

Empowerment and Participation of Women in Community Development in Lower Local Governments: A Case of Makindye Division, Kampala, Uganda

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ABSTRACT

This study was intended to establish the relationship between empowerment and women participation in community development in Lukuli and Kansanga parishes of Makindye Division in Kampala. To achieve this, the empowerment and participation levels, differences in empowerment and participation levels by demographic factors, and the relationship between empowerment and women participation, were looked at. This study adopted a descriptive correlation research design using a quantitative approach. A target population of 172 and a sample size of 84 were used. Choice of respondents was by purposive and simple random sampling. To gather data, self-administered questionnaires and a face sheet were used. During analysis, frequency and percentage distribution were used in relation to the profile of respondents while the mean was used to compute both the levels of empowerment and participation of respondents in community development. Pearson's correlation coefficient was used to establish the relationship between empowerment and women participation in community development. Regarding level of empowerment, there was averagely a satisfactory control over resources and most respondents owned land. However, freedom of decision on income use was very low. Participation levels were highest in politics; however freedom of choice of candidates in voting was very low. At household level, participation was generally low (average mean=2.4) and most respondents did not take an active role in household activities. In decision making, at least most respondents were members of an administrative committee however, many did not attend meetings. There was no significant difference in levels of empowerment of respondents by demographic factors other than employment status. The study also showed no significant difference in levels of participation of respondents by demographic factors. There was however a significant relationship between empowerment and women participation. Conclusively, the study rejected the first null hypothesis that "there is no significant relationship between empowerment and women participation in community development; and the second null hypothesis that "there is no significant difference in levels of empowerment by demographic factors". The third null hypothesis; that "there is no significant relationship in difference in levels of participation by demographic factors" was accepted. The researcher recommended that; NGOs and CBOs embark on sensitization programs that teach the essence of freedom in relation to development; Faith leaders incorporate aspects of equality into their teachings; Policy makers advocate for policies that directly enhance women economic statuses; and that the government of Uganda, through the concerned ministries, improves the existing education policies while paying more attention to educating more women country wide since education enhances employment opportunities.

Keywords: Empowerment, participation, Women, Community development and Kampala, Uganda

INTRODUCTION

The struggle to empower women is a worldwide concern. This can be traced right from the policy measures adopted by the Beijing Platform for Action to alleviate the subordinate status of women through empowerment and mainstreaming gender into their programmes [1]. Most women globally rely on the informal work sector for an income. If women were empowered to do, and be more, the possibility for economic growth becomes apparent. If implemented on a global scale, the inclusion of women in the formal workforce can increase the economic output of a nation [2]. Globalization has had mixed effects on women's economic situations worldwide. New industries have enhanced job opportunities and increased pay for many women especially in the manufacture of textiles and garments. Although the garment industry has increased the number of jobs for rural women, their work continues to be exploited. Women continue to work for longer hours than their male counterparts. Furthermore, the recent trend of men leaving rural areas to seek for jobs in other countries or to urban areas leaves women behind with the double burden of domestic work. Women's work in the informal sector also remains economically invisible. Such trends devalue women's labour and are a major obstacle to women empowerment [3].

In Africa, the fundamental contribution of women in households, food production systems and national economies is increasingly acknowledged. This is mainly due to African women's own energetic efforts to organize, articulate their concerns and make their voices heard. At both grassroots and national levels, more women's associations have been formed during the 1990s, taking advantage of the new political openings, to assert their leadership roles. They are also pressing for an expansion of women's economic and social opportunities, and the advancement of women's rights. By improving their own positions, they are simultaneously strengthening African society as a whole, as well as enhancing the continent's broader development prospects.

On the other hand, women in Africa continue to face enormous obstacles. The growing recognition of their contributions has not translated into significantly improved access to resources or increased decision-making powers. The dynamism that women display in economic, cultural and social lives of their communities through their associations and informal networks has also not been channeled into creating new models of participation and leadership. The African Women Report [4], notes that the political powerlessness of women which influences appointments and decisions in the economic, Law and Justice Sectors is a serious obstacle to their advancement. More to that, the rate of economic and political participation should be determined by women's exercise of their free choice rather than the structural barriers related to their roles in society. Women are still the minority in management jobs although a marked improvement was registered in Sub-Saharan Africa from 8% to 40% between 1980 and 1990; by 1994, there were only about 2.8% women as chief executives; 4.5% in the economic sector; 6.9% in the law and; 12.5% in the social sector; and 44% in the Political sector (The World Women Report,[4]

In Uganda, the government and the Women's Movement have invested a lot of efforts in advancing women beyond traditional roles, especially after the declaration of the United Nations (UN) decade 1975-1985 [5]; [6]. Institutions such as the Uganda Council of Women (UCW) formed in 1946 and later the Uganda Association of Women Groups were created for this purpose. More recently, and in line with the provisions of the National Forward Looking Strategy [7], the then Ministry of Women in Development, now Gender and Community Development, was formed. Initially, the institutions formed during the 1970s and early 1980s did not achieve much in advancing women politically due to unfavorable government policies [6]; [8]; [9].

Uganda conceived a centralized planning and development policy between 1981 and 1985 in order to foster national recovery

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and accelerate economic development [10]. The struggle was vested in confronting problems of national disintegration by use of a centrally driven approach rather than a bottom-up driven participatory approach. The Problem of women was not fully answered rather; the women community was pushed away from active participation. The raise of the National Movement to power 1986 introduced a Decentralized form of Governance that promoted women leadership and involvement in development. Women and other formerly marginalized groups were thus brought on board in the broader spectrum in society.

Aim of the Study

The aim of this research was to investigate the relationship between empowerment and participation of women in community

Empowerment is a process by which those who have been denied power gain power, in particular the ability to make strategic life choices [11]. For this power to come about, three interrelated dimensions are needed: access to and control of resources; the ability to use these resources to bring about new opportunities and achievements, and the intellectual aspect. Empowerment, therefore, is both a process and an end result. This Study adopts [11] definition of empowerment and thus, empowerment is operationalized as access to and control of resources; ability to use these resources and intellectual advancement.

Development in Makindye Division, Lukuli arid Kansanga parishes in Kampala District of Uganda.

Specific objectives

1. To determine the level of women empowerment.
2. To determine the level of women participation in community development.
3. To investigate if there is a significant difference in levels of empowerment of respondents by demographic factors.
4. To establish if there is a significant difference in levels of participation of respondents by demographic factors.
5. To determine whether there is a significant relationship between empowerment and women participation in community development.

Research Questions

1. What is the level of women empowerment?
2. What is the level of women participation?
3. Is there a significant difference in levels of empowerment of respondents by demographic factors?
4. Is there a significant difference in levels of participation of respondents by demographic factors?
5. Is there a significant relationship between empowerment and women participation in community Development?

RESEARCH METHODOLOGY

Research Design

This study adopted a descriptive correlation design using a quantitative approach. According to [12], descriptive research is a broad class of non-experimental studies. This study adopted a descriptive research design because it provides current information or intelligence regarding the problem [12].

The descriptive correlation design enabled the determination of relationships between study variables where necessary [13]. The quantitative approach was mainly chosen because it is useful in presenting variances among different variables within this study.

Research Population

A target population of 172 women in Lukuli and Kansanga in Makindye division was identified. The population varied across divisions as follows: Lukuli Parish

(72) and Kansanga (100). It involved women above 18 years and actively involved in an income generating activity.

Sample size

To compute the sample size, the Slovenes Formula was applied: $n = \frac{N}{1 + N(e)^2}$ as indicated in Table 1 below. Where n =Sample Size, N =Target Population, e =Marginal Error.

Table 1: Summary of Sample Population

Source: primary Data

Parishes	Target Population	Sample size	% of Total Population
Lukuli	72	61	41.9
Kansanga	100	80	58.1
Total	172	141	100

Sampling Procedures

Choice of respondents was based on two techniques: purposive sampling and simple random sampling. Purposive sampling was used so to capture a greater portion of respondents engaged in an

income generating activity while simple random sampling was applied to give each selected respondent an equal chance of representation.

Research Instruments

The study adopted a self-administered questionnaire (SAQ) for data collection. Choice of the SAQ was mainly based on the fact that it solicit potential information

from a large portion of a group [12]. The questionnaire survey was administered via the drop and pick-later method.

Data Gathering Procedures

The following data gathering procedures were implemented: *Before the administration of the questionnaire*; the researcher secured an introductory letter from the college of higher degrees and research. It was addressed to relevant authorities of the district and local community leaders in the study area. The researcher also wrote a letter introducing her to the respondents. The researcher also prepared the questionnaires and convened the selected research assistants for a briefing on the data gathering

techniques. *During the administration of the questionnaires*; the researcher and the research assistants requested the respondents to do the following {1} sign the informed consent, {2} be objective in answering the questions, {3} answer all questions. *After the administration of the questionnaire*; Data collected was organized, edited, coded and entered into the computer. It was summarized, presented and statistically treated into tables using the Statistical Package for Social Scientists.

Data Analysis

Analysis of data was carried out objective by objective. To determine the profile of respondents, frequency and percentage distribution were used. The mean was used to compute the extent of empowerment and participation of women

in community development. Pearson's correlation coefficient was used to establish the relationship between empowerment and women participation in community development.

Ethical Considerations

The following ethical issues were taken quite seriously in this study:

1. Respondents were requested to sign the informed consent

2. All questionnaires were coded to provided anonymity of respondents

3. Authors quoted in this study were recognized through citations and referencing
4. Findings were presented in a generalized manner.

Limitations of the Study

Extraneous variables: Control of extraneous variables such as honesty of respondents and personal biases may not be possible. The researcher however requested the respondents to try as much as possible to be objective while responding to the questions. Variations among research assistants: Variations may have occurred at the time of administration of the questionnaires,

understanding of the items in the questionnaire and in the explanations given to the respondents at the time when the questionnaires were administered. The researcher however briefed the research assistants on the questionnaire content. She also emphasized ethical issues to be strictly adhered to during the research process.

DATA PRESENTATION, ANALYSIS AND INTERPRETATION

Level of Women Empowerment

The objective one was to determine the level of empowerment of the respondents and is dealt with in this section. 15 questions were used to determine the level of women empowerment. In particular,

Table 2 gives results of mean scores of empowerment levels with a scale of 1-very satisfactory, 2satisfactory, 3-fairly satisfactory and 4-unsatisfactory.

Table 2: Level of women Empowerment in Makindye Division

A. Control of resources	Mean	Interpretation	Rank
Own land	3.97	Very satisfactory	1
Have chance to inherit property	3.34	Very satisfactory	2
Have access to a bank account	3.00	Satisfactory	3
Engaged in an income generation activity	2.38	Satisfactory	4
Free to use my income the way I wish	1.97	Fair satisfactory	5
AVERAGE MEAN	2.879	Satisfactory	
B. Ability to use these resources			
Can access a bank loan	3.70	Very satisfactory	1
Have beneficiaries	3.06	Fair satisfactory	2
Contribute to financial sustenance of my home	2.25	Fair satisfactory	3
Have access to medical care	2.24	Fair satisfactory	4
Free to use my earnings	1.91	Fair satisfactory	5
AVERAGE MEAN	2.626	Satisfactory	
C. Intellectual			
Train community members on various developmental issues	3.51	Very satisfactory	1
Always provided with information about development programmes in my area of residence	3.32	Very satisfactory	2
Attend workshops	2.78	Satisfactory	3
Get training on various aspects	2.66	Satisfactory	4
Go/went through formal training	1.97	Fair satisfactory	5
AVERAGE MEAN	2.845	Satisfactory	
Over all Mean	2.768	Satisfactory	

Source: Primary data, 2012

Range	Response Mode	Interpretation
3.26-4.00	Strongly Agree	Very satisfactory
2.51-3.25	Agree	Satisfactory
1.76-2.50	Disagree	Fair satisfactory
1.00-1.75	Strongly Disagree	unsatisfactory

To measure empowerment levels of respondents, three constructs were used; control of resources, ability to use these resources, and the intellectual aspect. Regarding resource control, Table 2 shows that owning land was ranked 1 (mean= 3.97), followed by having a chance to inherit property ranked as 2 (mean=3.34). Having access to a bank account was ranked 3 (mean=3.00) while engagement in an income generating activity ranked 4 (mean=2.38). Lastly, freedom to use income the way one wishes was ranked 5 (mean= 1.97). Many of the respondents owned land possibly because many were employed. However many respondents were not free to use their income the way they chose. This can be due to the patriarchal society evident in most communities in Uganda. These findings relate well with Sen's Capability Theory since much as the respondents are employed and own land; they do not seem to have freedom of use over these resources. Sen's view holds that all people should be empowered to attain their capabilities in life and attain the highest level of fulfillment as human beings with free choice. Regarding ability to use these resources, access to a bank loan was ranked 1 (mean= 3.70) interpreted as very satisfactory, having beneficiaries ranked 2 (mean= 3.06), interpreted as satisfactory, contributing to the financial sustenance of one's home was ranked 3 (mean= 2.25) interpreted as fairly satisfactory. Ability to access medical care" was ranked 4 (mean =2.24) interpreted as fairly satisfactory

and freedom to use earnings was ranked least with a mean of 1.91. Many women could access bank loans possibly because they were salary earners. More to that, 19.5% of the respondents were self-employed. This study revelations can be explained by the Social Feminist Theory which sees women oppression as deeply rooted in patriarchy (male dominance). This could explain why despite the fact that most women were employed, only a few could freely use their earnings. This depicts a latent force of control that many women have not been able to overcome. In relation to the intellectual aspect, training community members on various development issues was ranked 1 (mean =3.51) interpreted as very satisfactory, always provided with information on developmental programs in my area of residence" was ranked 2 (mean= 3.32), attending workshops was ranked 3 (mean= 2.78) interpreted as satisfactory, get trainings on various aspects was ranked 4 (mean= 2.66) interpreted as satisfactory, going/went through formal development training was ranked least 5 (mean= 1.97) interpreted as fairly satisfactory. Most of the respondents were engaged in training members on various developmental issues probably because they have attained knowledge and experience that can be useful to the wider society. Many of the respondents did not go through formal development training probably due to the fact that the education curriculum in Uganda has not fully incorporated practical development studies in the education syllabus.

Level of Participation in Community Development

The second objective was to determine the level of participation of the respondents in community development and is dealt with in this section. 15 questions were used to determine the level of women

empowerment. In particular, Table 4 gives results of mean scores of empowerment levels with a scale of 1-very satisfactory, 2-satisfactory, 3 -fairly satisfactory and 4-unsatisfactory.

Table 3 Level of Women Participation in Community Development

Category	Mean	Interpretation	Rank
Political participation			
Have you ever run for an administrative post?	3.72	Very satisfactory	1
Do you belong to a political party?	3.44	Very satisfactory	2
Do you attend Local council meetings?	3.40	Very satisfactory	3
Are you involved in any voting exercise?	3.26	Very satisfactory	4
Do you freely vote candidates of your choice with intimidation or coercion?	2.64	Satisfactory	5
AVERAGE MEAN	3.273	Very satisfactory	
Household participation			
Are you consulted when any family property is to be sold?	2.83	Satisfactory	1
Are you consulted before acquiring new property?	2.76	Satisfactory	2
Does your partner involve you in family planning issues?	2.76	Satisfactory	3
Are you involved in budgeting for your household needs?	2.11	Fair satisfactory	4
Do you engage in activities like cooking and fetching water?	1.88	Fair satisfactory	5
AVERAGE MEAN	2.400	Fair satisfactory	
Decision making			
Are you a member of any committee?	3.05	Satisfactory	1
Do your contributions in meetings influence change?	2.91	Satisfactory	2
Are you given a chance to contribute in meetings?	2.74	Satisfactory	3
Do you motivate others to make choices independently?	2.53	Satisfactory	4
Do you attend meetings?	2.52	Satisfactory	5
AVERAGE MEAN	2.750	Satisfactory	
Over all mean	2.781	Satisfactory	

Source: Primary Data

Range	Response Mode	Interpretation	
3.26-4.00	Strongly Agree	Very satisfactory	
2.51-3.25	Agree	Satisfactory	
1.76-2.50	Disagree	Fair satisfactory	
1.00-1.75	Strongly Disagree	unsatisfactory	2

From table 3, having ever run for an administrative post was ranked 1 with a mean (3.72) interpreted as very satisfactory, belonging to any political party was ranked 2 (mean 3.44) interpreted as very satisfactory, attending Local Council meetings was ranked 3 (mean 3.40) interpreted as very satisfactory, "are you involved in any voting exercise? was ranked 4 (3.26) interpreted as very satisfactory, freely voting candidates of one's choice without any intimidation or coercion" was ranked 5 (mean 2.64) interpreted as satisfactory. Many of the respondents had ever run for an administrative post possibly due to government revised policies on women participation in active politics and leadership (Uganda parliamentary Commission, 2011). When it came to voting, many could not freely vote for candidates of their choice. This could be due to election mal practices like corruption and intimidation in most African societies. Basing on Sen's Capability Theory [14], most women in society are still disempowered in relation to freedom of choice and decision making. Regarding house hold Participation, consulting when any family property is to be sold was ranked 1 (mean = 2.83) interpreted as satisfactory, both consulting one before acquiring new family property" (mean= 2.76) and one's partner involving one in family planning issues were ranked 2 (mean= 2.76) interpreted as satisfactory involvement in budgeting for household needs was ranked 4 (mean =2.11) interpreted as fairly

satisfactory while engagement in activities like cooking, fetching water was ranked 5 (mean= 1.88) interpreted as fairly satisfactory. Most of the respondents were consulted when any family property was to be sold, and this is probably attributed to the fact that many of the women contribute in the purchase of these family properties and have equal rights over them as any other family members. Many of the respondents did not engage in activities like cooking and fetching water possibly they are working and have less time to engage in house hold core; Many possibly resort to employing house keepers. In relation to decision making, member of any administrative committee was ranked 1 (mean =3.05) interpreted as satisfactory, one's contributions in meetings influencing change Was ranked 2 (mean =2.91), given chance to contribute in meetings was ranked 3 (mean= 2.74) interpreted as satisfactory, motivating others to make choices independently was ranked 4 (mean=2.53) interpreted as satisfactory and finally, attending meetings" was ranked least (5) mean of 2.52 interpreted as satisfactory. Many respondents were members of an administrative committee possibly because of the increased number of women informal organizations for example Women empowerment groups, SACCOs, among others. Many women did not attend meeting possibly because they are at work; in addition to that, the LC1 committees have not been active in the recent past due to government policy.

Significant Difference in Level of Empowerment

The third objective was to determine whether there is a significant difference in levels of empowerment of respondents by demographic profile In particular differences were addressed among: respondents of different age brackets,

highest level of education attained, employment, and marital statuses Specifically, age, highest level of education attained, employment status, and marital status were used in regard to the above objective.

Table 4: Significant Differences in levels of empowerment by Demographic Factors

Component	Category	Mean	F-Value	Sig	Interpretation	Decision on H ₀
Age	18-23	3.0632	0.923	0.456	Not significant	Accepted
	24-29	2.6506				
	30-35	2.6308				
	36-42	2.8000				
	42 and above	2.6533				
	AVERAGE	2.7681				
Level of education	O-Level	3.0089	1.825	0.122	Not significant	Accepted
	A-Level	2.9333				
	Certificate	2.7800				
	Bachelors	2.7000				
	Masters	2.2242				
	PhD	2.0000				
	Average	2.7242				
Employment status	Employed	2.4275	1.148	0.000	Significant	Rejected
	Unemployed	3.3175				
	Self employed	2.7708				
	Average	2.7681				
Marital Status	Married	2.6250	0.451	0.717	Not significant	Accepted
	Single	2.8633				
	Divorced	2.6667				
	Widowed	2.7500				
	Average	2.7681				

Source: Primary data 2012

Table 4 reveals that at a significant level of 0.05, there is no significant difference in empowerment levels of respondents by

age (p-value 0.456). At a significant level of 0.05, table 5 further reveals that there is no significant difference in levels

empowerment levels of respondents by highest level of education attained (p-value 0.122). At a significant level of 0.05 however, there is a significant difference in empowerment levels of respondents by

their employment status (p-Value 0.000). At a significant level of 0.05, there is no significant difference in empowerment levels of respondents by marital status (p-Value 0.717).

Significant Differences in Levels of Participation

Objective 4 was to determine whether there was a significant difference in levels of participation of respondents by demographic profile. Specifically, age,

highest level of education attained, employment status, and marital status were used in regard to the above objective.

Table 5: Significant difference in levels of Participation by demographic factors.

Component	Category	Mean	F-Value	Sig	Interpretation	Decision on H ₀
Age	18-23	3.1067	2.170	0.083	Not significant	Accepted
	24-29	2.7379				
	30-35	2.4308				
	36-42	3.2000				
	42 and above	2.5833				
	AVERAGE	2.7805				
Level of education	O-Level	2.8000	0.879	0.502	Not significant	Accepted
	A-Level	2.9333				
	Certificate	2.8250				
	Bachelors	2.7789				
	Masters	2.4889				
	PhD	1.8000				
	Average	2.7242				
Employment status	Employed	2.6451	2.917	0.062	Not Significant	accepted
	Unemployed	3.1148				
	Self employed	2.6718				
	AVERAGE	2.7805				
Marital Status	Married	2.6429	0.963	0.416	Not significant	Accepted
	Single	2.8978				
	Divorced	2.4667				
	Widowed	3.0667				
	AVERAGE	2.7740				

Source Primary Data

Findings in Table 5 reveal that at a significant level of 0.05, there is no significant difference in levels of participation of respondents by age (P-Value 0.083). At a significant level of 0.05, there is no significant difference in levels of participation of respondents by highest level of education attained (P-Value 0.502). Similarly, at a significant level of 0.05,

there is no significant difference in levels of participation of respondents by their employment status (P-Value 0.062). Findings further revealed that at a significant level of 0.05, there is no significant difference in levels of participation of respondents by marital status (P-Value 0.416)

Significant Relationship between Empowerment and women Participation

Objective 5 was to determine whether there was a significant relationship between empowerment and women participation in community development.

To determine this, empowerment was measured against political participation, household participation, decision making as well as the overall women participation.

Table 6: Significant Relationship between Empowerment and Women Participation in Community Development

Variables correlated	R-value	Sig	Interpretation	Decision on Ho
Empowerment Vs Political Participation	0.451	0.000	Significant relationship	Rejected
Empowerment Vs household participation	0.458	0.000	Significant relationship	Rejected
Empowerment Vs decision making	0.534	0.000	Significant relationship	Rejected
Overall Empowerment Vs women participation	0.635	0.000	Significant relationship	Rejected

Source: Primary Data

Finding in Table 6 reveal that at a significant level of 0.05, there was a significant relationship between empowerment and political participation of respondents since the computed P-value (0.000) was less than 0.05. In relation to empowerment and household participation, the findings revealed that at a significant level of 0.05, there was a significant relationship (P Value 0.000) less

than 0.05. In regard to the overall women participation, findings revealed that at a significant level of 0.05, there was a relationship between empowerment and participation: therefore, the null hypothesis of “there is no significant relationship between empowerment and women participation in community development”, was rejected.

CONCLUSION AND RECOMMENDATIONS

Level of women Empowerment

Study findings indicated that on average, most respondents had a satisfactory control over resources. However, many of

them were not able to freely decide on how to use their incomes.

Level of Participation

Findings revealed that on average, most respondents were involved in active politics in their respective communities. However, many of them did not freely vote candidates of their choice. On average, participation levels of respondent at

household level were generally low. Specifically, most respondents did not take an active role in household activities. Study findings further show that on average, respondents had a say in decision making.

Significant Difference in Empowerment Levels by Demographic Factors

The study revealed that there is no significant difference in levels of empowerment of respondents by demographic factors categorized as; age,

highest level of education attained, and marital status. However, regarding employment status, the study revealed that there was a significant relationship.

Significant Difference in Participation Levels by Demographic Factors

The study showed that there is no significant difference in levels of

participation of respondents by demographic factors.

Significant Relationship between Empowerment and Women Participation

The findings further imply that there is a significant relationship between

empowerment and women participation in community development.

CONCLUSION

The study rejected the null hypotheses that “there is no significant relationship between empowerment and women participation in community development”; “that there is no significant difference in the level of empowerment of respondents

by demographic factors” but accepted the null hypothesis that “there is no significant difference in the level of participation of respondents by demographic factors”.

RECOMMENDATIONS

Based on the study findings, the researcher made the following recommendations: In relation to many women not being able to use their income the way they wish, Non-Governmental Organizations (NGOs) and Community Based Organizations (CBOs) should embark on sensitization programs that teach the essence of freedom in relation to development. This should not only be done in urban centers, but also in rural Uganda. Faith leaders should incorporate aspects of equality of persons irrespective of gender, into their teachings. This could play a great role in reducing incidences of marginalization of women and thereby enhance their empowerment. Policy makers should advocate for policies that directly enhance women economic

statuses especially since the study reveals that among the listed demographic factors, “employment status” indeed influenced levels of empowerment of respondents. Income generating activities and micro finance services should be directly availed to women so that their financial statuses can be enhanced, hence empowerment. The Government of Uganda, through the concerned ministries, should improve the existing education policies. Gaps within the Universal Primary Education (UPE) and Universal Secondary Education (USE) policies should be identified and rectified so that more people can gain from education. Special focus should be directed towards educating more women today country wide since education can enhance employment opportunities.

AREAS FOR FUTURE RESEARCH

Notwithstanding the efforts made by the researcher, she could not exhaust entirely this particular area; therefore she recommends that the future researchers should focus on the following. Owing to the fact that the study concentrated on

Empowerment and Women Participation in Makindye Division in Kampala, there is need to conduct a similar study but in rural Uganda since the findings from this study can only be generalized to urban women.

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