggests that emancipation involves choice and control that it is a process and an outcome and that emancipation occurs across a number of domains and dimensions. Therefore, when thinking about emancipation, we must think of where it occurs and the dimension, in which it occurs, we must consider the context in which decisions are made and power structures being challenged, and we must look at the characteristics of the women or communities involved in the process. We must also be aware that emancipation can occur in than one domain and more than one dimension at a time. We must think of emancipation as process, as the whole story, from the awareness of power structures that subordinate women, to W

questioning of systems of control, to making active changes and asserting power, and to emancipation as an outcome, as a state of being.

2.1 Theoretical perspective

This study based on promoting female emancipation (Inglehart & Norris 2003; Inglehart, Norris, Welzel 2002; Inglehart & Welzel 2005; Welzel 2003). Of the theories explored, research findings following four factors to be particularly important: socio-economic development; rising gender-egalitarian attitudes that transform economic development into a cultural process of human development; historical legacies stemming from a society's cultural and political traditions; and institutional design factors. However, the literature has failed to analyze the differential impact of these four factors on different aspects and stages of gender equality. Does each of these factors have the same effect on all aspects of gender equality? The literature fails to address this question. There is no study so far using all of these factors as explanatory variables in an attempt to explain different aspects of gender equality.

In this theory, it is reasonable to presume that early gains in gender equality take the form of women's greater equality with men in skill development and standard of living. These gains untie women from traditional household activities, setting them free to participate in greater rates in civic activities such as petitions and boycotts. In turn, a more strongly female civil society helps pave the way for more women to achieve power positions. Finally, when women enter power positions in greater numbers at a broader front, it also becomes likely that more women enter national parliaments.

As we move along this hypothetical sequence in gender equality, we consider which correlates in the literature are central explanatory factors, to what degree, and whether this remains constant. Informed by the slew of evidence presented through recent research on social modernization and gender equality (Inglehart & Norris 2003; Inglehart & Welzel 2005; Welzel 2003), we hypothesize that economic development will explain basic early gains in gender equality, especially in the living condition aspect but perhaps also in the civic participation aspect as participation requires resources that only come with economic development. We then consider the influence of the translation of economic development into a cultural process of human development which gives rise to emancipative attitudes (see Welzel 2003). We expect this to be

the central predictor of gender equality in women's civic action participation as well as their broad representation in administrative and managerial power positions. Integrating women into civil society and bringing them into power positions requires not only objective factors that come with the economic aspects of modernity but also behavioral choices and career choices that are driven by subjective values, reflecting the cultural aspects of modernity.

However, departing from theories of glacial economic and cultural changes, and following strong findings in research on determinants of women's parliamentary emancipation, we also hypothesize that factors particular to the political environment, measuring institutional design, will take on central relevance when evaluating determinants of women's parliamentary representation. In particular, we hypothesize that specific aspects of the political environment mediate gains in women's parliamentary representation. More strongly, institutional design can take on central relevance; institutions are capable of accelerating or restricting women's parliamentary representation regardless of the developmental conditions women face in the larger social environment.

We therefore expect that measures of economic and cultural modernity will exert greater influence on the measures capturing women's social emancipation: the Gender Development Index, the "feminization" of civil society, and the Gender Emancipation Index. On the other hand, the relevance of political factors should diminish the influence of culture and economics in predicting women's representation in parliament with institutional design becoming central to explaining this fourth stage.

This covers an exceptionally diverse set of nations, varying in their social conditions, political institutions, elite compositions and emancipation of women. Part analyzes the patterns of women's emancipation and the correlates of these patterns. We conclude by considering the implications of the findings for future research on women's emancipation and societal change.

While there are many explanations for the status of women in society, our analyses focus on four dominant themes in the literature: the classical modernization perspective that focuses on economic development, the more recent human development view focusing on emancipative cultural changes that give rise to gender-egalitarian attitudes and self-expression values, the

historical legacies perspective which emphasizes the influence of cultural and political traditions, and the institutional design perspective that is important from a political engineering perspective.

2.2 Related Studies

2.2.1 The Role of Women Emancipation in the socio-economic development of society.

Women Emancipation's rise in the global context is being identified as an important phenomenon, which in fact has implication for the development prospects of the rest of the women in recent years. The participation of women is always welcomed and being incorporated by the developmental sectors. Therefore, to improve this degrading and fallen position regarding the status of women, women's access to positions of influence and power is limited in the developing countries, their occupational choices are less, and their earnings lower than those of men; and they must struggle to reconcile activities outside the home along with their traditional roles. Vulnerable women and adolescents are mobilized for raising voice against oppression and trafficking of women and children. Workshops and meetings are held with community leaders, representatives of locally elected body, and imam. The workshop and meeting aims at raising awareness on the legal and social aspects of polygamy, early marriage, verbal divorces and government plan for women's development, family law. Women's role and participation increased in family decision making and social activities.

Women discuss with the hut committee and manage to allocate space for petty female vendors. Meetings discussion has increased which shows that women are much aware regarding their rights then they were in past. (Islam and Sultana, 2005).

The emancipation of girls is necessary to make women empowered. For this purpose education must be made imperative for girls as it is necessary for male. But for that financing of gender equity in education is a critical and difficult starting point. Regrettably, even this thing is being acknowledged by everyone but it is even then ignored at the time of financing for the education of girls and to make them active participants of society. Girls still remain less likely to enroll and graduate than boys and women still account for two-thirds of adults without literacy skills. Women Emancipation's can play a role in eliminate these fees or underwriting their costs through efforts like scholarships, creative micro-enterprise development projects that, for instance, might produce school uniforms at a low cost while providing income to parents. States must go beyond measuring only the financial resources that are allocated towards securing

children's rights, to also include non-financial resources such as technical assistance, human resources and political will.

2.2.2 The role of NGOs in women emancipation

NGO's can also complement the work of the government through redressing many of the less direct financial costs and social barriers that keep girls from school. Governments must make macroeconomics policies and should start viewing education not as a service or expenditure, but as a human right, and seriously fund quality education. Through this effort girls education would also get a lot encouragement and they would prove beneficial for society and prosperity of a country (Hanchett, 2008).

COGWO is an NGO, that works at Provincial level aiming at improving literacy, especially among women in order to develop the quality of life of the downtrodden, particularly women and children. COGWO as an NGO has a vast experience in the field of Literacy, but it has expanded its operational activities also in other fields. Improving the quality of life through literacy and economic emancipation is the main objective of COGWO.

Therefore, it is the need of the time to have Government-NGO Partnership to bring prosperity at national level (FAO, 2003c) SOCWO is an NGO aims to promote the moral, social and economic welfare of the women and children of Uganda. This includes informed and intelligent participation of Somali women in the political, social, and economic aspects of development, peace, and gaining equality in the country. It also promotes and hosts social, educational, cultural and economic programs and maintains coordination with the global women's movement and the initiatives of UNICEF and ECOSOC (UNDESA, 2004).

2.3 Indicators of Emancipation

Women's household decision-making is often used as indicator of women's emancipation. Before the word emancipation was used, women's autonomy, their independence, was often discussed as a goal for women's rights and equality in society. The ability to make decisions that affect one's life adopted as basics to emancipation. Other aspects of women's lives have become important to emancipation as the concept has expanded to encompass power in a number of

spheres and forms, and women's control over resources has become a particularly contested aspect of women's emancipation.

What then does women's control over resources do for women's emancipation? Some scholars, like Blumberg (2005), go so far as to say that enhancing women's control over income and other key economic resources is a "magic potion" for gender equality, development and emancipation. By enhancing women's economic power in the home in terms of control over resources gender inequality can be reduced, self-confidence increases, women have a greater voice in the household, women can begin to have control over "life options" and they can have a greater influence in community affairs (Blumberg 2005).

This debate is particularly important to the discussion of the links between employment and emancipation because the standard argument is that it is not enough to work and earn a wage, but rather it is control over those resources that matters (Kabeer 1997, Blumberg 2005). A woman may work, but if she has no say in how resources are managed or allocated in the household, she is unlikely to gain any control or power in the household numerous examples of female workers suggest that the control over resources is closely intertwined with women's autonomy.

Looking at female Bangladeshi workers, Kabeer (1997) found that access to earnings did not in itself serve as evidence of improvements in bargaining power in the home, but that women's work and wages allowed for the theoretical possibility, though not usually acted upon, of being able to support oneself and one's children if they left their husband and of being able to return to one's natal family as a contributing member (Kabeer 1995). This possibility of alternatives allowed for more autonomy and could increase women's ability to assert strategic choices.

Other researchers though find that control over resources may not actually matter that much to women's emancipation because control over resources does not necessarily translate into any real power or into changes in patriarchal control (Kibria 1995; Endeley 2001; Malhotra and Mather 1997). According to Kibria, control over resources is shaped by socioeconomic background and male kin's ability to provide for the family. Working class men are more likely to retain control over wages because it affirms their ability to provide for their family and men in higher economic classes are more likely to hand over control over resources. But, this also demonstrates that they could provide for their family and that the woman's wages were not

essential to the household. In either case, women's access to or even "control" over resources did not translate into woman's emancipation because women lacked any real control and were unable to challenge the male system of control in the household.

It is unclear whether or not controlling resources is a strong indicator of emancipation, but it does seem that it has the potential to be. While the extent of the control and the autonomy it allows are essential to determining how empowering financial control can be, it seems that even in its weaker forms, control over resources should be treated as an indicator of emancipation or at least as a first step towards creating more balanced relations in the home because it indicates some degree of autonomy. For this reason, control over resources is treated as indicator of emancipation in this study.

2.4 Employment and Emancipation

So why is employment supposed to lead to emancipation? The most common argument says that women's participation in income-generating activities will lead to women's empowerment because by having access to resources a woman can improve her bargaining position, thereby allowing for greater control over decisions and life choices. If a woman has income of her own, she presumably has a greater ability to take care of herself and is therefore less dependent on her husband or others for survival. Her ability to negotiate within the household should increase not only because she has more to offer the household, but also because she has an improved fallback position. Greater bargaining power in the household is seen as empowering because it affords a woman greater control over her and her family's life. Other arguments suggest that working may contribute to emancipation because it allows women to participate in the public sphere, to interact with a wider network of individuals and because it can increase self-esteem or self-worth.

On the other end of the spectrum, there are arguments that say that working is not enough to empower women because the barriers that stand in the way of women's control over their lives and equality are just too great to be overcome by employment alone. Here, the point is that structural factors like poverty, and not choice, lead women into paid employment thereby limiting its potential for emancipation.

On top of this, the job opportunities that are available to most women in India and other developing countries are limited. Both gender ideologies and women's lower education levels mean that the jobs available to most women require little skill, pay poorly, afford no security and involve poor working conditions. This, combined with the fact that participation in income-generating activities does not erase women's domestic responsibilities, suggests that most working women face a triple burden of domestic responsibilities, employment and the burden of ensuring their family's survival.

These arguments are quite simple, but the reality probably lies somewhere in the middle. While it does not appear to be the case that working is a ticket to emancipation, working does have the potential to increase women's autonomy and importance in the domestic sphere; however, the process by which employment could lead to emancipation is much more complex than the above arguments recognize and involves a number of important factors, both in terms of the conditions under which employment takes place and the type of emancipation that we are considering.

2.5 Employment Status and Emancipation

In the literature, there are some contradictions in findings with regard to even the simplest question: does being employed empower women? While some research suggests that "paid 'employment has the potential to alter deeply embedded cultural norms'" (Dutta 2000), other studies find that the simply being employed does not matter much without considering the conditions of employment that paid work is empowering to women and that women who work are more likely to have decision making in the home, control resources, have greater mobility and are better able to accumulate assets and secure their own well-being (Dutta 2000; Salway 2005).

However, even when there are positive impacts on emancipation and market activity affects women's ability to influence resource allocation and domestic decision-making (Acharya and Bennett 1983), drastic changes in women's emancipation as a result of employment are limited.

in this paper, it is argued that simply being employed is probably not enough to ensure women's emancipation because working does not necessarily allow women to challenge the power structures that prevent their agency and full participation in society (Kabeer 1997; Kantor 2003; Sen 1999; Pearson 2004). Emancipation is also impeded because women's employment is often

survival-driven and does not affect changes in gender relations, women's low earnings do not offer them entitlements to social protection, employment does not relieve the burden of domestic labor, it does not increase political participation and it does not lead to equal property rights (Pearson 2004; Baruah 2005). Despite these barriers, employment, under the right conditions, can be an important factor in the promotion of women's emancipation.

How can employment be empowering? It is a matter of looking deeper at this complex connection and taking into consideration the process of employment, not only what drives a woman to enter the work force, but also what happens once she is there and to an even greater extent, what happens in the home as a result of this work and the introduction of her wages. This study tries to look at some of these elements to better understand the relationship between employment and emancipation. In addition to women's employment status, this study asks: what role does her occupation play in emancipation? How important is whom she works? Also, what is the relationship between emancipation and women's contribution to the total family earnings?

2.6 Demographics and Emancipation

Socio-demographic background could influence emancipation both directly, but also indirectly in its relation to employment opportunities, social status and expectations about proper gender roles. Studies find that the status of husbands and wives at marriage and the social context, in terms of family systems and household characteristics, are important to financial arrangements, decision-making power and to women's economic power overall (Frankenberg and Thomas

12001; Mason 1998). Younger women, less educated women, rural women, poor women and women of lower castes or classes are also less likely to be empowered.

Education may be one of the most important influences on women's employment and its link to emancipation because of its relation to life chances and outcomes. Among Sri Lankan women, education and employment are critical factors in financial domestic power, but they are not in social and organizational matters (Malhotra and Mather 1997). So while more educated and employed women may have a greater say in financial decisions, they do not necessarily have more say in other matters in the household.

2.7 Occupation and Emancipation

There is very little research on the connections between occupation and women's emancipation, but studies suggest that there is good reason to believe that a woman's occupation can play a role in emancipation outcomes. A woman's occupation may be important because occupations are associated with income, educational requirements and power within society. They can tell you something about the skills and credentials required to do the job, about the monetary rewards associated with such a position, about working conditions and about class position.

In Rwebisengo Sub-county, Ntoroko District, women work in jobs from all occupational classifications, but they are largely concentrated in low-skill, low-income positions like agricultural, domestic work and unskilled manual labor. Very few women are working in higher prestige occupational categories and women are rarely in positions of authority in any employment sector. For those women who have the education and the opportunity to work in non-manual position, they are often found in "feminized" occupations in the service industry, like nursing, teaching and social work (ILO 1998). Occupation may be important to emancipation, not only in its links to caste and educational attainment, but also in illuminating working conditions, income and the societal prestige and power, or lack thereof, that goes along with working in one occupation relative to another. Manufacturing jobs that are available to women are labor-intensive, poorly paid, often involve bad working conditions and offer no opportunities for advancement.

According to a report by the ILO (1998), a "study of female and male factory workers in Indonesia found that women were half as likely to be permanent or regular workers, that women were much more likely to be hired on a daily basis, that twice as many women as men were required to do obligatory overtime, and that two thirds did not receive maternity leave."

Looking at occupation tells us not only about socio-demographic background, but also about the working conditions associated with the position, the opportunities that it affords the status it may confer and the amount of authority associated with the position, and in this sense, should be considered when looking at the association between employment and women's emancipation.

2.8 Type of Employment and Emancipation

Proximity of a woman's work to her family and her home could be important in its role of letting women move out of the private and into the public sphere. Women who work outside the home or for someone other than family may have a greater opportunity to interact in the public sphere and with non-family members than women who work for their family or in the home.

Working inside the home, like working for family, is usually seen as a barrier to emancipation because working in the home means that women remain under the control of male guardians and lack autonomy and mobility. According to Kantor (2002), "norms of female seclusion limit women's mobility in the public sphere, constraining their economic opportunities by limiting their choices of work location and their ability to interact in markets." Looking at home-based garment workers in India, Kantor finds no connection between mobility and economic success, but argues that the mobility associated with work outside the home is important to economic outcomes and to women's emancipation.

Part of the link between employment and emancipation can be understood by looking at employment characteristics like whom the respondent works for (Baruah 2004, Datta 2003, IFAD/OE 2000, Kantor 2002, Whitehead 1985). Women who carry out forms of production independent of male household members and in social relationships outside the family sphere of command and control are more likely to retain control over proceeds of their labor (Whitehead 1985), but many women in India work for their families and more and more women are self-employed. An intervention for women in India reports that self-employment could be empowering for women because it "at least...allows women the possibility to have better working conditions, save on travel time, and be able to more effectively combine reproductive and productive roles", but that it does not necessarily indicate women's control over their labor. The evaluation noted "many women [in the intervention] may simply have gone from undertaking paid work outside the home to becoming unpaid family laborers (in male-managed enterprises)" (IFAD/OE 2000). While it is generally agreed upon that working for family limits women's emancipation, there is still no real consensus in the role that self-employment can play in empowering women.

2.9 Wages as a solution for establishing women emancipation in socio economic development

Women's wages may be a significant part of increasing women's emancipation by giving women a greater sense of control and value in their home. Women's wage contributions to their families can make more valuable to the household and being able to control those wages could mean a greater say in decisions. This relationship between employment and women's emancipation, specifically, how much of her family's total earnings she contributes, is one aspect of women's participation in the workforce that most researchers agree is important to emancipation.

The extent to which a family relies on the income of a woman can influence the power and control that the working woman has in her household because it increases her value in the household and it improves her fallback position by decreasing her dependence on male family members. If a woman contributes only small share of her family's total income, the wages will not translate into a greater say in important decisions; however, if a woman contributes half or even all of her family's income, she may be able to assert herself more in her household and have a greater voice.

Research on women's contribution to family earnings and emancipation show support for this positive relationship between larger contribution and increased likelihood for emancipation (Grasmuck and Espinal 2000; Hashemi et al. 1996; Schuler et al. 1996; Kabeer 1997).

Looking at women in Uganda and the relationship between domestic violence and women's contribution to family earnings, Schuler et al. (1996) found that women who achieved a redefinition of their roles and status in the household tended to be economically successful and/or whose incomes provided most of the family's earnings. In this case, women's contributions to their family's earnings, when significant, translated into increased emancipation in terms of a reduction in domestic violence against women. Wages can make a difference to emancipation, despite the absence of any dramatic challenge to patriarchy, because earning a wage means that women are contributors and this means that they could be treated differently in their homes (Kabeer 1997). Women in Kabeer's study report that they felt "valued, loved and respected as a result of their hard work", although they did not speak of a direct relationship between earnings and claims that having expanded possibilities offered an improved fall-back

position in the time of crisis and conflicts. Women said that they used their wages to secure a more central place in domestic relationships, to improve chances for children and to renegotiate terms of bad relationships. The wages earned “have helped transform the parameters within which women workers make their choices” and in this way have an empowering effect (Kabeer 1997). Overall, women’s financial contributions to their families can increase emancipation by increasing their value to their family and by making women feel more valuable.

CHAPTER THREE: METHODOLOGY

3.0 Introduction

This chapter discussed about research design, research population, sample size, sampling procedures, research instruments, data gathering procedures, ethical considerations and the limitations of the study.

3.1 Research Design

This study was conducted using descriptive correlation research design. The choice of this design was made because to intensive investigation women emancipation and socio-economic development in Rwebisengo Sub-county, Ntoroko District, Uganda.

3.2 Research Population

The targeted population of all employees of Rwebisengo Sub-county, Ntoroko District, Uganda was estimated at about one hundred and forty (140) employees that encompass non employees, and employees.

3.3 Sample Size

The sample was one hundred (104) both managers and employee. The data was collected from the selected sample of (104) respondents out of the estimated one hundred and forty (140) that comprised both managers and employees. In this study the sample of the study was computed using the Slovene's formula.

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

Where

N= sample size

N = total population

e = significance error

$$n=?$$

$$N= 140$$

$$e=0.05$$

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

$$n = \frac{N}{1 + 140(0.05^2)}$$

$$n = \frac{N}{1 + 140 (0.0025)}$$

$$n = \frac{N}{1 + 0.35)}$$

$$n = \frac{140}{1.35}$$

$$n = 103.73$$

$$n = 104 \text{ respondents}$$

Table 1: Showing category of sample size of the Study population

Categories of expected respondent	Target Population	Sample size
Employed	10	6
Non employed	130	98
Total	140	100

Source: Primary

3.4 Sampling Procedure

The purposive sampling was utilized to select the respondents based on these criteria: Male or female respondents in any of the companies included in the study. An administrator of the companies under study from the list of qualified respondents chosen based on the inclusion criteria; the systematic random sampling was used to finally select the respondents with consideration to the computed minimum sample size.

3.5 Research Instrument

The researcher used standardized questionnaires to collect data. The selection of this tool was guided by the nature of data to be collected, the time available as well as by the objectives of the study.

3.6 Data Gathering Procedures

Before the administration of the questionnaires

An introduction letter was obtained from the college of humanities and social sciences for the researcher to ask for approval to conduct the study from the area of research.

When approved, the researcher secured a list of the qualified respondents from the company authorities in charge and select through systematic random sampling from this list to arrive at the minimum sample size. Reproduce more than enough questionnaires for distribution.

Select research assistants who would assist in the data collection; brief and orient them in order to be consistent in administering the questionnaires.

During the administration of the questionnaires

The respondents were requested to answer completely and not to leave any part of the questionnaires unanswered.

The researcher and assistants emphasized retrieval of the questionnaires within five days from the date of distribution.

On retrieval, all returned questionnaires were checked if all were answered.

3.7 Ethical Considerations

To ensure confidentiality of the information provided by the respondents and to ascertain the practice of ethics in this study.

3.8 Limitations of the Study

In view of the following threats to validity, the researcher argued an allowable 5% margin of error at 0.05 level of significance. Measures were also indicated in order to minimize if not to eradicate the threats to the validity of the findings of this study.

Extraneous variables: This was beyond the researcher's control such as respondents' honesty, personal biases and uncontrolled setting of the study.

Testing: The use of research assistants can bring about inconsistency in the administration of the questionnaires in terms of time of administration, understanding of the items in the questionnaires and explanations given to the respondents. To minimize this threat, the research assistants will be oriented and briefed on the procedures to be done in data collection.

Attrition/Mortality: Not all questionnaires maybe returned neither completely answered nor even retrieved back due to circumstances on the part of the respondents such as travels, sickness, hospitalization and refusal/withdrawal to participate. In anticipation to this, the researcher will reserve more respondents by exceeding the minimum sample size. The respondents will also be reminded not to leave any item in the questionnaires unanswered and will be closely followed up as to the date of retrieval.

CHAPTER FOUR

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

4.0 Introduction

This chapter presents the presentation of data, analysis, and interpretation. The data analysis and interpretation was based on the research questions as well as research objectives, the presentation was divided in to two parts. The first part presents the respondents profile or demographic information, while the second part deals with presentation, interpretation, and analysis of the research questions and objectives.

4.1 Demographic information of the respondents

This part presents the background information of the respondents who participated in the study.

The purpose of this background information was to find out the characteristics of the respondents and show the distribution of the population in the study.

In addition to that, the purpose of showing the demographic in this study was to determine the profile of respondents as to Age, Gender, Qualification and Experience to examine what category the majority of the respondents are fit in. data on this demographic information was analyzed under the question “What are the demographic characteristics of the respondents as to:

Age, Gender, Marital status, highest qualifications, and Number of years work experience.

Table 2: Profile of the respondents n=104

Gender	Frequency		Percentage (%)
Male	58		54
Female	46		46
Total	104		100
Age (in years)	20-29	47	43
	30-39	27	27
	40-49	16	16
	50-above	14	14
Total		104	100
Education level	Certificate	8	8
	Diploma	13	13
	Bachelors	43	39
	Masters	33	33
	PhD	7	7
Total		104	100
Number of years working experience	Less than 1 year	17	17
	1 year-2years	30	26
	2 years-4 years	21	21
	5 years-6 years	17	17
	7 years and above	19	19
Total		104	100

Source: primary

From the above table 2 it is indicated that different categories were involved in the study. And 54% of the respondents were male, whereas, the other 46% of the respondents were female; there were more male participants than the female. This revealed that male staff and managers dominated the jobs in Rwebisengo sub-county Ntoroko district.

The researcher described respondents according to their age in order to establish the impact it might have employment on women's empowerment.

The findings of the study showed that 43% of the respondents belonged at the age of 20-29, and 27% of the respondents were 30-39 of age i.e. middle adult hood. Where 16% of them are between 40-49, and the rest of 14% of the respondents are the age of 50 and above. This indicates that the majority staffs in Rwebisengo sub-county Ntoroko district lay in age between 20-29 the young stars dominating the jobs in Rwebisengo sub-county Ntoroko district could be because of their hard working style and innovative capabilities that is the dream of every employer.

Table 2 also showed that the findings of the study indicated that the majority of the respondents were degree holders which makes up 39% of the respondents, the second group of the respondents are master holders which represents 33% of the respondents, the third group of the respondents are diploma holders which represented 13% of the respondents and four group of the respondents are Certificate holders which represented 8%. Finally group of the respondents are PhD holders which represented 7% respondents. On average therefore, mostly in Rwebisengo sub-county Ntoroko district public service commission employs graduate staff and managers.

This could be because in Rwebisengo sub-county, Ntoroko district recruitment requires employment of not only qualified staff but also skilled and knowledgeable workforce.

According to Table 2 the results indicate that the majority (27%) of the respondents have a work experience of 1 year 2 years. Those with work experience of less than 1 year and also 4-5 years were represented by 17% while 19% represented respondents with work experience 5 years and above. Respondents with work experience above 5 years were represented by 20.4%. On average, most Rwebisengo sub-county Ntoroko district tends to employ staff with working experience of 1 -2 years. This is probably because such staffs still want to learn more about how these Rwebisengo sub-county Ntoroko district works and hence work even more to earn promotion or salary increment.

4.2 Presentation of the independent Variable

4.2.1 Roles of the women in socio economic development.

The first objective of this research was to determine the roles of women in the socio economic development in rural areas of Rwebisengo Sub-county, Ntoroko District. This objective was measured by 15 items or questions in the questionnaire (Non-Standardized) each is selected from one to four I strongly disagree; 2 disagree; 3 agree; 4 = strongly disagree. To find an answer this objective, respondent were asked number of questions. Their responses were analyzed using SPSS's summary statistics showing the means and standard deviations, as indicated in table 3.

Table3: Roles of women in socio economic development

Employment			
Category	Mean	Interpretation	Rank
Gender equality is considered when it comes to recruit new employees in your organization	2.00	Disagree	1
Women staffs are freshness and new perspective to work	2.36	Disagree	2
Employers treat women staff with the same respect and consideration they offer other staff	2.40	Disagree	3
Culture and religion are the most two factors affecting women's employment	2.43	Disagree	4
Domestic issues hinder women to be more productive	2.53	Agree	5
Women employment has a positive impact on social development	2.56	Agree	6
Women un employment can lead to the imagination and exclusion of young girls to the development process	2.63	Agree	7
Working is important to empowerment and those women who work have greater likelihood of higher empowerment than those that do not	2.68	Agree	8
Non-governmental organizations are the most sectors	2.70	Agree	9

are women employed from			
Women are perceived inferior at the work place and the low level education prevents women to get good opportunities	2.72	Agree	10
The low level of education prevents women to get good opportunities	2.76	Agree	11
Women income level determines their participation in socio-economic development	2.81	Agree	12
Women employment can create all to people realize their potential as productive members of society	2.84	Agree	13
Women employment promotes social integration, intergenerational dialogue, citizenship and solidarity	2.85	Agree	14
Women need to be recognized and treated as workers and should be provided with safe and healthy working conditions in order to be useful to community	3.10	Agree	15
Overall mean	2.63	Agree	

Source: primary

According to table 3 oil averages, the extent women emancipation in socio economic development in Rwebisengo sub-county Ntoroko district was good. This is shown with the average mean of 2.63

From table 3 the results show that majority of respondents agree (Good). The domestic issue hinders women to be more productive and women emancipation has a positive impact on social development majority of the respondents agreed with the mean of 2.53 and 2.56 respectively, also they agree that women need to be recognized and treated as workers and should be provided with safe and healthy working conditions in Rwebisengo sub-county Ntoroko district this point indicates that women are essential part in every society.

On the other hand as shown in the above table most of the respondents disagree that culture and religion are the most two factors affecting women's employment in Rwebisengo sub-county

Ntoroko district with the mean of 2.43, and also they disagree those NGOs and other sectors are considering gender equality when it comes to recruit new employees with the mean of 2.00.

The averages of both male and female respondents strongly agree that women low level of education prevents them to get good opportunities in Rwebisengo sub-county Ntoroko district. This point indicates that women are perceived to have low level of education compared to men.

As shown the above table the respondents agree that women are perceived inferior at the work place in Rwebisengo sub-county Ntoroko district with the mean of 2.72 this point indicates that women are discriminated at the work place in Rwebisengo sub-county Ntoroko district.

The rest of questions the respondents are mostly agree that women employment has a positive impact on social development and Women emancipation can lead to the marginalization and exclusion of young girls to the development process.

4.3 Description of the Dependent Variable Table4: Level of women emancipation

Table 4: Level of women emancipation

Women emancipation			
Category	Mean	Interpretation	Rank
Adding more women to the Human Rights Commission and legal profession are important for eliminating gender bias in and ensuring that women are part of decision making process.	2.06	Disagree	1
Sensitization and awareness are important factors to build women's capacity to have say in the community	2.45	Disagree	2
An opportunity for women in education, empowerment, commerce, politics and decision making is of crucial importance for reinforcing women empowerment.	2.60	Agree	3
Women's financial contributions to their families can increase empowerment by increasing their value to their family and making women feel more valuable	2.61	Agree	4
Women empowerment establishes positive relationship	2.64	Agree	5

and can help overcome global poverty			
Ensuring women and girl's education is fundamental to improving women's empowerment and furthering women's right and equality.	2.64	Agree	6
The attitude of any society against women determines their involvement in civil society organization	2.67	Agree	7
Empowerment of women is absolutely essential for raising their status in society	2.68	Agree	8

Source: primary data 2014

According to table 3 on average, the level of women empowerment; was good. This is shown with the average mean of 2.70.

The findings according to table3 revealed if women are empowered, whole families benefit, and these benefits often have ripple effects to future generations. This was represented by a mean of 2.99 and interpreted as good. This means that a majority of the respondents agree if women are empowered, whole families benefit, and these benefits often have ripple effects to future generations.

The findings of this study also showed that Empowerment of women demands a rightful place and recognition in the society and social set up these findings according to table 3 were represented with mean values of 2.90 and interpreted as good. This means that a good number of the respondents agree that that Empowerment of women demands a rightful place and recognition in the society and social set up.

Table 3 also indicates that Adding more women to the Human Rights Commission and legal profession are not important for eliminating gender bias in and ensuring that women are part of decision-making process, these findings were represented with the mean of 2.06 and also that sensitization and awareness are not important factors to build women's capacity to have say in the community with the mean of 2.45, and was interpreted as poor. This means that small number of the respondents disagreed that to build women's capacity and eliminating gender bias is not enough sensitization and adding more women to the human rights commission. The rest of

the findings were interpreted as good because of their middle mean score. This means that they were agreed by the respondents.

4.4 Testing of the challenges between variables

4.4.1 Challenges faced in the women emancipation and socio economic development

Research question two was derived from the second objective of the study. The second objective of this study was to determine the challenges faced in the women emancipation in socio economic development in rural areas in Rwebisengo Sub-County, Ntoroko District.

To achieve this objective the researcher used means a basis of correlation between the two variables. The results are presented in the following table 5

Table 5: Challenges faced in the women emancipation and socio economic development

Variables correlated	Computed r-value	p-value	Interpretation of correlation	Decision on H_0
Women emancipation and socio economic development	0.401	0.0000	Weak positive correlation	Rejected

Source: Primary Data

Using Pearson correlation we can see that economic development is positively related to level of women's emancipation in Rwebisengo sub-county Ntoroko district.

The r-value (0.401) in table 5 indicates a positive correlation between the two variables ($r > 0$). The sig. values (0.000) indicate that the two variables (employment and women's empowerment) Rwebisengo sub-county Ntoroko district. Jobs in Rwebisengo sub-county Ntoroko district are significantly correlated (the sig. is less than 0.05, which is the maximum sig. value for us to state existence of a significant relationship). Basing on these results, the stated research hypothesis is rejected, the alternative is accepted leading to a conclusion that socio economic development and women's emancipation sig. = 0.000; are significantly correlated at 0.05 level of significance.

In addition that these two variables have positive correlation which means they are going on the same direction, as one increase ,the other increase positively ,therefore ,if the level women emancipation increase the also the level of socio economic development increase also and success.

CHAPTER FIVE: CONCLUSIONS & RECOMMENDATIONS

5.0 Introduction

This chapter presents the conclusions and recommendations about the study findings and what needs to be done beyond this study.

5.2 Conclusion

Based on the findings of the study generated, the following conclusions based on the purposes of the study:

Apart from the demographic characteristics the first objective of this study was to determine the roles of women in the socio economic development in rural areas of Rwebisengo sub-county Ntoroko district. As the findings showed, the level of women emancipation in Rwebisengo sub-county Ntoroko district was good because the average means of this objective was 2.63 which mean that most of the respondents agreed that the level of employment is good.

The second objective was to determine the challenges faced in the women emancipation in socio economic development in rural areas in Rwebisengo sub-county Ntoroko district. The findings revealed that in Rwebisengo sub-county Ntoroko district the local NGOs are a good to women's empowerment with overall means of 2.70 showing there is strong women's empowerment policies and socio economic development in Rwebisengo sub-county Ntoroko district.

Lastly, findings indicated a positive significant correlation between women emancipation and socio economic development of rural areas, in Rwebisengo sub-county Ntoroko district. Basing on this finding, the null hypothesis was rejected and the researcher concludes that women emancipation is significantly related to the level of socio economic development in rural areas in Rwebisengo sub-county, Ntoroko district.

This is because of the correlation of 0.401 and the level of significance at .000. It also concludes that employment directly influences the level of women's empowerment in the selected local NGOs.

5.3 Recommendation

The researcher has argued in this report that women's empowerment is important to the all the community. Despite its limitations, this study should pave way for future research in this area.

Basing generalizations on the findings of this study, the researcher recommends that:

The governments of Uganda should introduce laws that will govern the labor market and promote equal employment opportunity, so that women and other marginalized groups in the society enjoy the same opportunity that men and other non-marginalized groups in the society enjoy, so as to improve on the socio economic development, because at the present time such laws are absent.

In order for employment to be more empowering to women and for women's empowerment in Uganda to be facilitated in general, the structural barriers to women's rights and equality must be addressed in the household, the community, the state, the nation and around the globe.

Policies must be put in place that guarantee women's rights and protect women in the workplace, the home and the community.

While increasing the jobs available to women is an important step to improving women's empowerment through employment, these jobs must go beyond what is traditionally available to women and the opportunity structures for women in all positions must be enhanced.

Entrepreneurship among Rwebisengo sub-county Ntoroko district women and Uganda as a whole should be strengthened by means of facilitating access to micro-credit programs for Rwebisengo sub-county, Ntoroko district women entrepreneurs; introduction of simple, entrepreneur-friendly administration and credit rules for micro business.

The NGOs are also recommended to create a conducive work environment for women employers so that they accommodate their needs in the work place and to come up with more effective Human resource policies in order.

The researcher also suggests that organized community should make sensitization programs, so that the community understands that women are equally productive as men, and that they have the same needs as men.

Finally the researcher recommends that it's a collective responsibility of the Government, NGOs, profit organizations and the community to promote the skills of the women in Rwebisengo sub-county Ntoroko district and Uganda as a whole, to perceive that women are competent as men and that development and empowerment of the livelihood of women will positively impact the socioeconomic development of the society.

5.4 Areas for further research

More research is supposed to be carried on the following areas, the participation of women in claiming their rights in social, economic, and political engagement.

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QUESTIONNAIRE

APPENDIX I

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS PLEASE TICK (✓) THE PROVIDED SPACE BELOW.

Gender: _____ 1. Male
_____ 2. Female

Age: _____

Qualifications under Education Discipline (please specify):

- 1. Certificate _____
- 2. Diploma _____
- 3. Bachelors _____
- 4. Masters _____
- 5. Ph.D. _____
- 6. Others _____

Number of Years Working Experience (please tick):

- 1. Less than 1 year _____
- 2. 1-2yrs _____
- 3. 3-4yrs _____
- 4. 5-6yrs _____
- 5. 7years+ - _____

Direction: Please write your preferred option on the space provided before each item or after.

Kindly use the Scoring guide below:

Scoring	Response Mode	Description
(4)	Strongly agree	you agree with no doubt at all
(3)	Agree	you agree with some doubt
(2)	Disagree	you disagree with some doubt
(1)	Strongly disagree	you disagree with no doubt at all

B: QUESTIONNAIRE TO DETERMINE THE LEVEL OF WOMEN EMPLOYMENT

1. Women's income level determines their participation in Socio-economic development
2. Women need to be recognized and treated as workers and should be Provided with Safe and healthy working conditions
3. Women Employment can create all to people realize their potential as Productive members of society
4. Gender equality are considered when it comes to recruit new employees in Your organization
5. Women employment has a positive impact on social development
6. Women employment promotes social integration, intergenerational, Dialogue, citizenship and solidarity
7. Culture and religion are the most two factors affecting women's Employment attainment in your environment
8. Nongovernmental organizations are the most sectors are women employed from
9. Working is important to emancipation and that women who work have greater likelihood of higher emancipation than those women that do not
10. Women unemployment can lead to the Marginalization and Exclusion of young girls to the development process
11. Women are perceived inferior at the work place and the low Level education prevents women to get good opportunities
12. The low level of education prevents women to get good opportunities and not considered in some positions
13. Employers treat women staff with the same respect and Consideration they offer other staff.
14. Domestic issues hinder women to be more productive
15. Women staffs are freshness and new perspectives to work in some positions.

C: QUESTIONNAIRE TO DETERMINE THE LEVEL OF WOMEN EMANCIPATION

1. Sensitization and awareness are important factors to build women's capacity to have say in the community.
2. Women emancipation should play as equal partners in the development of society.
3. Emancipation of women demands a rightful place and recognition in the society and Social setup.

4. Training is very crucial for women to improve their standard of living and attaining better life.
5. Ensuring women and girl's education is fundamental to improving Women's emancipation and furthering women's rights and equality.
6. The attitude of any society against women determines their involvement in civil society organizations.
7. Emancipation of women is absolutely essential for rising their status in society.
8. Women emancipation establishes positive relationships and can help overcome global poverty.
9. Opportunities for women in education, employment, commerce, Politics and decision- making is of crucial importance for reinforcing Women emancipation
10. Adding more women to the Human Rights Commission and legal profession are important for eliminating gender bias in and ensuring that women are part of decision-making process.
11. Empowered Woman Makes choices and decisions based on knowledge of alternatives leads to concrete creative action.
12. When women are empowered, whole families benefit, and these benefits often have ripple effects to future generations
13. Emancipation measures through the degree of autonomy to which women can live their lives, ability to control decision making within the family and measures the relative access to household resources.
14. Women's control over resources has become particular contested aspect of women's emancipation.
15. Women's financial contributions to their families can increase emancipation by increasing their value to their family and by making women feel more valuable.