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**Addis Ababa University
College of Business and Economics
Department of Public Administration and Development
Management Graduate Program**

**Title: The Role of NGO's on Empowering Women in the
Community: The case of Triggerise Sticking Ethiopia**

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This is to certify that the thesis prepared by Kidist Zinabu, entitled: the Role of NGO's on Empowering Women in the Community: The case of Triggerise Sticking Ethiopia and submitted in partial fulfilment of the requirements for the Degree of Master of Science in Public Administration compiles with the regulations of the University and meets the accepted standards with respect to originality and quality.

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Abstract

The purpose of this study was to investigate the Role of NGO's on Empowering Women in the Community: The case of Triggerise Stiching Ethiopia in Addis Ababa. A descriptive correlation research design was used to achieve the purpose of the study. On top of this, the research sample was composed of 16 NGO Staffs and 288 women participants in Addis Ababa. These samples were drawn from the total population using purposive sampling for NGO staffs and proportionate stratified sampling techniques for selection of sample respondent women participants. Moreover, the data gathering tools for this research were questionnaire, interview and document analysis. Meanwhile, the response rate for this study was 100% for both NGO staffs and women participants. Data collected using these instruments were analysed using descriptive statistics and t-test. Besides, correlation and regression analysis were used for the quantitative data while thematic analysis was used to analyse qualitative data. Finally, the study revealed that there was a statistically significant positive correlation between roles of NGO's in women empowerment. Based in the results of the study, it was concluded that the participation among women mostly is in the form of participation as an end. Furthermore, as this paper has shown, the result of correlation between participation and empowerment was significantly positive. It means that the high level of participation leads to high empowerment.

Finally, it is essential to say that women's empowerment remains disregarded areas, even if some efforts have been made recently. So that a great deal of research needs to be done in detail to provide necessary information to determine the factors influencing women's empowerment through decision making.

Key words: *Women Empowerment, Decision Making and Economic Empowerment*

Table of Contents

Acknowledgements.....	I
Abstract.....	II
Table of Contents.....	III
List of Table.....	V
Chapter One.....	1
1.1 Background of the Study.....	1
1.2 Statement of the Problem.....	4
1.3 Objective of the Study.....	7
1.3.1 General Objective.....	7
1.3.2 Specific Objective.....	7
1.4 Significance of the Study.....	7
1.5 Delimitation of the Study.....	8
1.6 Operational Definitions of Terms.....	8
1.7 Organization of the Study.....	8
Chapter Two.....	9
2. Review of Related Literatures.....	9
2.1 Definition and Concepts of Empowerment.....	9
2.2 Women Empowerment.....	11
2.3 Dimensions of Empowerment.....	12
2.3.1 Socio-cultural Empowerment.....	12
2.3.2 Economic Empowerment.....	13
2.3.3 Political Empowerment.....	13
2.4 Approach of Empowerment.....	14
2.5 Role of NGO'S on Women Empowerment.....	15
2.6 Review of Different Research Findings on Empowerment.....	17
2.7 Conceptual Framework.....	18
Chapter Three.....	20
3. Research Design and Methodology.....	20

3.1 The Research Design.....	20
3.1.1 Sources of Data.....	20
3.1.2 Sample and Sampling Techniques.....	20
3.1.4 Procedures of Data Collection.....	21
3.1.5 Data Analysis.....	22
3.1.6 Ethical Considerations.....	22
Chapter Four.....	22
4. Presentation, Analysis and Interpretation of Data.....	23
4.1. Analysis of the Characteristics of Respondents.....	23
4.2. Analysis and Interpretation of Results.....	25
4.2.1. Descriptive Analysis.....	25
4.2.2. ANOVA on the Roles of NGO's on Women Empowerment.....	27
4.2.3. Correlation Analysis.....	27
4.2.4. Regression Analysis.....	29
4.2.5 The Interview Narrative.....	30
Chapter Five.....	32
5. Summary, Conclusion and Recommendations.....	32
5.1 Summary.....	32
5.2 Conclusion.....	34
5.3 Recommendations.....	35
References.....	36
Appendix - A.....	VII
Appendix- B.....	IX
Appendix-C.....	XI
DECLARATION.....	XII

List of Table	Page
Table 1. Population and Sampling Frame-----	21
Table 2. Women Participants Demographic Data -----	23
Table 3. NGO Staff Respondents Demographic Data -----	24
Table 4. Descriptive Analysis of NGO Staffs Respondents on the Role of NGO's on Women Empowerment -----	25
Table 5. Descriptive statistics for women participants on the Role of NGO's on Women Empowerment -----	26
Table 6. Analysis Variances on the Role of NGO's on Women Empowerment -----	27
Table 7. Correlation Strength Determination for Correlation Analysis-----	-27
Table 8. Correlation Analysis on the Role of NGO's on Women Empowerment -----	-28
Table 8a. Regression Analysis of Model Summary -----	29
Table 8b. Regression Analysis of Variances-----	29
Table 8c. Regression Analysis of Model Summary (Decision Making Ability) -----	29
Table 8d. Regression Analysis of Variances -----	30

Chapter One

1.1 Background of the Study

Empowerment is a central definition which aims to build an alternative vision of development. It contains liberation and empowerment of the oppressed people in order to control their own future. Hence, it is the ultimate goal of an equitable and just society (Nikkhah, Redzuan and Abu-Samah, 2010). Floyd (2005) Emphasizes that the empowerment means enhancing spiritual, political, social, educational, economic, and gender strength of individuals and communities. The empowerment aims to expand the capabilities and potential of individuals to engage in relevant institutions that affect in their lives, as well as to allow individuals to monitor these institutions (Narayan, 2002). According to Ahmed and Khalid (2012) empowerment is well suited to deal with social change in general and with inequitable structures in particular. It provides people, communities, and organizations with the compulsory skills, confidence, and countervailing power to deal effectively with social change in a world that distributes needs, resources, and power unequally. The environment, that is empowering women, is important in serving individuals, families, and communities to increase their personal, interpersonal, socio-economic, and political strength and increase encouragement towards improving their circumstances (Drower, 2005).

Mosedale (2003) defined women's empowerment as the process by which women redefine and extend what is possible for them to be and do in situations where they have been restricted, compared to men, from being and doing. Meanwhile, Vijayanthi (2002) has mentioned that empowerment should give women freedom of choice, equal access to domestic and community resources, opportunities and powers.

Many governmental and non-governmental organizations have adopted the principles of women's empowerment as a strategic objective for these organizations, where empowerment is associated elements in the development based on productivity, sustainability and social justice (Oyelude and Bamigbola, 2012). Non-governmental organizations are playing an important role in the empowerment of disadvantaged women, supporting them stand on their own through different programs such as socio-economic, vocational training and other similar programs which have multiplier effect on women and their households' living conditions (Margaret S. and

N.Kala, 2013). The empowerment gives women the freedom to choose activities that aimed at improving the quality of their living. The beneficiary of empowerment programs are not only women, but also all sectors of the society (Dito, 2013). In addition the empowerment may vary from one to another community, but in general it refers to an individual's ability to be a productive and active member in the community. On the other hand, there is an agreement among researchers that the concept of women's empowerment focuses on indirect indicators of women autonomy such as decision-making, mobility, economic self-reliance, access to economic resources, and legal rights to equal treatment, inheritance and protection against all forms of discrimination. Additionally, eliminating all barriers that prevent the participation of women in the fields of employment, education, social, psychology, politics and economics (Suja, 2012; Moyle, Dollard, & Biswas, 2006; Panigrahy, 2006; Mosedale, 2005; Arum, 2010). Stein (1997) observes that women are disadvantaged in terms of education, employment, income, access to programs and services, health care, and to benefits of modernization projects such as credit, training and jobs.

Inter-Parliamentary Union (2003) indicated that only 15 percent of the worlds' lawmakers are women and fifteen countries had no women representatives. Instead, women, as citizens and human resources for development, have the same rights, duties, responsibilities and opportunities as men in all aspects of national life and development activities. International organizations like the World Bank and the United Nations have focused on women's issues, especially empowerment of women (World Bank, 2001). In this regard, women's participation in society and their role in development have been accorded significant importance. Thus, the issue of women's participation in decision making has become one of the focuses of several Non-Government Organizations (NGO's). According to the World Bank (2001), gender inequalities in developing societies inhibit economic growth and national development. The need for the empowerment of women thus arises from this harsh social scenario.

According to Salamon (1994), Non-Governmental Organizations' (NGO's) participations are identified as effective and efficient with regard to women's self-reliance and empowerment through supporting community-based groups, and relying on participatory processes. However, as Carter et al. (2014) state women's empowerment is challenging to measure because the empowerment process is not directly observable, and needs to be addressed through proxy

indicators, indirect measures. Empowerment is a multi-dimensional process which is related in a vast number of ways to many factors interpreting perception and subjectivities.

NGO's in Ethiopia are innovating and implementing women's empowerment and development Programs addressing social issues, conducting advocacy efforts, raising public awareness and engaged in educational activities with extensive community participation. However, such substantial growth in the sector has inevitably brought critical questions about the role of their effectiveness, and sustainability in empowering women. Therefore, the purpose of this study was to assess the role of NGO's on Empowering Women in the Community: The case of Triggerise Sticking Ethiopia.

Triggerise Sticking Ethiopia is a non-profit organization registered under CHSA on July 25, 2018 with a certification number 3994. This organization is working on a project that focuses on improving the health and wealth of girls. In collaboration with the Family Guidance Association of Ethiopia, The NGO gives Sexually Reproductive Health (SRH) medical services to girls who are between 15 – 24.

The NGO is building a system called Tiko Explore which includes Tiko system actors and Tiko miles:

Tiko System Actors:

- Tiko Pro or community mobilizers are (female from age 18 – 30 provides an aspiring or existing entrepreneur easy access to products & services. She can promote, propose and sell in her community at her convenience. The entrepreneur enjoys flexibility to work on her own time, build her own offering, acquire new skills and increase her income).
- The client (Female from age 15 – 24 that needs to know about her SRH)
- Providers (Clinic nurses that gives the proper service to the client)
- Stockists and Retailers (A specific place where the community mobilizers, clients and providers can spend their miles)

PRO Agent Stocking at Stockist – After the community mobilizers is enrolled, she can go to a stockist and buy her stock of goods from a list of products pre-negotiated at a particular stockist. She must stock using Tiko Miles. Stockists are permitted to cash out the Tiko miles received in payment for products at a frequency determined at the time of signing up (twice in a month).

Tiko Miles: are virtual reward points earned through positive behaviour and spent just like real money in the local market. This puts a real value on positive behaviour, making it desirable and aspirational. As a result, people in cash-strapped communities have more disposable income, which they use to purchase goods at local businesses, injecting that money back into the local economy. This addresses a behavioural component (someone stays on treatment), an economic one (the local economy benefits from a cash injection & new income-generating opportunities that are linked to positive impact).

1.2 Statement of the Problem

International organizations, like the World Bank and the United Nations have focused on women's issues, especially empowerment of women. In this regard, women's participation in society and their role in development have been found as important factor. Recently, policy makers and NGO's programmers have realized how women may be empowered and how they can play an important role in the development of the country. From these efforts women's participation and empowerment is increasing. However, there are many factors which keep the women far away from development and cause to women's powerlessness. The common factor is that, they are all constrained by the norms, beliefs, customs and values through which societies differentiate between women and men (Kabeer 1999).

At the societal level, if women's autonomy is not valued, then women will have lower status and suffer from lack of opportunity. Empowerment is a strategy designed to reduce inequity and redistribute power, which women, in particular are using to improve their situations (Stein 1997). In order to create more gender equality among women in both urban and rural settings, scholars and field practitioners have recognized the importance of empowering the women (Kaur, Sherbinin, and Toure 2005).

As it was indicated in Arkebe (2015), for the past twenty years empowering women in one country is widely considered as an engine of economic growth particularly the transition from low income to medium income economy. Even though women's contribution largely remains unrecognized and unnoticed in developing countries, they constitute 50 per cent of the world population and have been making substantial contribution to development. Besides, society gives little chance to women to enter into the fields of various economic activities; NGOs are busy

with programs like women empowerment in developing countries (Amirapu and Subramanian, 2015).

The government of Ethiopia launched Growth and Transformation Plan (GTP) aiming to transform the economy towards an industrialized economy and to increase per capita income of its citizens by 2025 (World Bank, 2016). In this plan, it has been stated that the government works hard for strengthening active participation of women in building democratic system and good governance as well as in economic, social and cultural developments and benefit from the resultant outcomes by enhancing their overall capacity (Federal Democratic Republic of Ethiopia- National planning Commission (FDRE-NPC, 2016).

Furthermore, the government initiated provisions that protect and promote the well-being of women at workplace. For instance, the Labour Proclamation No. 377/2003 ensures women's rights upon the formation of employment contracts, prohibits sex-based discrimination in compensation and employment and grants women paid as maternity leave.

It is a general believe that NGO's are a backbone to support poor in the society. Contrary to this general believe that NGO's reinforce the existing discrimination and marginalization against women in the name of women empowerment while working closely with them institutions which encourage patriarchy and engender the gender in society. Women empowerment can be achieved through political power, education, employment, NGO. Among these, NGO dominates, and fruitful success of the women empowerment needs to occur along multiple dimensions including: economic, sociocultural, familial/interpersonal, legal, political, and psychological. Since these dimensions cover a broad range of factors, women may be empowered within one of these sub-domains.

Women's supported by different NGO's working in Ethiopia have gotten empowerment at different level such as; personal, social, economic are the most major empowerment that they get by working closely with NGO's. Yet, the researcher believes studies on the role of NGO's for women empowerment still has challenges.

Despite the availability of considerable number of conceptual and empirical studies globally, the researcher could find few published or unpublished research report in the area of roles of NGO's on empowering women in Ethiopia in general and there is no researches done on this issue particularly in Addis Ababa. For instance, the result of a study conducted on the Effects of NGOs

on Socio-Economic Empowerment of Women: Empirical Evidence from Some NGO's Operating in Ethiopia, Ambo University by Diriba and Sori, (2020) and the Impact of NGO's Services on Women Empowerment in BahirDar, Ethiopia by Fesseha and Sofanit, (2017) illustrate that NGO's were effective on women's empowerment programs socially, politically, economically and culturally. The results of these studies also showed the existence of significant effects of the NGO's intervention Programs on women empowerment.

Furthermore, among the few researchers made roles of NGOs on empowering women most of them implemented quantitative methods to the task, and none of them has used qualitative methods to explore roles of NGOs on empowering women. This indicates that a search for qualitative, detailed descriptions of the application of roles of NGOs on empowering women is important nevertheless the existing reality has proven that such studies are lacking and also to cross check the findings of the quantitative method. In addition to this, this study differs from the above mentioned local studies at least in two aspects: with its methodology (mixed research methods) and place of the study Addis Ababa (no previous studies conducted on his topic).

Therefore, the purpose of this paper was to assess the role of NGO's on Empowering Women in the Community: The case of Triggerise Sticking Ethiopia in Addis Ababa. With regards to this, three questions would be asked. First, was to investigate the level of women's participation in NGO's programmes. Secondly was to examine the level of women's empowerment. Lastly, was to determine the role of NGO's on empowering women, and also, to identify which type of participation had more contribution to women's empowerment.

Accordingly, the study would also try to seek answers for the following research questions

1. What is the role of NGO's on women empowerment in improving income levels for the community mobilizers?
2. What is the role of NGO's on women empowerment in improving awareness levels on sexual and reproductive health rights of the participant's women?
3. What is the role of NGO's on women empowerment in decision making at the family level and in the society of the community mobilizers and participant's women?
4. What major challenges the NGO's face in the process of their activities to empower women?

1.3 Objective of the Study

The following were the general and specific objectives that this study would be attempted to meet:-

1.3.1 General Objective

The general objective of this study was to assess the role of NGO's on women empowerment, the case of Triggerise Sticking Ethiopia

1.3.2 Specific Objective

The specific objectives of the study were:

- To examine the role of NGO's on women empowerment in improving income levels for the community mobilizers.
- To assess the role of NGO's on women empowerment in improving awareness levels on sexual and reproductive health rights of the participant's women.
- To assess the role of NGO's on women empowerment in decision making at the family level and in the society of the community mobilizers and participant's women.
- To identify major challenges the NGO's face in the process of their activities to empower women.

1.4 Significance of the Study

The purpose of this study was to investigate the role of NGO's on women empowerment, the case of Triggerise Sticking Ethiopia. Therefore, the results of this study might have the following importance:

- 1.) It may give an insight to any of concerned bodies about the role of NGO's on women empowerment.
- 2.) It may provide some suggestions to concerned bodies that will help as input for future improvement of their role and to take corrective measures in the area of problems identified.
- 3.) It may serve as a spring board for other researchers that have an interest to study in the area in a wider scope.

1.5 Delimitation of the Study

In order to make the research manageable, the study will be delimited to see the role of one NGO on women empowerment, namely Triggerise Sticing Ethiopia in Addis Ababa. The study was also delimited to the study of role of one NGO on women empowerment in economic, awareness creation on sexual and reproductive health and decision making activities as an independent variables and women empowerment as a dependent variable.

1.6 Operational Definitions of Terms

Empowerment: is a multidimensional social process that helps people gain control over their own lives. It is a process that fosters power in people, for use in their own lives, their communities and in their society, by acting their issues that they define as important, (Bailey, 1992).

Economic empowerment: is the capacity of poor people to participate in, contribute to and benefit from growth process on terms of which recognize the value of their contribution, respect their dignity and make it possible for them to negotiate a fairer distribution of the benefits of growth (Eyben *et al.*, 2008).

Decision- making ability: Refers to the ability of people to define their own goals, act upon them, and make choices through critical thinking (Kabeer 1999).

1.7 Organization of the Study

This study would be organized in to five chapters. The first chapter dealt with the background, statement of the problem, objectives, significance of the study, delimitation of the study, limitation of the study and definition of terms. The second chapter discussed about review of literature. The third chapter covered the research design and method of the study. The forth chapter discussed about presentation, analysis and interpretation of the data. The fifth chapter dealt with the summary, conclusions and recommendations of the study. Finally, lists of the reference materials and appendices would be attached at the end of the paper.

Chapter Two

2. Review of Related Literatures

2.1 Definition and Concepts of Empowerment

The term ‘empowerment’ has been widely discussed in literature, and is acknowledged to be multi-dimensional and hard to define (Subramaniam 2006; Paterson 2008; Chaudhry, Nosheen and Lodhi 2012; Akram, Shaheen and Kiymani 2015). It is multi-dimensional because it covers social, economic, psychological and political aspects of one’s life (Page and Czuba 1999; Pettit 2012). It is hard to define because it has different meanings in different socio-cultural contexts (Malhotra and Schuler 2005). Similarly, Batliwala (1994) looks at it as a broad concept that can be interpreted in various ways by different people.

Scholars have shown general agreement that there are four ways to explain this term empowerment: it is a process, it requires participation in empowering activities, there is no definite or absolute stage of being empowered, and it is for those who were previously disempowered (Luttrell, Quiroz, Scrutton and Bird 2009; Kabeer 2012). It is a process because, according to (Zapata 1999), ‘it is not a moment of being empowered enough’ but rather is a gradual process of development and growth. It is a process of achieving independence during which people build their capacities to find and utilize the resources to improve their lives by making their decisions (Lazo 1995; Alsop, Bertelsen and Holland 2005). When an individual participates in creative activities it enhances their empowerment, because with participation, a person is able to acquire skills, knowledge and self-confidence that enable them to manage their life effectively (Page and Cuzba 1999; Malhotra 2004). It is for this reason that Batliwala (1994) with Parpart, Rai and Staudt (2003) called empowerment a process as well as an outcome. As process it involves efforts and as outcome it ‘can be evaluated and measured against expected accomplishments’. Stein (1997) and Kabeer (2012) refer to empowerment as an outcome of empowering activities, which can be in the form of improved self-esteem. Similarly, Pettit (2012) ascertain that participation and empowerment are means to an end, because they complement each other.

According to Narayan et al., (1999) empowerment will be derived in the greater participation of the poor and marginalized in the economic, social, and civic domains within their communities; there by gaining improved access to government and community resources. Marti-Costa and Serrano-Garcia (1983) pointed out that without grass roots participation in defining and resolving needs, community empowerment is not possible, and needs assessment can become a process of social control.

Abbott (1996) has expressed that empowerment will be achieved through participation as an end. Where participation is used as a means to legitimate the predetermined actions of an outside agent, the costs may be political, including exacerbation of local rivalries; or developmental, including the imposition of inappropriate development and, therefore, of developments which are not sustained over time. Meanwhile, empowerment involves action at the grass roots level, creating self-awareness and the transformation of society, and leading to a negotiated power-sharing.

Similarly, Alice Smith (1998) pointed out that without participation, people may not feel empowered to act. It is through participation that empowerment occurs by enabling civil society and its institution to assume their responsibility in the development process. Those involved are able to assume this responsibility because participation fosters “a more equitable distribution of power and resources” (Cervinskas, 1993), through the “transformation of social, political and economic injustices directly affecting the people’s lives, the very purpose of participation.

Empowerment in its broadest sense is the expansion of freedom of choices and action. It means increasing one’s authority and control over the resources and decisions that affects one’s life. As people exercise real choices, they gain increased control over their life. Poor people’s choices are extremely limited; both by their lack of assets and by their powerlessness to influence with or negotiate better terms for themselves with range of institutions, both formal and informal. Empowerment is the process of gaining access and developing one’s capacities with a view to participating actively in shaping one’s own life and that of one’s community in economic, social and political terms (Austrian Development Cooperation, 2006). Empowerment is also an approach to social change and constitutes a bottom-up perspectives where women themselves identify problem to be solved, how to solve it, and act accordingly (Strandberg, 2001).

2.2 Women Empowerment

Scholars and feminists argue that understandings of empowerment and its implications are different for every woman, depending upon her societal upbringing, cultural and religious background, age and ethnicity, economic and social conditions and understanding of gender relations (Moser 1993; Mosedale 2005; Pettit 2012). On the other hand, feminists also argue that empowerment for Western women is different from that of third world women, who are mostly bound by the culture, traditional norms, mobility issues, poverty and illiteracy (Mohanty 1997). Post-colonial and postmodern feminist scholars discuss the relation between Western women and Third World women and emphasize that in discussing empowerment, consideration should be given to the specific situation of women in a specific community (Marchand 1995) to understand what empowerment constitutes for each woman, because empowerment is to achieve what one did not have before.

Inter-American Development Bank (2010) states that ‘empowerment of women is understood to mean expanding the rights, resources, and capacity of women to make decisions and act independently in social, economic, and political spheres’. This means that women are sufficiently capable, and by giving them access to and control over resources, and providing an atmosphere of freedom, they can utilize the resources to attain a state of self-sufficiency and overall well-being.

The same idea of empowerment is also presented by academic scholars such as Kabeer (1999), Vijayanthi (2002), Kiriti, Tisdell and Roy (2006) and Akram, Shaheen and Kiyani (2015) that women’s empowerment is the ability of women to have control over their resources, making required changes and decisions for their lives. Hashemi and Schuler (1996) broaden this definition by emphasizing that empowerment should be reflected in women’s mobility, economic security, ability to buy things on their own, freedom from domination by the family, political and legal awareness, and participation in public protests and political campaigning.

Malhotra et al. (2002) and Kabeer (2001: 2012) also linked empowerment with making choices. Kabeer argued that ‘women's empowerment is about the process by which those who have been denied the ability to make strategic life choices acquire such ability’ (Kabeer 1999, p. 435). She asserted that women should gain the capacity to make their own life choices, in regard to their marriage, education, livelihood or any other matter that significantly affects their lives. This is

further extended by Alsop, Bertelsen and Holland (2005) who claims that making choices is a sign of an individual's autonomy to control one's life and attain self-confidence.

Fonjong (2001) asserts that women, to achieve the empowerment, should be able to take part at the level of participation or have a share in both resource and power allocation. This will lead to the level of control where they are able to direct or influence events so that their interests are protected and they are, therefore, empowered at all levels. In fact, empowerment is only real when women have attained control over themselves, resources, factors of production and decision-making, be it at home or in the public arenas.

As Oxaal and Baden (1997) mentioned, women's participation at all levels of program, from decision-making to evaluation, is essential if development programs are to be empowering. This type of participation is considered as an end. Rappaport defined empowerment as a way through which people gain control over their lives through active participation (Rappaport, 1981, 1987). Furthermore, Zimmerman and Rappaport (1988) demonstrated that participating in volunteer experiences can be empowering by enhancing self-acceptance, self-confidence, social and political understanding, and the ability to play an assertive role in controlling one's resources in the community.

The removal of the different barriers and obstacles that women face in the social and economic aspects is a step towards realizing women's potential in the economy and enhancing their contribution to economic and social development (Sida, 2009).

2.3 Dimensions of Empowerment

Empowerment is relevant at the individual and collective level and it has a social, economic and political dimensions.

2.3.1 Socio-cultural Empowerment

Empowerment as a multi-dimensional social process helps people gain control over their own lives. It brings about women literacy and access to a broad-range of educational options, participation in extra-familial group and social networks. Social empowerment is a process that fosters power (that is, the capacity to implement) in people, for use in their own lives, their

communities and their society, by being able to act on issues that they define as important (Cecilia and Sitna, 2009). Social empowerment doesn't mean that bringing individuals in the society, they are already there, but changing the power relations affirming an individual's freedom of choices and enhancing their capacity to make decisions by themselves. Despite the incidental evidence of women leadership growth in the developed countries, biases toward women in decision making positions persist (Garcia-Retamero, Lopez-Zafra, & Eagly, 2009).

2.3.2 Economic Empowerment

Economic empowerment is the capacity of poor people to participate in, contribute to and benefit from growth process on terms of which recognize the value of their contribution, respect their dignity and make it possible for them to negotiate a fairer distribution of the benefits of growth (Eyben *et al.*, 2008). The economic empowerment requires that women be able to engage in activity that will allow them some degree of autonomy. Women's economic empowerment as the process increase women's real power over economic decisions that influence their lives and priorities in society. Women economic empowerment can be achieved through equal access to and control over critical economic resources and opportunities and the elimination of structural gender inequalities in the labour market, including a better sharing of unpaid care work (Sida, 2009).

Increasing women's presence in quantitative terms is important not only for lowering the disproportionate levels of poverty among women, but also an important step towards raising household income and encouraging economic development in countries as a whole (World Economic Forum, 2005).

2.3.3 Political Empowerment

Political empowerment refers to equitable representation of women in decision making structures, both formal and informal, and their voices in the formulation of policies affecting their societies (World Economic Forum, 2005). It increases equity of representation in political institutions and enhancing the voice of the least vocal so that they can engage in making decisions that affect the lives of other like them enhancing their ability to speak about, as well as speak for, themselves, gaining recognition as having a right to engage in the democratic Process (Eyben *et al.*, 2008).

2.4 Approach of Empowerment

There are many approaches to community development, whereby NGO's can apply these as grass roots approach (bottom-up) to top-down approach, and from conflict to technical help, self-help and empowerment approach. However, Conyers (1986) classified community development into three types based on the approach – 'top-down', 'bottom-up' and 'partnership'. In top-down approach, main activity of development is initiated by the government or authority. In fact, in this approach everything is managed by government, and the community members are passive. In the top-down approach, the development agency has the upper hand and controls the community in its development efforts. When people lack the ability and capacity to make decisions and take action in the development of their community, government and agency concerned should take over the development process in a certain period of time in order to improve their awareness, knowledge and skills necessary for self - reliance. This is also the rationale of top-down approach employed by the government or government agencies.

However, some development practitioners have introduced the bottom-up approach to diminish the high-handed top-down approach and to increase community participation. The bottom up approach emphasizes community participation, grass roots movements and local decision making

(Finger 1994). This facilitates the participation of target groups in the implementation development activities, thus promoting participatory development. The bottom-up approach has been defined and operational in terms of a set of indicators such as (a) awareness building efforts of NGO's, (b) people's participation in projects and (c) NGO's efforts in creating people's institutions. In terms of awareness building, the wider contention among grass roots NGO's is that the people should be aware of their problems and share the responsibility for the benefit of their community and locality (Panda 2007). Mobilizing people to participate in projects is another important strategy adopted by NGO's. They not only encourage people to participate in the activities and programs carried out by them, but also to mobilize resources both in cash and kind. They have convinced people about the need and importance of popular support (Panda 2007).

In partnership approach, the development organizations seek to understand the local problems and conditions. In the solution of community problems, decisions and plans are made together. Both the community and the agency contribute resources needed for a development activity. The partnership approach could be liable for any attempt by the government authority and NGO's together to promote a better life for the whole community with active participation of community members.

Empowerment is essentially a bottom-up process rather than something that can be formulated as a strategy from top-down. Understanding empowerment in this way means that development agencies cannot claim the empowerment of women. Women must empower themselves. Developmental agencies such as NGO's may in certain circumstances, play a role in enabling or facilitating them. They can ensure that their programs work to support the empowerment of women by encouraging women's participation, skills development, decision-making capacity, and control over resources (Oxaal and Baden 1997).

Hainard and Verschuur (2001) emphasized that empowerment should be a process of negotiation skills development from the bottom-up with the ultimate aim of bringing about a more equitable distribution of power. In other words, women's empowerment is an attempt to redress unequal power relations and produce new development paradigms". Rowlands (1997) defines empowerment as a bottom-up process which cannot be bestowed from the top-down; a process that seeks to engage the poor marginalized and powerless that cannot effectively involved if the methodology of 'top-down' is applied. Empowerment cannot be imposed by outsiders although appropriate external support and intervention can speed up and encourage it. It calls for a facilitative approach and an attitude of complete respect for and confidence in the people being worked with, or accompanied by the development agent community worker, community developer or external agent. It, therefore, makes great demands on the change agents, and may require (and feed into) their own empowerment (Rowlands 1995).

2.5 Role of NGO'S on Women Empowerment

Existing literature suggests that NGO's interventions positively contribute to women empowerment (Ahsan Ullah 2003). According to Haider and Aktar (1999), NGO's central goal is empowering the powerless women folk or helping them to bloom their hidden potentialities,

that is power of thought, power of word, and power of organization, with a view to helping them to participate in the socio-economic development for their emancipation from less human conditions to more human conditions (Islam & Sultana, 2005).

According to Rodriguez et al., (1994) there are three key players in the empowerment process: grass roots organizations based in the community itself, intermediary or regional NGO's, and outsiders (including national and international NGO's). Each of these groups has a unique role to play in establishing and enabling environments for human and socio-economic developments and community empowerment.

Many agencies such as government agencies and local and international NGO's and World Bank can assist the women to improve their lives and empower them. Scholars have expressed that NGO's can have a role in facilitating empowerment process (Korten 1990; Calman 1992; Tandon 1995; Purushothaman 1998; Page and Czuba 1999; Ahsan Ullah 2003). NGO's are private, voluntary, non-profit organizations independent of any government and funded through individual and corporate donations, levies imposed on members, grants from international agencies and governments (Agbola 1994). They have been particularly determined to empower the poor, the weak, and the marginalized, to encourage people to take decisions themselves, to become agents, rather than treating them as target groups or passive recipients of benefits (Streten 1997). According to Haider and Akhtar (1999), the central goal of the NGO's is empowering the powerless women to discover their potentialities in order to help them to participate in the socio-economic development to improve their situation in society (Islam and Sultana 2005).

Non-governmental organizations, as they are commonly called, are increasingly making their presence known in the popular media as well as international politics. Non-governmental organizations play important roles, to involving and enabling communities to develop and use their own initiatives to develop themselves (Hbitat, 1998 in Agbola, 1994). In addition, Streten (1997) have mentioned that NGO's have been particularly determined to empower the poor, the weak, and the marginalized to encourage people to take decisions themselves, to become agents, rather than treating them as target groups or passive recipients of benefits. Similarly, Pattnaik and Panda (2005) attempt to look at the role of grass-roots NGO's from the new social movement perspective. They have asserted that NGO's contributed toward new social

movements through their intense campaigns, people's mobilization programs and effective networks. In the light of these, NGO's as a social force, facilitates collective action and people's mobilization (Sharan, 2006). Rodriguez et al, (1994) have been summarized advantages of NGO's in development. They are effective at service delivery; able to promote and motivate local participation; effective in reaching vulnerable groups such as women and minorities; quick and innovative in service delivery and, thus able to respond quickly to emergency situations; and able to accurately articulate and respond to the needs of the communities which they serve (Rodriguez et al., 1994). Baccaro (2006) has mentioned that the NGO's are aiming to improve of people situation specially in poor countries through some activities and programmes such as funding projects, engaging in service provision and capacity building, contributing to awareness raising, promoting the self-organization of various groups. Stromquist (2002) has pointed out three major functions for NGO's such as: (1) service delivery (e.g., relief, welfare, basic skills); (2) educational provision (e.g., basic skills and often critical analysis of social environments); and (3) public policy advocacy (e.g., lobbying for international assistance for specific purposes and monitoring or promoting pertinent state policies).

2.6 Review of Different Research Findings on Empowerment

While Rahman & Sultana (2012) emphasized the role of non-governmental organizations and associations in the psychological, social and economic women empowerment. These organizations and associations have contributed to grant jobs for illiterate women. On the other hand, Khan and Bibi (2011) demonstrated the positive effects of a government run participatory development projects on the social and economic empowerment of women and its implications for poverty alleviation. Jabeen & Jabeen (2013) focused on the importance of a legal role for the elimination of socio-customary practices, discrimination against women and patriarchal structure of society. Al-Syouf (2007) showed the effectiveness of civil society organizations in women's empowerment programs in Jordan, furthermore, these organizations helped on the empowerment of women in the economic, social, political, and psychological aspects and to develop voluntary work. On the other hand, Al-Kharouf and Al-Hadidi (2011) agreed with Al-Syouf on the effectiveness of non-governmental development projects in the economic and social empowerment of Jordanian women. Awan (2012) also stressed the role of civil society in social, economic and political empowerment of women. He confirmed that the struggle of equal rights

for women does not confine to socio-economic empowerment but this notion further extends to the equal political participation of women.

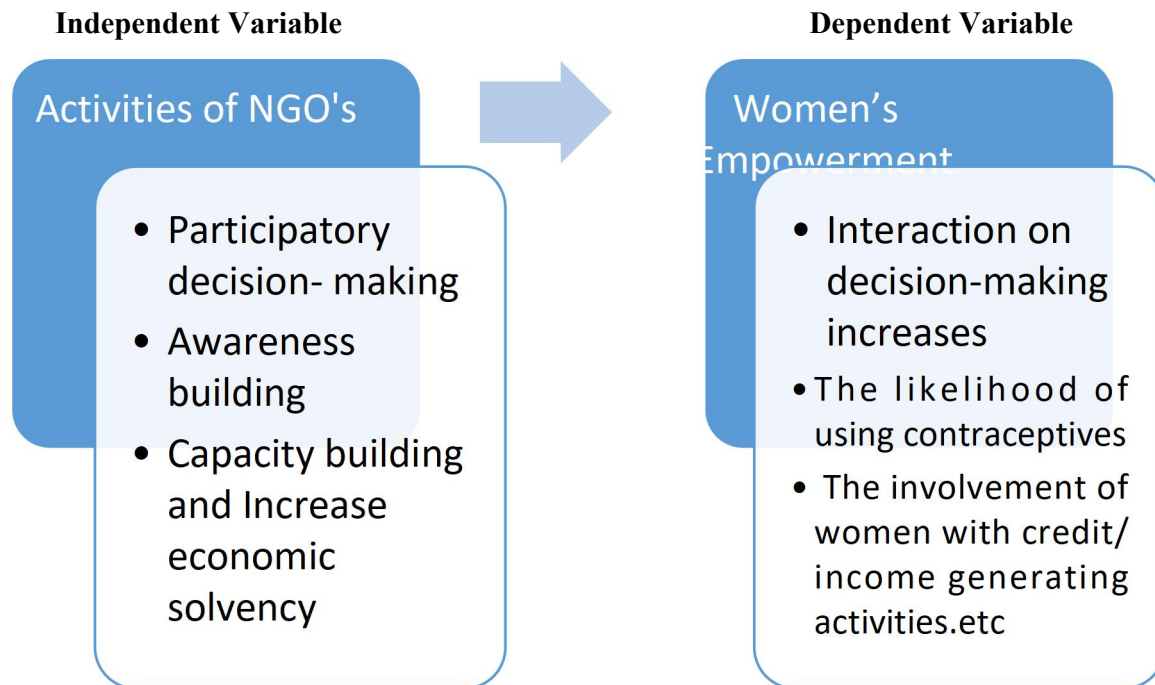
Al-Lamky (2006) pointed out the success of the initiative of the feminization of leadership in the Omani society through the appointment of women in positions of leadership and political terms, they are highly motivated and ambitious and that was the process of socialization, education and gender equality that major roles in parodies of these positions. Kemp (2013) offered the experience of United Arab Emirates (UAE) towards achieving the Millennium Development Goals (3) through the UAE government's strategy to increase women's empowerment access to education; and social acceptance of educated women. In Kingdom of Saudi Arabia, Danish and Smith (2012) explore the challenges facing female entrepreneurs. They establish and manage small and medium-sized enterprises of projects, in spite of the challenges of societal and institutional represented the financial resources, training, and traditional administrative procedures that require the representation of males in the establishment and funding of projects of Saudi businesswomen.

In a similar study of Danish and Smith, Itani, Sidani and Baalbaki (2011) noted the satisfaction of UAE female running their own businesses. Women explained that there are no conflicts between their work and their personal lives, but they face some obstacles at the startup of their venture, such as lack of support of the society, society traditions, and personal and family reasons. Prins (2008) found that the literacy programs for women and men have created more of self-confidence, self-esteem, the ability to participate in and influence new spaces, the ability to formulate and express ideas, and improve relationships with partners, parents, children, or other family members. On the other hand, Niraula (2011) revealed that the simply acquiring the ability to read and write skills can help the women to enhance their personal development.

2.7 Conceptual Framework

This framework suggests that women's empowerment needs to occur along the following dimensions: economic, interpersonal awareness about sexual and reproductive health rights and decision making empowerment. Based on this conceptual framework this study focused on NGO's functions on economic, decision making and interpersonal awareness dimensions of empowerment on women. Therefore, women's empowerment is operational as a dependent

variable whereas NGO's functions (economic, decision making and interpersonal awareness) are treated as independent variables.



Source: created by the author for this study

Chapter Three

3. Research Design and Methodology

3.1 The Research Design

The purpose of this study would be to assess the role of NGO's on women empowerment, the case of Triggerise Sticking Ethiopia. A descriptive correlation research design would be used to achieve the objectives of the study. It could be used in studies in which individuals were the unit of analysis, and it is also considered best suited for measuring attitudes and obtaining personal and social facts as well as beliefs (Kerlinger, 1976).

The researcher would also use both quantitative and qualitative methods, and hence it was sequential mixed research method (Creswell 2009).

3.1.1 Sources of Data

Both primary and secondary sources of data would be employed to fully answer the research questions. The primary sources of data would be Country Director, Field operation lead, Tiko system manger, Tiko system facilitators, Data Analyst, office Admin, Tiko pros(community mobilizers) in the sub cities, and women participating (clients) under the NGO. The secondary sources of data would be documents such as project documents, brochures, manuals, Policy and Proclamation, etc.

3.1.2 Sample and Sampling Techniques

The target population of this study comprised of 1 Country Director, 1 field operation lead, 2 Tiko system mangers, 10 Tiko system facilitators , 1 data analyst, 1 office Admin and 57 Tiko pros of the NGO under the sampled Sub Cities. From the total of 16 staff members would be included in the study using purposive sampling procedures, because they were supposed to be key players of the NGO. There are 10 Sub Cities in Addis Ababa which were supported by the NGO in empowering women. From these sub cities 3 sub cities would be selected by using simple random sampling technique. By using confidence levels of 95% and sampling errors of 5% probability technique (Cohen, Morrison and Manion, 2005), 288 women participants which account 28.18% out of the total 1022 women participants would be selected for the study. These 288 sample respondents of women participants would be selected from each Sub Cities using proportionate stratified sampling and simple random sampling techniques. The reason why the

researcher prefers this technique was that the samples were very large and to increase the probability of including unique character of each member of the population as well as to ensure proportional representation of the population in the sample.

Table1. Population and Sampling Frame

No.	Category	Population	Sample Size	%	Remark
1	NGO Staff	16	16	100%	Purposive sampling
2	Sub Cities supported by the NGO	10	3	30%	Simple random sampling
3	Women Participants	1022	288	28.18%	Using 95% confidence level and 5% sampling error probability technique
	Total	1048	307		

Instruments of Data Collection

The data gathering tools for this study were questionnaires, interviews and document analysis. Questionnaires were presented for 16 NGO Staffs and 288 women participants. But to triangulate the data and so as to gain in-depth information interview would be held with 1 NGO Country Director, 1 field operation lead, 2 Tiko system managers, 3 Tiko system facilitators, 6 Tiko pros (community mobilizers) and 6 women participants(clients). In addition to this, document analysis would be employed by the researcher by using check lists.

3.1.4 Procedures of Data Collection

The questionnaires were prepared in the medium of English language for the NGO staff members and by Amharic language for the community mobilizers and women participants . Prior to the administration of the questionnaires, the researcher would be make contact with the NGO bodies in order to gain full cooperation which is very essential to obtain meaningful data. Then the researcher would give them the letter written by the University to facilitate some pre-

conditions for the effective utilization of time and resources. Then, the questionnaires were disseminated for the selected subjects and interview would be held with interviewee. Lastly, the distributed questionnaires were collected for further analysis.

3.1.5 Data Analysis

Data collected through different tools were analysed and interpreted both quantitatively and qualitatively. The quantitative data that would be secured through questionnaires were coded, tallied, tabulated, organized and treated with different statistical techniques for analysis and inferences. Different statistical tools like frequency counts, mean average, weighted mean values, percentages, standard deviation, t-test, correlation and regression analysis were employed depending on the research questions and the specific nature of the data collected to show the average agreements and disagreements of the respondents, to check the existences of statistically significant difference or similarities on the perceptions of the respondents. Pearson's product moment correlation test would be made to investigate the relationship between independent and dependent variables by using SPSS version 20. And lastly a thematic analysis was made for information's obtained through interview and document analysis to enrich the quantitative data obtained.

3.1.6 Ethical Considerations

Regardless of the approach, qualitative research may face ethical issue that would surface during data collection in the field, in analysis and in disseminating qualitative reports (Sarantakos, 2005). Bogdan and Biklen, (1992), group ethical issue into informed consent procedures, confidentiality toward participants or sponsors and protecting the anonymity and privacy of research participants. Therefore, in this study the researcher would consciously considered ethical issues in seeking consent, avoiding deceptions, maintaining the confidentiality, respecting the privacy and protecting the anonymity of respondents that would encountered during the study.

Chapter Four

4. Presentation, Analysis and Interpretation of Data

This chapter contains the presentation, analysis and interpretation of data. The points dealt with in the chapter were the general characteristics of the sample population and the computed t-test for roles of NGO's and women empowerment. Moreover, it includes correlations between roles of NGO's (awareness creation) and women empowerment (in decision making and income generating), and linear regression analysis.

4.1. Analysis of the Characteristics of Respondents

A total of 304 sample respondents (288 women and 16 NGO staffs) were drawn from the total of 1,038 population of women participants and NGO staffs. Consequently, 304 questionnaires were distributed for sample respondents. At the end of the day, all the questionnaires distributed were filled in and returned.

Table 2. Women Participants Demographic Data

No.	Items		Frequency	Percent
1	Age	Less than 20 yrs	18	6.3
		21 - 30 yrs	183	63.5
		31 - 40 yrs	77	26.7
		41 - 50 yrs	10	3.5
2	Education	BA Degree	19	6.6
		Diploma	35	12.2
		Certificate	72	25.0
		High School	24	8.3
		Primary School	138	47.9
3	NGO Participation	6 - 10 yrs	15	5.2
		Less than 5 yrs	273	94.8
		Total	288	100.0

As shown in the table 2 majority women participants 183(63.5%) were found under the age group of 21 – 30 years. 77(26.7%) were between 31 – 40 years, 18(6.3%) were less than 20 years and the rest 10(3.5%) were between the age group of 41 – 50 years.

Table 2 depicts the educational qualifications of women respondents. Consequently, there were a total of 288 women who were involved in the study. As a result, educational qualifications of the majority (47.9%) were primary school, 72 (25%) were certificate, 35(12.2%) were diploma, 24(8.3%) high school and the rest 10 (6.6%) were BA Degree in educational qualifications. From the data one can conclude that, this study tried to cover women respondents from different educational qualifications.

Table 2 also shows characteristics of respondents by NGO participation. As indicated in the table, the majority 273 (94.8%) were less than 5 years and the rest 15 (5.2%) of women participants were participated in between 6 – 10 years. It can be concluded that, data for this study was collected from least experienced to more experienced respondents.

Table 3. NGO Staff Respondents Demographic Data

No.	Items		Frequency	Percent
1	Sex	Male	2	12.5
		Female	14	87.5
2	Education	BA/BSc	14	87.5
		MA/MSc	2	12.5
3	Work Experience	6 - 10 yrs	1	6.3
		Less than 5 yrs	15	93.8
		Total	16	100.0

Table 3 deals with sex distribution of NGO staff respondents. Accordingly, 2 (12.5%) were male and 14 (87.5%) were female. The data shows that, female participation in staff was very high.

Table 3 depicts the educational qualifications of NGO staff respondents. As a result, educational qualifications of the majority the staff 14 (87.5%) were BA/BSc and the rest 2 (12.5%) were MA/MSc Degree in educational qualifications. From the data one can conclude that, this study tried to cover staff respondents from different educational qualifications.

Table 3 also shows characteristics of respondents by work experience. As indicated in the table, the majority 15 (93.8%) were less than 5 years and the rest 1 (6.2%) of staff participant was participated in between 6 – 10 years. It can be concluded that, data for this study was collected from least experienced to more experienced respondents.

4.2. Analysis and Interpretation of Results

The results were interpreted by using the means and standard deviations of the variables. The results of correlation analysis and regression analysis of variances were also discussed.

4.2.1. Descriptive Analysis

Table 4. Descriptive Analysis of NGO Staffs Respondents on the Role of NGO's on Women Empowerment

Descriptive Statistics					
Items	N	Mini	Maxi	Mean	Std. Deviation
Awareness building on how to use contraceptive methods	16	2.75	5.00	4.4531	.53400
Economic Empowerment	16	3.50	4.83	4.3854	.35339
Decision Making Empowerment	16	3.25	4.75	4.2500	.49160
Valid N (list wise)	16				

Table 4 indicates the means, standard deviations and maximum scores of awareness building on how to use contraceptive methods, economic empowerment and decision making empowerment. According to the data in table 4, the means score for of awareness building on how to use contraceptive methods (4.45) was the highest in comparison to the other dimensions. The maximum score was 5 and the standard deviation was 0.53. It was therefore inferred the role of NGO's on awareness building on how to use contraceptive methods were very high.

The mean score for the economic empowerment was 4.39 and the maximum score was 4.83. This therefore meant that the next role of NGO's on women empowerment was economic empowerment. With regard to the decision making empowerment dimension, the mean score and standard deviation were 4.25 and 0.49 respectively. This indicated that the role of NGO's women empowerment on decision making dimension was also very active.

Table 5 below indicates the means, standard deviations and maximum scores of decision making ability, likelihood of using contraceptive methods and involvement of women in income generating activity after they have participated in the NGO's.

Table 5. Descriptive statistics for women participants on the Role of NGO's on Women Empowerment

Descriptive Statistics					
Items	N	Mini	Maxi	Mean	Std. Deviation
Decision making ability	288	3.50	5.00	4.3090	.45339
Likelihood of using contraceptive methods	288	3.00	5.00	4.3854	.47670
Involvement of women in income generating activity	288	2.00	5.00	3.5475	.83575
Valid N (list wise)	288				

Table 5 shows that the mean score 4.31 and 4.39 for decision making ability and likelihood of women in using contraceptive methods respectively. This means that the level of women decision making ability for their lives and their likelihood of using contraceptive methods increased after they began participating in NGO's projects of women empowerment. The results as depicted in table 5 reported that the mean score of 3.55 and standard deviation 0.84 for the involvement of women on income generating activity. This indicates that the role of NGO's on awareness creation in the involvement of women on income generating activity was relatively low when compared to the other dimensions.

4.2.2. ANOVA on the Roles of NGO's on Women Empowerment

Table 6. Analysis Variances on the Role of NGO's on Women Empowerment

		Sum of Squares	df	Mean Square	F	Sig.
Awareness building on how to use contraceptive methods	Between Groups	69.566	303	.230	5.417.	.000.
	Within Groups	.000	0	.		
	Total	69.566	303			
Economic Empowerment	Between Groups	212.979	303	.703	19.843.	.000.
	Within Groups	.000	0	.		
	Total	212.979	303			
Decision Making Empowerment	Between Groups	62.674	303	.207	6.572.	.000.
	Within Groups	.000	0	.		
	Total	62.674	303			

As shown in table 6 above to analyse the effect of NGO's services on women's empowerment ANOVA was computed. The ANOVA test result revealed significant differences in the means of women's empowerment among the three functions of NGO's (sum squares between groups = 69.566, 212.979 and 62.674 for awareness on using contraceptive, economic empowerment and decision making empowerment respectively, $p = .000$). These results shows that there was a statistically significant differences between the three roles of NGO's activity on women's empowerment.

4.2.3. Correlation Analysis

The results of the correlation analysis were presented below.

Table 7. Correlation Strength Determination for Correlation Analysis

Correlation strength	Positive values	Negative values
Small	$r = 0.10$ to 0.29	$r = -10$ to $-.29$
Medium	$r = .30$ to $.49$	$r = .30$ to $-.49$
Large	$r = .50$ to 1.0	$r = -.50$ to -1.0

Source: Cohen (1988)

The range of possible correlation coefficient values is from -1 to +1. A Pearson r correlation value without a sign indicates that the relationship is positive, whereas, negative sign in front of the Pearson correlation coefficient indicates the relationship is negative. A positive relationship means when scores increase (or decrease) in one variable, they increase (or decrease) in the other variable-thus, scores change in the same direction. A negative relationship means the scores change in the opposite direction.

Table 8. Correlation Analysis on the Role of NGO's on Women Empowerment

Correlations				
Items		Awareness building on how to use contraceptive methods	Economic Empowerment	Decision Making Empowerment
Awareness building on how to use contraceptive methods	Pearson Correlation	1	.188**	.294**
	Sig. (2-tailed)		.001	.000
	N	304	304	304
Economic Empowerment	Pearson Correlation	.188**	1	.430**
	Sig. (2-tailed)	.001		.000
	N	304	304	304
Decision Making Empowerment	Pearson Correlation	.294**	.430**	1
	Sig. (2-tailed)	.000	.000	
	N	304	304	304

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

As indicated in table 7, a Pearson product-moment correlation was conducted to evaluate the relationship between the role of NGO's on awareness creation and women's empowerment. Accordingly, there was positive correlation between the role of NGO's and women's empowerment on using contraceptive methods, economic empowerment and decision making empowerment ($p= 0.000$), and the correlation is statistically significant for the three dimensions of women's empowerment. The positive correlation implies that when an improvement made with the NGO's services there is also an improvement with women's empowerment.

4.2.4. Regression Analysis

Table 8a. Regression Analysis of Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.188 ^a	.035	.032	.82481

a. Predictors: (Constant), Awareness building

As shown in table 8a, the overall correlation coefficient (R) between the independent variables (awareness building) and the dependent variable (economic empowerment) in the sampled NGO was 0.188. This means that there was a strong positive relationship between women economic empowerment and the independent variables. Furthermore, table 8a indicates that the model explains only 3.5% of the variations in women empowerment effectiveness in the roles of NGO's services as shown by $R^2 = 0.035$.

Table 8b. Regression Analysis of Variances

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.526	1	7.526	11.063	.001 ^b
	Residual	205.453	302	.680		
	Total	212.979	303			

a. Dependent Variable: Economic Empowerment

b. Predictors: (Constant), Awareness building

According to table 8b, the overall significance of model 1 was 0.001 with an F value of 11.063. This shows that the factors show a positive statistically significant effects on women economic empowerment effectiveness (the level of significance was lower than 0.05)

Table 8c. Regression Analysis of Model Summary (Decision Making Ability)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.294 ^a	.086	.083	.43548

a. Predictors: (Constant), Awareness building

As shown in table 8c, the overall correlation coefficient (R) between the independent variables (awareness building) and the dependent variable (decision making empowerment) in the sampled NGO was 0.294. This means that there was a strong positive relationship between women decision making empowerment and the independent variables. Furthermore, table 8c indicates that the model explains only 8.6% of the variations in women decision making empowerment effectiveness in the roles of NGO's services as shown by $R^2 = 0.086$

Table 8d. Regression Analysis of Variances.

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.403	1	5.403	28.491	.000 ^b
	Residual	57.271	302	.190		
	Total	62.674	303			
a. Dependent Variable: Decision Making Empowerment						
b. Predictors: (Constant), Awareness building						

According to table 8d, the overall significance of model 1 was 0.000 with an F value of 28.491. This shows that the factors show a positive statistically significant effects on women decision making empowerment effectiveness (the level of significance was lower than 0.05)

4.2.5 The Interview Narrative

The area of interview was what training and services they receive, what impacts the project brought in their life and what they suggest for future improvement of the NGO's services. Therefore, the major finding of the interview conducted with women participants were as follows. As the researcher conducted the interview about what training and services they receive, all of the interviewee responded that they trained how to use different contraceptive methods, the benefit of women participation on decision making about their life events, and also how to generate their own income. Regarding what impacts the project brought in their life, they informed that after they were starting to participate in the NGO's project they have brought a behavioural change through their life in family planning, in income generating and in decision making activities about their life. In case of what they suggest for future improvement of the NGO's services the interviewee replied that they were very eager if such kind of NGO's services

broaden their scope to reach other women in the country that did not get such advantages. Finally, some of the staff members interviewed about what major challenges they face in their project activity. All the interviewee responded that the major challenges they faced were unwillingness of some women to use contraceptive methods, but after they get awareness's about the benefit of using different contraceptive methods most of them brought a behavioural changes.

Chapter Five

5. Summary, Conclusion and Recommendations

This chapter dealt with the summary of major findings, conclusions and recommendations.

5.1 Summary

This study was aimed at assessing the roles of NGO's on women empowerment. Consequently, the study was conducted to answer the following basic questions:

1. What is the role of NGO's on women empowerment in improving income levels for the community mobilizers?
1. What is the role of NGO's on women empowerment in improving awareness levels on sexual and reproductive health rights of the participant's women?
2. What is the role of NGO's on women empowerment in decision making at the family level and in the society of the community mobilizers and participant's women?
3. What major challenges the NGO's face in the process of their activities to empower women?

Characteristics of the respondents

Majority women participants 183(63.5%) were found under the age group of 21 – 30 years. 77(26.7%) were between 31 – 40 years, 18(6.3%) were less than 20 years and the rest 10(3.5%) were between the age group of 41 – 50 years. Educational qualifications of the majority (47.9%) were primary school, 72 (25%) were certificate, 35(12.2%) were diploma, 24(8.3%) high school and the rest 10 (6.6%) were BA Degree in educational qualifications. Regarding NGO staff respondents 2 (12.5%) were male and 14 (87.5%) were female. Educational qualifications of the majority the staff 14 (87.5%) were BA/BSc and the rest 2 (12.5%) were MA/MSc Degree in educational qualifications. The majority 15 (93.8%) were less than 5 years and the rest 1 (6.2%) of staff participant was participated in between 6 – 10 years.

Descriptive Analysis

According to the data, the means score for of awareness building on how to use contraceptive methods (4.45) was the highest in comparison to the other dimensions. The maximum score was 5 and the standard deviation was 0.53. It was therefore inferred the role of NGO's on awareness building on how to use contraceptive methods were very high.

The mean score for the economic empowerment was 4.39 and the maximum score was 4.83. This therefore meant that the next role of NGO's on women empowerment was economic empowerment. With regard to the decision making empowerment dimension, the mean score and standard deviation were 4.25 and 0.49 respectively. This indicated that the role of NGO's women empowerment on decision making dimension was also very active.

The mean score 4.31 and 4.39 for decision making ability and likelihood of women in using contraceptive methods respectively. This means that the level of women decision making ability for their lives and their likelihood of using contraceptive methods increased after they began participating in NGO's projects of women empowerment. The mean score of 3.55 and standard deviation 0.84 for the involvement of women on income generating activity. This indicates that the role of NGO's on awareness creation in the involvement of women on income generating activity was relatively low when compared to the other dimensions.

Analysis of Variances

The ANOVA test result revealed significant differences in the means of women's empowerment among the three functions of NGOs (sum squares between groups = 69.566, 212.979 and 62.674 for awareness on using contraceptive, economic empowerment and decision making empowerment respectively, $p = .000$). These results shows that there was a statistically significant differences between the three roles of NGO's activity on women's empowerment.

Correlation Analysis

A Pearson product-moment correlation was conducted to evaluate the relationship between the role of NGO's on awareness creation and women's empowerment. Accordingly, there was positive correlation between the role of NGO's and women's empowerment on using contraceptive methods, economic empowerment and decision making empowerment ($p = 0.000$), and the correlation is statistically significant for the three dimensions of women's empowerment. The positive correlation implies that when an improvement made with the NGO's services there is also an improvement with women's empowerment.

Regression Analysis

The overall correlation coefficient (R) between the independent variables (awareness building) and the dependent variable (economic empowerment) in the sampled NGO was 0.188. This means that there was a strong positive relationship between women economic empowerment and the independent variables. Furthermore, table 8a indicates that the model explains only 3.5% of the variations in women empowerment effectiveness in the roles of NGO's services as shown by $R^2 = 0.035$.

The overall correlation coefficient (R) between the independent variables (awareness building) and the dependent variable (decision making empowerment) in the sampled NGO was 0.294. This means that there was a strong positive relationship between women decision making empowerment and the independent variables. Furthermore, table 8c indicates that the model explains only 8.6% of the variations in women decision making empowerment effectiveness in the roles of NGO's services as shown by $R^2 = 0.086$.

5.2 Conclusion

The study showed that the level of women's empowerment is at the highest level. Furthermore, the result of women participation showed that involvement of women in programs organized by NGO's tends to be high. Therefore, it could be concluded that the participation among women mostly is in the form of participation as an end. This study also suggests that participation, particularly participation as an end, could be significantly enhanced women's empowerment. As mentioned earlier, participation as an end is a process in which people are directly involved in planning, deciding, and taking part in the development process from the bottom-up perspective. Meanwhile, many scholars, such as Rowlands (1995) and Hainard and Verschuur (2001) have pointed out that empowerment is essentially a bottom-up process rather than something that can be formulated as a top-down strategy. Furthermore, as this paper has shown, the result of correlation between participation and empowerment was significantly positive. It means that the high level of participation leads to high empowerment. This finding is consistent to the studies conducted by past researchers, such as, Rakodi (1991), Friedmann (1996), Abott (1996), Zimmerman and Rappaport (1988), Oxaal and Baden (1997), and Kumar (2002), who believed that empowerment would be achieved through treating participation as an end.

5.3 Recommendations

In light of the major findings of the study and the conclusion drawn, the following recommendations are forwarded:

In order to enhance women empowerment through decision making, NGO's need to play a great role in empowering women in all dimensions.

First, NGO's should increase working on women empowerment and decision making through different training since training helps women to bring a remarkable change in a given time as an intervention on its own.

Secondly, in order to empower women economically NGO's should increase the amount of credit facilities available to women can be engaged in income generating activities so that women can access credit ranging according to their needs and requirements.

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Appendix - A
Addis Ababa University
College of Business and Economics
Department of Management

Questionnaire to be filled by NGO officers and Staff members

Dear Respondent:

This questionnaire is designed to solicit the relevant information for the research carried out on the topic “The Role of NGO’s on Women Empowerment”. Besides, the study is conducted for academic purpose for partial fulfilment of the requirements of the Master Degree in Business Administration. Hence, your responses will be kept confidential. The soundness and the validity of the findings highly depend on your kind and genuine responses. Therefore, I kindly request you to fill the questionnaire carefully and return back to me as much as possible as per the indicated time. /To be returned within three days/

Thank you in Advance!

General Directions

1. No need of writing your name
2. Please put a tick (X) mark in the box “ “ for your answer and for the number of your choice for the alternatives given 1,2,3,4, and 5 in part II.
3. If you require further clarification or details, please contact me with either of the following addresses Phone: Email:

Part I. Information about Demographic Data

1. Your current position in the organization _____
2. Sex A. Male B. Female
3. Educational Qualification
A. BA/BSC C. PhD
B. MA/MSC D. If any, Please specify _____
4. Work experience _____

Part II. Please answer the following question by put “X” in box of your choice. **5:** represent strongly agree. **4:** represents Agree. **3:** represents undecided **2:** represents disagree. **1:** represents strongly disagree.

No.	Item	1	2	3	4	5
	A. Awareness Building on How to use contraceptives					
1	After participating in our project women started to use different contraceptive methods					
2	After participating in our project women started to make a joint decision with their husbands to have a child or not					
3	After participating in our project women awareness about how to use different contraceptive methods improved					
4	The likelihood of using contraceptives of women improved after participating in our project					
	B. Economic Empowerment					
5	After participating in our project women's income level improved					
6	The involvement of women with income generating activities improved after participating in our project					
7	Our program has helped to improve the status of women in the household and community					
8	Women decide on how their profit from the business should be used after participating in our program					
9	Women awareness about how to control their income improved after participating in our project					
10	Women have easy access to or control over their own income or capital in the family after participating in our project					
	C. Decision Making Empowerment					
11	Women started participating on decision making at home after participating in our project					
12	Women make a joint decision with their husband on family issues after participating in our project					
13	Women started to make decision on how their business should be managed after participating in our project					
14	Women have experienced change in their mobility after participating in our project					

1. What are the major challenges that your organization face in the process of women empowerment?

2. What measures are taken to improve the challenges your organization faced?

Thank you!!

ተ.ቁ	መጠይቆች	1	2	3	4	5
1	በፕሮጀክቱ መሳተፍ ከጀመርኩ ወዲህ ስለ ተለያዩ ወሊድ መቆጣጠሪያ ዘዴዎች ያለኝ ግንዛቤ በጣም ጨምሩክል					
2	በፕሮጀክቱ መሳተፍ ከጀመርኩ ወዲህ ልጅ ለመውለድም ሆነ ላለመውለድ ከባለቤቴ ጋር ተማክሮ የወሰን ባህልን አዳብራለሁ					
3	በፕሮጀክቱ መሳተፍ ከጀመርኩ ወዲህ የወሊድ መቆጣጠሪያ በአግባቡ የመጠቀም ልምዴ ጨምራረክል					
4	በፕሮጀክቱ መሳተፍ ከጀመርኩ ወዲህ የገቢ ምንጩ ከእለት ወደ እለት እየጨመረ መጥቷል					
5	በፕሮጀክቱ መሳተፍ ከጀመርኩ ወዲህ የገንዘብ አጠቃቀም ልምዴና የመቆጠብ ባህል ተሻሽሎክል					
6	በፕሮጀክቱ መሳተፍ ከጀመርኩ ወዲህ በተለያዩ የገቢ ማመንጫ ዘዴዎች ላይ የመሳተፍ ባህልን አዳብራለሁ					
7	በፕሮጀክቱ መሳተፍ ከጀመርኩ ወዲህ ስለቤተሰባችን እና ስለተለያዩ ጉዳዮች ከባለቤቴ ጋር ተማክሮ የመወሰን ባህልን አዳብራለሁ					

1. በፕሮጀክቱ መሳተፍ ከጀመርኩ ወዲህ አጋጥሞኝ ያውቃል የሚሉት ችግር ወይም መስናክል ካለ ይጥቀሱ

2. ያጋጠሞትን ችግሮችና መስናክሎች ተቋቁሞ ለማለፍ ምን ዘዴ ተጠቀሙ

አመሰግናለሁ!!!

Appendix-C

Interview Guiding Questions

1. Tell me about your involvement in this project? How did you come to know about the project?
2. What training and services/resources did you receive and how have you benefited from them?
3. Tell me about any opposition, negative reactions to your involvement in the project? How did you overcome them?
4. Tell me about the impacts of this project on your life? Did you feel any changes in your life? If so what were they?
5. What was your overall experience of the project?
6. What are your suggestions for improving future NGO women's empowerment project?

DECLARATION

I hereby declare that the study entitled “The Role of NGO’s on Empowering Women in the Community: The case of one NGO (Triggerise Sticing Ethiopia) in Addis Ababa” is my original work and has not been presented in Addis Ababa University or any other University, and that all sources of material used for the study have been duly acknowledged.

Name of the Researcher Kidist Zinabu

Signature _____

Date of submission

Advisor: Dr.Elias Birhanu

Signature _____

Date of submission _____