

**ADDIS ABABA UNIVERSITY COLLEGE OF BUSINESS AND ECONOMICS  
DEPARTMENT OF BUSINESS ADMINISTRATION AND  
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**MASTER OF ARTS IN PROJECT MANAGEMENT PROGRAM**



Assessment of kidmia foundation's family empowerment project in enhancing economic growth  
and family well-being

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## Declaration

I, Nathanael Bekele, hereby declare that the work contained in this thesis: **“Assessment of kidmia foundation’s family empowerment project in enhancing economic growth and family well-being”** is my original work. It has not been presented for a partial fulfillment of any educational qualification at this university or any other and in any projects by any means, and all the resource materials used for this thesis have been acknowledged accordingly. I understand that any false declaration will be subject to disciplinary action, up to and including expulsion from the master’s programs in Project Management at Addis Ababa’s University, Schools of Commerce.

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This is to certify that the project work prepared by Nathanael Bekele, entitled: **“Assessment of kidmia foundation’s family empowerment project in enhancing economic growth and family well-being”** and submitted in partial fulfillment of the requirements for the Degree of Master of Arts in Project Management complies with the regulations of the University and meets the accepted standards with respect to originality and quality.

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## List of acronyms

AAE.....	Action aid Ethiopia
WEE.....	Women economic empowerment
USD.....	Unite states dollar
NGO.....	Non-governmental organization
DCED .....	The Donor Committee for Enterprise Development
OVC.....	Orphan and vulnerable child
AIDS .....	Acquired immune deficiency syndrome
SPSS .....	Statistical Package for Social Sciences
FEP .....	Family empowerment Project
SDG .....	Sustainable development goals
GTP .....	Growth and Transformation Plan

## **Abstract**

*Women's empowerment, particularly through economic interventions, is widely seen as a crucial method for addressing the issue of poverty and promoting sustainable development. The Kidmia Foundation's Family Empowerment project (FEP) seeks to bring this in to reality by providing women and families with economic support, entrepreneurial training, and access to financial services. However, little research has been conducted in Ethiopia to assess the outcomes of such projects. This study assesses Kidmia Foundation's Family Empowerment Project (FEP) across three regional states of Ethiopia—Oromia, Central Ethiopia, and South Ethiopia. Using a quantitative method, data from 253 participants were collected and analyzed through descriptive statistics to assess the project's impact on household income, access to financial resources, children's school enrollment, healthcare utilization, and women's decision-making power. Findings indicate a significant positive impact on income, healthcare access and women's empowerment, with participants reporting increased access to medical services and greater control over household financial decisions. However, results on access to financial resources and educational outcomes, particularly school attendance, were mixed, showing areas in need of further improvement. The study recommends future qualitative and longitudinal research to understand the factors contributing to these varied outcomes and suggests strategies for enhancing long-term project success.*

**Keywords:** Family Empowerment, women's empowerment, economic stability, healthcare access, school enrollment.

# CHAPTER ONE

## INTRODUCTION

### 1.1 Background of the study

Women's economic participation is recognized globally as the leading force of sustainable development, contributing directly to economic growth, income generation, and poverty reduction. Women's unpaid and paid labor enhances household savings, tax contributions, and the overall economic productivity of communities and nations (UN Women, 2022). However, despite progress in promoting women economic empowerment, significant debates persist regarding how to address the structural barriers that hinder women's full economic participation.

One key global debate centers on the persistent gender gaps in employment and economic opportunities. While international frameworks like the 2030 Agenda for Sustainable Development emphasize gender equality and women's economic empowerment as an important tool to achieving sustainable development goals (SDGs), many countries are still behind in providing equal opportunities for women in the workforce (UN, 2020).

Empowerment is often viewed as both a means to get to an end and as an end in itself. Empowerment encompasses the ability to make choices and entails a process of change of all the components of societal structures. (Kapitsa, 2008).

Empowering families can help eradicate poverty because those who have been empowered will become self-reliant from their skills that they have acquired, these empowered people are going to have jobs which they will in turn use to take care of their family. So by empowering one person one can change and saved many lives. (United Nations Department of Economic and Social Affairs Division for Social Policy and Development September 2012,)

Many researches have proved the significant impact of women's economic empowerment on family well-being, particularly in relation to child welfare and health. Studies consistently demonstrate a strong correlation between the mothers' empowerment and education, income, and improved livelihood of kids, including better health. Regions where women actively participate in the political sphere often create more favorable environments for children, underscoring the critical role of women's economic empowerment in enhancing family life. (Duflo, 2011).

The United Nations' Women's Economic Empowerment Strategy points out that economic empowerment require systemic change that tackles discriminatory laws, policies, and social norms. While global efforts have made strides in gender equality, gaps remain, particularly in ensuring women's access to ownership and control over resources, their agency in decision-making, and creating equitable markets (UN Women, 2022).

In Ethiopia, women's economic empowerment is understood to be essential in achieving the country's development goals. Like many nations, Ethiopia recognizes that empowering women can fasten economic growth, reduce poverty, and improve family well-being. The Growth and Transformation Plan II (GTP II) highlights that women's participation is crucial in all sectors, aiming to reduce the socio-economic barriers (Taye, 2019). However, despite these efforts, deep-rooted cultural norms, economic inequalities, and lack of access to financial resources continue to limit Ethiopian women's economic participation. This is particularly true for rural women, who often lack access to land ownership, financial services, and education.

National debates on women's economic empowerment in Ethiopia have highlighted the need to address the significant gaps in access to economic resources and employment opportunities. Many women, especially in rural areas, remain trapped in the informal economy, where they are part of low-paying, labor-intensive jobs with little security or benefits (Mulugeta, 2021). The government has launched several programs aimed at improving access to credit and training for women, but gaps remain in implementation and ensuring that these interventions reach the most marginalized populations. Studies have called for a more targeted approach to address these inequalities, particularly in empowering women through access to financial services, land ownership, and market opportunities (Mekonnen, 2020).

A critical gap in the national discourse is the limited evaluation of the long-term impacts of family empowerment projects, such as the Kidmia Foundation's Family Empowerment Project (FEP). Although empowerment projects have been designed to address women's economic vulnerabilities, the effectiveness of these projects in improving women's decision-making power, income levels, access to education and health care remains underexplored. Without sufficient data on project outcomes, it is challenging to scale up successful interventions and create more equitable policies (Taye, 2019).

This research aims to fill this gap by assessing Kidmia Foundation's FEP in improving economic stability, healthcare access, education, and women's empowerment in Ethiopia. The study will contribute to the national debates on women's economic empowerment by offering evidence-based insights that can inform policy decisions and project designs at both national and local level.

## **1.2 Background of the Organization**

Kidmia is a local NGO established in 2007 G.C in order to address the orphan and vulnerable children (OVC) crisis in Ethiopia, primarily caused by the AIDS pandemic in the early 2000s. Kidmia works in three key intervention areas: Gunchire Town in the Enemor ena Ener Woreda of the Gurage Zone, Wolaita Sodo, and Bishoftu City Administration in the Oromia Regional State.

Kidmia's priority is to provide holistic care and support for OVCs and socioeconomically vulnerable families, by using a multifaceted approach that focuses on both immediate solutions and long term outlooks. The organization's main interventions consists of transitional care center for OVCs, facilitating reunification and reintegration of children with their biological families, conducting domestic adoptions as the main solution to the orphan crisis, and empowering vulnerable families through entrepreneurship training and economic support.

Kidmia's holistic interventions includes many sectors, including healthcare, education, and social development. In the education sector, Kidmia provides school materials for kids in the community based support program, monitors academic performance, and engages in community awareness efforts to emphasize the importance of education for OVCs.

Central to Kidmia's efforts is the Family Empowerment Project (FEP), which works to address the root causes of child abandonment and orphan hood by preserving and strengthening families. Since low socio economic status is directly related to dismantle families and children on the street. kidmia is working tirelessly through the provision of economic support, capacity-building training, and small business ventures, and involving these families in the FEP that enables them to become self-sufficient and capable of providing for their children.

Family empowerment is essential for families to grow holistically and since through knowledge, skills and experiences will be shared among the family members, it creates a strong social bond among the family members. Empowering a family will benefit the community at large, which is a key tool to invest on the entire nation and the future generation as well.

As an organization, KIDMIA aspires to empower the poorest of poor families focusing on women and child headed households using locally available resources and capacities and by striving for sustainable development. Empowering a family is empowering a generation!

There is a big difference between Family support and Family Empowerment in many aspects. Kidmia promotes sustainable community development, which is family and local resources based, inclusive, self-sustaining and holistic. It aims to avoid dependency and gradually leads towards self-sufficiency and a better quality of life. KIDMIA always aspires to see a community who overcomes poverty and properly and fully utilize the available resource to achieve a better life. KIDMIA strongly believe that all people have different potentials and capacities to sell out and to build upon.

### **1.3 Statement of the problem**

In an ideal society, all families, particularly those headed by women, would have access to the necessary resources and opportunities to achieve economic stability and self-sufficiency. Empowered women would actively contribute to family well-being, influence household decision-making, and ensure better educational, health, and financial outcomes for their families. Empowering families through comprehensive projects that provide access to education, financial resources, and social networks is recognized as a key strategy for reducing poverty, improving health outcomes, and creating long-term social and economic stability. Numerous global studies, including those by the United Nations and World Bank, underscore that economic empowerment, particularly of women, plays a critical role in poverty eradication and family well-being (Kabeer, 2009; Duflo, 2011).

Another study conducted by (Demedeme & Opoku, 2022) evaluates the effectiveness of the rural enterprise program in improving the livelihoods of rural women in Ghana, using income comparisons before and after participation. The study used sample of 217 women from various economic sub-sectors using snowball sampling, and the findings showed that education and training provided by rural enterprise program empowered women by improving their literacy and entrepreneurial skills, leading to increased income and better well-being. However, the study didn't include economic empowerment in terms of in-kind support and other outcomes other than income improvement. This study in turn assesses not only educational intervention but economic empowerment and also other multiple areas the improvement is shown.

Generally the family empowerment projects, especially those focused on women, are expected to improve socio-economic outcomes, but there is a significant gap in assessing these projects. In Ethiopia, limited research exists on whether these initiatives have truly enhanced the economic growth and well-being of the beneficiaries. While studies from other regions highlight the positive impact of such projects (Wu, 2013; DCED), the specific variables associated with effective family empowerment in the Ethiopian context, including how projects improve household decision-making, resource ownership, or access to services, remain underexplored.

In Ethiopia there are few studies exploring the effect of empowerment on the lives of the participating families. A study conducted by Abreham Adera and Lamessa T. Abdisa (2023) that explored the impact of financial inclusion on women's economic empowerment in Ethiopia can be an example. Using data from the Ethiopian Demographic and Health Survey, the researchers employed endogenous switching regression and instrumental variable methods to assess how access to financial services affects women's economic outcomes. But this study fails to incorporate other variables such as the economic empowerment and training given as a basis for the changes brought by the empowerment.

Another study conducted in Amhara region by Edmeades, et al., (2016) tries to evaluate the impact of economic empowerment and Sexual and reproductive health education on the lives of their participants, particularly in economic outcomes. Even if the study recommends a balance between the Sexual and reproductive health and economic empowerment for a broader result, it fails to show in what ways and to what degree the change has been brought in the lives of the women and their families.

Without proper evaluation, family empowerment projects risk falling short of their potential to uplift families and eradicate poverty. This study seeks to address this gap by assessing Kidmia Foundation's Family Empowerment Project (FEP) in Ethiopia, using indicators such as household income, asset ownership, market participation, decision-making power, and access to education and healthcare (Ucbasaran et al., 2009). By identifying the strengths and weaknesses of the project, the research aims to provide actionable insights for improving family empowerment initiatives in Ethiopia and contribute to the broader discourse on women's economic empowerment and poverty alleviation.

## **1.4. Objective of the study**

### **1.4.1. General objective**

Assessment of kidmia foundation's family empowerment project in enhancing economic growth and family well-being in the target population.

### **1.4.2. Specific objective**

- ✓ Assess the project's influence on participant families' economic status, including income levels, employment opportunities, and access to financial resources.
- ✓ Assess changes in school enrollment rates and healthcare utilization among participant's families.
- ✓ Analyze the project's contribution in increasing decision-making power within beneficiary households, particularly regarding women's empowerment.
- ✓ Assess the project's success in equipping participants with the skills and resources to maintain their progress after the project ends.

## **1.5. Research Questions**

1. What changes in income levels and access to financial resources do participants of the Family Empowerment Program experience after project participation compared to pre-project levels?
2. What improvements are observed in school enrollment rate for children, healthcare utilization for regular health check-ups and preventive services among participant families after project participation?
3. How does the Family Empowerment Project empower women to increase their decision-making power regarding household and financial matters after completing the project?
4. What level of success does the Family Empowerment Program achieve in equipping participants with the skills and resources to maintain their progress after the program ends?

## **1.6. Scope of the Study**

The research encompasses beneficiaries under kidmia's family empowerment project in three different regional states that are located in Oromia, Central Ethiopia regions and south Ethiopia regional state. For this data was collected from Women that are part of the family empowerment project. Conceptually, the study focused on evaluating key project objectives, including economic stability, access to financial resources, school enrollment, healthcare utilization, and women's empowerment, particularly their decision-making power within the household. Methodologically, data were collected from women participating in the Family Empowerment Project using a quantitative approach.

## **1.7. Significance of the Study**

Assessment of kidmia foundation's family empowerment project in enhancing economic growth and family well-being holds particular significance for organizations involved in the same sector especially in Ethiopia. This research provides much needed insights in to, how targeted interventions can empower families economically, with a focus on fostering sustainable development at the community level. In a country where poverty remains a major issue and gender inequality persists, this research is important in assessing the impact of economic empowerment initiatives on improving livelihoods, particularly for women and their families living in low socio economy status.

For Ethiopia, where communities often face limited access to resources and opportunities, understanding the outcomes of the Family Empowerment Project (FEP) can guide future efforts to reduce poverty and enhance other works being done. The research analyzes whether the project is increasing income levels, expanding access to employment, and improving decision-making power within families, particularly for women. By assessing school enrollment and healthcare utilization rates, the study also contributes to a broader understanding of how economic empowerment influences other areas of the family, such as education and health.

This research is particularly relevant for Ethiopia and other organizations involved in humanitarian services as it provides empirical evidence that can inform the design of more effective interventions in the future, helping policymakers, NGOs, and development organizations adjust their approaches to family and women's empowerment.

It also serve as a model for similar projects across the country, emphasizing strategies that work and identifying gaps that need addressing. This research also supports the national agenda for poverty eradication and sustainable development by showing the untapped benefits of empowerment projects.

## **1.8. Operational Definitions**

- ✓ **Economic Growth:** In this study, Economic Growth refers to the measurable improvement in the financial and economic conditions of families participating in Kidmia Foundation's Family Empowerment Project. Indicators of growth include increased household income, higher employment rates, access to financial resources, and the growth of family-owned businesses. These outcomes reflect the success of the project in providing participants with the skills, resources, and opportunities needed to achieve self-sufficiency, economic stability, and sustained financial progress. The primary focus is on enabling families, especially women, to take active roles in generating income and improving their economic standing.
  
- ✓ **Family Well-being:** Family Well-being in this study encompasses the overall improvement in the quality of life for families involved in the empowerment project, covering aspects such as health, education, decision-making, and family dynamics. Key indicators include better access to education for children, improved utilization of healthcare services, and increased decision-making power for women within the household. The project aims to create a supportive environment where families not only thrive economically but also experience improved relationships and healthier lifestyles.

- ✓ **Income Level:** The average amount of money earned by participant families from different sources including employment, businesses, and other income-generating activities, measured before and after participation in the project.
- ✓ **Employment Opportunities:** The availability and accessibility of jobs or self-employment options for beneficiaries of the FEP, including changes in employment rates among participant families.
- ✓ **Access to Financial Resources:** The extent to which participant families can obtain financial support such as loans, microcredits, savings, and other financial services facilitated by the FEP and other partner organizations.
- ✓ **School Enrollment Rates:** The percentage of school-aged children from participant families who are enrolled in and regularly attending school, used as an indicator of educational access and the impact of the FEP on educational outcomes.
- ✓ **Healthcare Utilization:** The frequency and quality of healthcare services accessed by participant families, including regular health check-ups, emergency care, and preventive health services, as an indicator of improved health outcomes due to the FEP.
- ✓ **Decision-Making Power:** The ability of individuals, particularly women within the participant families, to make significant decisions regarding household matters, financial affairs, and personal issues, reflecting their level of empowerment and autonomy.

### **1.9. Limitations of the study**

Since this study is focused on specific regions and beneficiaries of the Kidmia Foundation's project, it's possible that the results cannot be applied in their entirety to populations or geographical areas with different socioeconomic or cultural backgrounds. Additionally the data collected is based on self-reported information from participants, which can introduce bias or inaccuracies due to social desirability, or misinterpretation of questions.

These limitations should be acknowledged to ensure the findings are interpreted within the context of the study's scope and constraints.

Due to time constraints, this study might lack the strength to not fully capture the long-term impact of the project. Evaluating sustainability and longer-term changes in empowerment, income, or decision-making could be difficult without follow-up studies over extended periods.

Since the project deals with family dynamics and women's empowerment, cultural norms and gender roles in the regions being studied could influence responses, potentially limiting the applicability of certain empowerment measures in other areas.

Some aspects of empowerment, such shifts in decision-making power, can be difficult to measure quantitatively, which may limit the ability to fully assess the project's impact on these dimensions.

#### **1.10. Organization of the study**

The study consists of the following sections Chapter one consists of introduction to the research, background of the organization, statement of the problem, objective of the study, operational definitions, significance of the study and scope of the study Chapter two contains review of different literatures with theoretical and empirical reviews and the theoretical framework Chapter 3 on the other hand covers the research methodology, including the research design, sample size, data sources, data collection method, and data analysis. Chapter 4 presents the findings by summarizing, interpreting the data, and discussing the results. Chapter 5 includes a summary, conclusion, and recommendations of the study.

## CHAPTER TWO

### LITERATURE REVIEW

#### 2.1 Introduction

Women comprise almost half of the world population (World, 2019), and thus empowering women means empowering a half of the population. Women perform triple roles such including being productive, reproduction and community participation in their day-to-day life. In doing so, women play a crucial role in development, food security and poverty reduction **(Kuma&Godana, 2023)**

Ethiopia is a country where women experience several challenges in their personal, social, economic, and political lives. According to the World Bank Gender Diagnostic report, significant unemployment rate of (50%), unpaid care work (58%), lack of opportunity in education, health, and human right. All of these affect women negatively and Women empowerment issues become more severe for women living in rural areas where there is little access to education, health, institution, and other infrastructural facilities. Ethiopia got 109<sup>th</sup> from a total of 144 countries in the world on gender disparity in economic empowerment and participation. **(Eshete, 2022)**

Further Studies have showed key dimensions of women's empowerment to include economic, individual, socio-cultural, political, psychological, and legal aspects. The economic aspect of women's empowerment helps them to identify their goals, make the right decisions with confidence and work on achieving what they aspire. To make this a reality authorities, families, and society as a whole must play their important roles. **(Bano, Sabir, &Majid, 2023)**

It is clear that economic empowerment is one of the essential tools to fight extreme poverty but since it is a complex phenomenon and difficult to observe directly, the use of proxies as indicators is logical. Most measures rely on self-reported responses, which can also be perceived

differently by context and population group, making comparisons across the board and population extremely challenging. Measures considered to be the gold standard in one context may not work in another context; measures often need to vary to make sure they are culturally and contextually appropriate. The indicators of economic empowerment that have been commonly measured include financial decision-making power, access to money, financial independence, and other indicators of economic positioning (e.g. employment). (Reed et al, 2021)

## **2.2 Theoretical review**

### **2.2.1 Frameworks for Understanding Empowerment**

Bronfenbrenner's Ecological Systems Theory offers a valuable framework for understanding economic empowerment, particularly as it relates to women in rural areas. The theory, which emphasizes the interactions between an individual and their environment, can be applied to explore how various systems affect a woman's economic opportunities and empowerment. Here's how the framework relates to economic empowerment

#### **Ecological Systems Theory**

Ecological Systems Theory, developed by Urie Bronfenbrenner in 1979, provides a comprehensive framework for understanding the various environmental influences on empowerment. According to his study the human development takes place within a complex system of relationships affected by multiple layers of environmental contexts, categorized into five systems: the microsystem, mesosystem, exosystem, macrosystem, and chronosystem.

#### **Microsystem**

This is the inner most layers and includes the immediate environment that directly influences individuals, such as family members, friends, and caregivers. Empowerment at this level works towards fostering strong, supportive relationships that enable individuals and families to navigate

challenges effectively (Dunst et al., 2010). Different outlooks emphasize the importance of cultural contexts, as families from collectivist cultures may prioritize community support over individual empowerment, affecting their empowerment experiences (Huang & Rotheram-Borus, 2018).

### **Mesosystem**

This stage consist the interactions between different microsystems, such as the relationship between a child's family and school. Efficient relationship between these systems can enhance empowerment by ensuring families have access to the necessary resources and support (McCoy et al., 2016). Some researchers argue that educational institutions has to get used to cultural and social dynamics of the families they serve to promote empowerment effectively (Henderson & Mapp, 2002).

### **Exosystem**

Exosystem on the other hand includes external environments that indirectly affect individuals and families, such as community services, healthcare systems, and social policies. Varying economic and political atmospheres can predict how well the families can use their resources efficiently, showing the need for policies that are favorable to the numerous community needs (Marmot, 2015).

### **Macrosystem**

This broader context includes cultural values, economic conditions, and societal norms that shape family dynamics. Getting to know these large scale influences is mandatory as they are necessary in developing culturally relevant empowerment strategies (Fink, 2014). Researchers have predicted that systemic inequalities, such as racism, can significantly halt empowerment efforts, make it necessary to critically examine these broader societal structures (Collins, 2000).

### **Chronosystem**

This dimension on the other hand put into consideration the impact of time and different changes over the life course, including occurrences such as divorce, relocation, or changes in societal norms. Recognizing these temporal factors is essential for understanding how people going through these changes adapt and empower themselves in response. (Bronfenbrenner, 1979). Studies suggest that families experiencing significant life transitions may require uniquely tailored support to their situation in order to navigate these changes effectively (Wang et al., 2019).

### **2.2.2 Dimensions of Empowerment**

Empowerment is a complicated concept that has various dimensions in it, each contributing to the overall well-being of individuals and communities taking part. The main dimensions of empowerment include economic, individual, socio-cultural, political and psychological.

#### **Economic Empowerment**

Economic empowerment is crucial for promoting gender equality and improving the socio-economic status of women. It involves providing individuals with the resources, skills, and opportunities necessary to achieve financial independence and stability. Key constructs measured in the context of women's economic empowerment include:

#### **Financial Decision-Making Power**

This dimension deals with the ability of participating beneficiaries, particularly women, to make informed choices regarding financial issues. Studies show that when women participate in financial decision-making, the family will have better dynamics, including improved health and education for children (Doss, 2013).

#### **Access to Financial Resources**

Ownership of assets and having a say in the family income are vital for gaining economic independence. Researches show that women who control their financial resources are more likely to invest in their families' well-being and take part in the betterment of their communities as well. (Golla, 2011).

### **Financial Literacy and Inclusion**

Financial literacy deals with the knowledge and skills required to make the right and timely financial decisions. Increased financial knowledge is associated with more engagement in savings and investment activities, which can elevate the place women has in the economic realm.(Fox & Romero, 2013). It is clearly shown that financial inclusion initiatives, such as microfinance and group savings programs play crucial role in improving women's access to financial resources (Osman, 2017).

### **Individual Empowerment**

Individual empowerment focuses on personal development and self-efficacy. It involves enhancing an individual's confidence, skills, and capabilities, enabling them to take control of their lives. Psychological empowerment theories emphasize the importance of self-efficacy, autonomy, and meaning, suggesting that individuals who perceive themselves as capable are more likely to engage in behaviors leading to positive outcomes (Spreitzer, 1995).

### **Socio-Cultural Empowerment**

Socio-cultural empowerment mainly focuses on the influence of societal norms and cultural values on individuals' ability to exercise their rights and make choices. This dimension highlights the importance of working against harmful discriminatory practices and promoting accepting cultural narratives that support women empowerment. Understanding ones socio-cultural context is important to develop and effective and tailor made empowerment strategies, as cultural values

vary and affect the individuals' empowerment journey and participation in decision-making processes (Kabeer, 2005).

### **Political Empowerment**

Political empowerment involves ensuring that individuals have a voice in governance and decision-making processes. This dimension emphasizes the importance of representation and advocacy for marginalized groups, particularly women. Political empowerment enables individuals to influence policies that affect their lives and communities, fostering greater social equity and justice.

### **Psychological Empowerment**

Psychological empowerment uplifts the participant's sense of independence and control over their lives. It involves growing self-esteem, confidence, and resilience, enabling the beneficiaries to win against any adversaries while they are after their goal. This empowerment is majorly linked with general wellbeing and better mental health outcomes creating individuals who engage in positive behaviors. (Spreitzer, 1995).

### **2.2.3 Measuring Empowerment**

Measuring empowerment and its results poses a serious challenge due to its complexity dealing with multiple factors and subjective nature. And most measures of empowerment heavily rely on self-reported data, which can be easily influenced by individual biases and different contexts and cultural perceptions (Reed et al., 2021).

### **Challenges in Measurement**

#### **Subjectivity**

Since empowerment is a personal experience, and individuals may perceive their level of empowerment differently based on their background, personal experiences, and social context. This difference complicates the assessment of empowerment across diverse populations. (Reed et al., 2021).

### **Self-Reported Data**

As mentioned above most of the existing measures of empowerment rely on self-reported responses and that will open doors for personal bias and inconsistencies. Individuals may overestimate or underestimate their level of empowerment based on their circumstances or societal expectations (Kabeer, 1999).

### **Cultural Differences**

Cultural norms and values can significantly influence how individuals understand and experience empowerment. What constitutes empowerment in one cultural context may differ in another, making it challenging to develop universally applicable measures. (Reed et al., 2021).

## **2.3 Empirical Review**

### **Interventions and Case Studies**

#### **Action Aid's Development Intervention in Ethiopia**

Action Aid has implemented various development interventions aimed at empowering women in Ethiopia, focusing on enhancing their economic status and decision-making power within households. A notable case study reveals significant improvements in women's participation in household decision-making due to these interventions. The percentage of women involved in such decisions increased from 17% to 91.3% after joining the project, indicating a remarkable shift in power dynamics within households (Eshete, 2022).

The intervention comprised capacity-building workshops designed to educate women about their rights, financial literacy, and entrepreneurial skills. These workshops not only provided participants with vital knowledge but also fostered a sense of community, encouraging mutual support in their economic endeavors. Furthermore, there was a notable increase in literacy rates

among women, with 53.1% attaining literacy skills following the intervention, compared to 39.6% before they participated in the project. This rise in literacy is essential, as it significantly enhances women's capabilities to manage finances, access resources, and participate in community decision-making processes.

### **Microfinance Initiatives and Their Impact on Women's Income-Generating Activities**

Microfinance initiatives have emerged as a significant tool for advancing women's economic empowerment worldwide, including in Ethiopia. These programs offer women access to small loans, enabling them to initiate or expand income-generating activities. Research shows that when women have access to financial resources, they are more inclined to invest in health and education, thereby enhancing their families' economic well-being (Pitt et al., 2006).

In Ethiopia, microfinance programs have played a crucial role in improving women's access to financial resources. A randomized controlled trial conducted by Banerjee et al. (2015) demonstrated that these microfinance initiatives could enhance women's income-generating activities, leading to increased household income and greater economic stability. The study found that women participating in microfinance programs were able to diversify their income sources, resulting in enhanced financial independence and improved family welfare.

These initiatives often incorporate financial literacy training, equipping women with the necessary knowledge and skills to manage their finances effectively. Research indicates that women with higher financial literacy are more likely to participate in savings and investment activities, thereby enhancing their economic status (Fox & Romero, 2013). Additionally, microfinance programs frequently promote community support networks, which can further empower women by providing social capital and resources.

The study conducted by (Buvinić, 2016) highlights that economic empowerment intervention for women have varied outcomes depending on the target group. Merely providing capital, such as cash loans or grants, is insufficient for women-owned subsistence businesses to grow. However, in-kind capital can be effective for more established women entrepreneurs, particularly in larger small and medium sized enterprises. Very poor women need comprehensive services beyond capital to break out of subsistence-level production. Different strategies are required for young

versus adult women, with skills training and job search assistance boosting adult women's employment but not wages; whereas young women benefit more when social barriers are not factors. Social and family constraints often explain why women's gains are delayed or short-lived, but program adjustments such as providing secure savings accounts can mitigate these challenges.

Another study by (Naveed et al, 2023) explored the impact of women's economic rights on economic growth globally, using spatial econometric models to examine both direct and spillover effects from neighboring countries. The research confirms that empowering women through economic rights positively contributes to growth, with significant spillover benefits to neighboring countries. Specifically, 75% of the economic benefit from women's economic rights stems from these spatial spillover effects, while a country's own empowerment efforts account for 25%. This highlights the importance of collaborative regional efforts in promoting women's economic rights, as they can contribute not only to national growth but also to broader regional development.

Additionally, the study finds that higher-income countries benefit more from women's economic empowerment compared to low-income nations. Developed countries, where women already enjoy greater economic rights, see stronger growth, while low-income countries require more focus on creating work opportunities for women to fully realize these benefits. This disparity underscores the need for targeted policy interventions in developing countries to improve women's access to the labor market and economic resources. (Naveed et al, 2023)

### **2.3.1 Women's Economic Empowerment**

**The key constructs commonly measured in the context of women's economic empowerment include:**

#### **Financial Decision-Making Power**

Financial decision-making power is mostly taken as the major indicator of women's economic independence. Kabeer (1999) defines empowerment as the expansion of people's ability to make

strategic life choices in contexts where this ability was previously denied. Amongst families where the mother has a significant role in financial decisions, there is a major increase in the families over all improved life style. Different studies implicate that when women participate in the financial decision of a household, it leads to better lives for families, including better health and education for children (Doss, 2013). But besides the empowerment, womens say in household is majorly affected by the societal norms and cultural expectations that decide the extent of women's involvement in financial issues (Kabeer, 2005).

### **Access to Financial Resources**

Financial resource accessibility is yet another essential element of economic empowerment. Women must possess assets, have income control, and have access to savings in order to become financially independent. Studies show that financially independent women are more inclined to make investments in their families' welfare and take an active role in community development. (Golla et al., 2011).

### **Financial Independence**

Having a say and control in the household financial decisions is so important for women, as it enables them to make decisions that benefit the family. (Golla et al., 2011). Also having an access to financial services, such as savings accounts and credit, is helpful in gaining financial independence and engage in entrepreneurial activities (World Bank, 2015).

### **Financial Literacy and Inclusion**

Women must be included in and have access to financial literacy in order to successfully navigate financial systems. Financial literacy is the abilities needed to make wise financial decisions whereas financial inclusion is the availability of financial services. (Lusardi& Mitchell, 2014). Researches show that a woman who has gained improved financial knowledge is more likely to engage in savings and investing her resources for a better income. (Fox & Romero, 2013). Furthermore, the implementation of financial inclusion measures, such group savings

plans and microfinance, has greatly increased women's access to financial resources, enabling them to launch enterprises and raise their standard of living. (Osman, 2017).

### **Economic Positioning Indicators**

Economic positioning metrics, such as income and employment status, offer valuable insights into the larger picture of women's economic empowerment. Employment raises women's social status and gives them more influence over household decision-making, in addition to helping them become financially independent. (Malapit et al., 2020). Researches also show that women's participation in the labor force is positively correlated with their empowerment outcomes, as it allows them to gain skills, build networks, and increase their negotiations power (Kishore et al., 2004). Additionally, income-generating activities serve as a starting point for women to engage in community decision-making processes, thereby creating a sense of independence and empowerment (Gabriel, 1991).

In general, these key constructs of women's economic empowerment provide a holistic framework for understanding and measuring the different dimensions of empowerment. By focusing on financial decision-making power, access to resources, financial independence, financial literacy, and economic positioning, researchers can learn valuable insights into the factors that contribute to women's empowerment and the challenges they face in achieving it.

### **2.3.2 Impact of Women's Economic Empowerment**

Women's economic empowerment has been proven to generate various positive outcomes that extend beyond individual advantages to include family well-being and broader societal effects. The following key outcomes are typically linked to women's economic empowerment.

#### **Improved Family Welfare and Poverty Alleviation**

The economic empowerment of women is crucial for enhancing family welfare and alleviating poverty. Research suggests that when women have access to financial resources and decision-making power, they tend to prioritize their families' needs. Duflo (2012) argues that economically empowering women leads to better family outcomes, as they are more inclined to

allocate resources towards their children's education and health. Banerjee et al. (2015) conducted a study demonstrating how microfinance initiatives can boost women's income-generating activities, resulting in increased household income and improved economic stability.

Furthermore, (Fafchamps, 2002) emphasize that women's involvement in income-generating activities is associated with increased household consumption and better investment in children's education. This indicates that when women are economically empowered, they not only enhance their own well-being but also make significant contributions to their families' overall economic status. By disrupting the cycle of poverty, the economic empowerment of women promotes long-term advancements in family welfare.

### **Increased Investment in Children's Education and Health**

One of the most notable impacts of women's economic empowerment is the heightened investment in children's education and health. Women typically prioritize their children's welfare, and when they have control over financial resources, they are more inclined to make decisions that positively impact their children's futures. Research consistently demonstrates that when women are empowered, they allocate more resources to education and healthcare, resulting in improved health outcomes and educational achievements for their children (Doss, 2013)

Access to financial resources and financial literacy programs greatly enhances women's ability to make informed choices about their children's education and health. Kabeer (2005) highlights that initiatives promoting financial inclusion, such as savings groups and microloans, empower women by giving them the means to effectively manage household finances. Additionally, Reshi and Sudha (2021) contend that financial literacy programs equip women with the knowledge necessary for making informed economic decisions, which are vital for improving their families' financial well-being. When women have the skills and resources to manage their finances, they can prioritize investments in their children's education and health, ultimately fostering a more prosperous future for the next generation.

### **Enhanced Household Consumption and Economic Stability**

Women's economic empowerment significantly enhances household consumption and contributes to economic stability. When women engage in the labor force and have control over

their income, they are more likely to participate in household expenditures, thereby stimulating local economies. Research indicates a positive correlation between women's labor force participation and their empowerment outcomes, as this involvement allows them to acquire skills, establish networks, and increase their bargaining power (Kishore et al., 2004).

Income-generating activities provide women with opportunities to participate in community decision-making processes, fostering a sense of agency and empowerment (Gabriel, 1991). As women earn income and contribute to household finances, families experience enhanced economic stability, which can lead to greater investments in assets and savings. This economic stability not only benefits individual households but also contributes to broader economic growth and development.

In conclusion, empowering women economically yields profound and multifaceted positive outcomes. These include improved family welfare and poverty alleviation, heightened investment in children's education and health, and enhanced household consumption and economic stability. By recognizing and supporting women's economic empowerment, societies can promote sustainable development and work towards a more equitable future for all.

## **2.4. Conceptual Framework**

A conceptual framework gives a visual representation of the relationships between variables that guide the research. For this study, it illustrates how Kidmia's Family Empowerment Project (FEP) influences various outcomes in the target families in the empowerment project, particularly focusing on economic status, education, healthcare utilization, and women's empowerment.

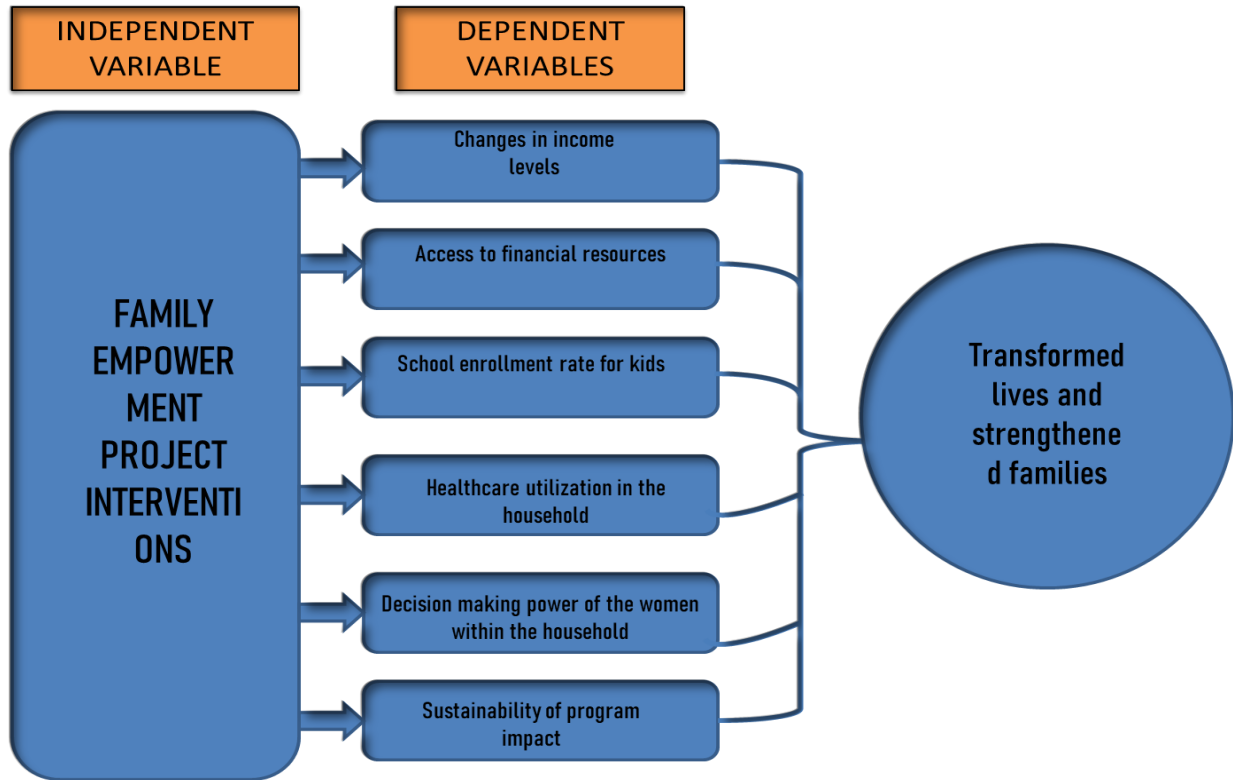


Fig 1. Conceptual Framework

## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

#### **3.1. Introduction**

This chapter outlines the methods used for the study, focusing on the research design, data type and source, data collection tools, population, sample size, data analysis methods, data validity and reliability, and ethical considerations.

#### **3.2. Research design and Approach**

To achieve the listed objectives and identifying whether the family empowerment project of kidmia has enhanced the economic growth and family well-being of the beneficiaries, the research employed a quantitative research design method. This approach enabled a vast assessment of the project from multiple perspectives. The research employed a quantitative research design to assess Kidmia Foundation's Family Empowerment Project's (FEP) success in enhancing economic growth and family well-being. The design is structured to systematically assess changes in socio-economic indicators such as income levels, access to education, healthcare utilization, and women's decision-making power. The study is conducted across three regional states in Ethiopia: Oromia, Central Ethiopia, and South Ethiopia, allowing for a geographically diverse analysis of the project's impact.

A descriptive and correlational research approach was adopted, enabling the study to explore relationships between key variables and assess the FEP in achieving its goals. Descriptive statistics were used to summarize the characteristics of the data, while correlation analysis explored the strength of the relationships between project participation and various outcomes such as economic stability, educational attainment, and healthcare access.

### **3.3. Data type and sources**

The research employed quantitative methods to Assess Kidmia Foundation's Family Empowerment Project (FEP) in enhancing economic growth and family well-being. Quantitative data were collected using paper-based questionnaires due to the limited access to digital resources among participants. The questionnaires featured closed-ended questions with a Likert scale to measure various aspects of the project's impact, including changes in economic status, educational outcomes, healthcare utilization, and decision-making power.

Two types of data sources were utilized in this study: primary and secondary.

#### **3.3.1 Primary data Sources**

Primary data was gathered directly from respondents through the paper-based questionnaires, which provided numerical data on participants' experiences and perceptions of the FEP.

#### **3.3.2 Secondary data Sources**

Secondary data were sourced from organizational documents and relevant literature on similar empowerment projects to contextualize and support the primary data findings. These organizational documents showed the progress the participants made, their saving habits and the pattern of their income since they began participating in the program. This approach allowed for a comprehensive analysis of the project's success and its alignment with established research.

### **3.4. Data collection and instrument**

For this study, data was obtained using questionnaires distributed using paper format. This method was chosen because of its effectiveness and almost all of the interviewees has low access to internet and devices to fill the responses through Google docs or other means.

The questionnaire comprised two main sections: the first section collected general demographic information about the respondents, while the second section tries to assess the change brought by being involved in kidmia's empowerment project. This section included closed-ended questions. The questionnaires were administered with Amharic as the medium of instruction to facilitate effective data collection and ease of understanding for the respondents.

### **3.5. Target population**

The study population included families participating in Kidmia Foundation's Family Empowerment Project (FEP) across three regions: Oromia, Central Ethiopia, and South Ethiopia Regional State.

### **3.6. Sample size and Sampling technique**

#### **3.6.1 Sample size**

The sample size for collecting quantitative data for this research was determined by using (Cochran's, 1977) formula assuming a confidence level of 95% and a margin of error of 5%:

$$n = \frac{N \cdot Z^2 \cdot p \cdot q}{e^2 \cdot (N-1) + Z^2 \cdot p \cdot q}$$

Where:

**n:** The sample size

**N:** The total population size (823).

**Z:** Z-value (Z-score), which corresponds to the confidence level 95%,  $Z = 1.96$ .

**p:** The estimated proportion of the population that has the attribute I am interested in, 0.5

**q:** =0.5 (since  $q=1-p$ )

**e:** The margin of error 0.05

With the total empowered number being 823 and 95 % confidence level and margin of error 5%, a sample size of 262 families is recommended for statistical significance.

### **3.6.2 Sampling technique**

To Assess Kidmia Foundation's Family Empowerment Project (FEP) with a total population of 823 families, a Stratified random sampling method is used. This method divides the sampling population into groups (based upon visible or easily identifiable characteristics), called Stratum, and then to select elements within each Strata, using the SRS technique. Since Stratum can be formed on the basis of geographical proximity we formed the Stratum using our three different project areas. **(Kumar, 2011)**

After that simple random sampling method was employed to ensure each family had an equal chance of selection from Oromia, Central Ethiopia, and South Ethiopia. The sampling frame is based on project records maintained by Kidmia Foundation. This approach is designed to provide a representative sample for accurate assessment of the project's impact.

### **3.7. Data Analysis Methods**

The data that was collected was analyzed using quantitative methods. Given that this research employs a quantitative research design, SPSS (Statistical Package for Social Sciences) was used for the data analysis. The data was collected through Likert-scale-based questionnaires, and the analysis focused on Assessment of the Kidmia Foundation's Family Empowerment Project. Descriptive statistics were also generated using SPSS to summarize the characteristics of the data. This analysis generated frequencies, percentages, means, and standard deviations, which is presented using and tables. This analysis assessed kidmia's family empowerment project. A correlation analysis also identified the strength of the relationships between study variables.

### **3.8. Reliability**

Reliability refers to the consistency and stability of the measurement instruments and procedures used in a study. In this study the researcher ensured reliability through the following methods:

The questionnaires were distributed using a standardized paper format to ensure consistency in how questions were presented to all participants. Additionally the field staffs gathering the data were trained to administer the questionnaires uniformly to minimize variability in data collection.

Since closed-ended questions used Likert scales for scoring, the methods were well-established for measuring attitudes and perceptions. This reassured that responses are measured on a consistent scale. The researcher also has calculated Cronbach's alpha for scales within the questionnaire to assess the internal consistency of the items measuring the same construct with the cronbach alpha result of 0.894.

### **3.9. Validity**

Validity refers to the extent to which the research measures what it is intended to measure and accurately reflects the concepts being studied. This ensured validity through the following strategies: In order to make sure the questionnaire has aligned with the study objectives and covers all the relevant aspects of family empowerment, they were reviewed by experts in women's economic empowerment.

Questions were also carefully constructed to avoid leading or biased questions that might affect responses. This helps ensure that the responses are the right reflection of the beneficiary's true experiences and perceptions.

Clear operational definitions of key concepts were also provided to ensure that the questions accurately measure these constructs. The results of the study were compared with established benchmarks or previous studies to validate that the measures used were appropriate and reflective of similar research findings. And also participants were consulted to ensure that the

questions appeared relevant and understandable, contributing to the face validity of the questionnaire.

### **3.10. Ethical consideration**

Ethical considerations were taken under consideration in this research because all was executed in a way that respects the rights and well-being of the beneficiaries. The following measures were taken to make sure that the research on the Family Empowerment Project upholds ethical integrity while producing reliable and valid results

- **Informed Consent:** All participants in the study were provided with detailed information regarding the study's purpose, and the voluntary nature of their participation. Informed consent was obtained from each one of them before the distribution of questionnaires.
- **Confidentiality and Anonymity:** Participants' responses were treated with strict confidentiality. No identifying information was collected, and data was stored anonymously to protect the privacy of individuals involved in the project.
- **Voluntary Participation:** Participation was entirely voluntary, and no participant was compelled to participate. Participants were informed of their right to not participated in study at any stage without any negative consequences.
- **Data Security:** The research team ensured the secure storage of both paper-based and digital data. And access to data was also limited.
- **Non-maleficence:** The study design ensured that no harm would come to participants. The questions were designed to avoid distress or discomfort.

## **CHAPTER FOUR**

### **DATA ANALYSIS AND PRESENTATION**

#### **4.1. Introduction**

This chapter presents the analysis of the data and the discussion of the findings for the study Assessment of kidmia foundation's family empowerment project in enhancing economic growth and family well-being.

#### **4.2. Response Rate**

Of the total 823 empowered women under Kidmia's family empowerment project, the sample size was 262 empowered family heads. Out of this number the researcher was able to obtain the response of 252 sample individuals indicating 96% participation rate

#### **4.3. Descriptive Analysis on Demographic Characteristics of Respondents**

Since kidmia focuses on empowering families through female family heads, the gender distribution has significant gender difference with 100% of the respondents being female.

On the other hand the age distribution of the respondents in the empowerment project that are less than 18 was 2%, for those who are between 18 and 24 23%, between 25 and 34 36%, between 35-44 34%, between 45-54 3% and between 55 and 64 2%

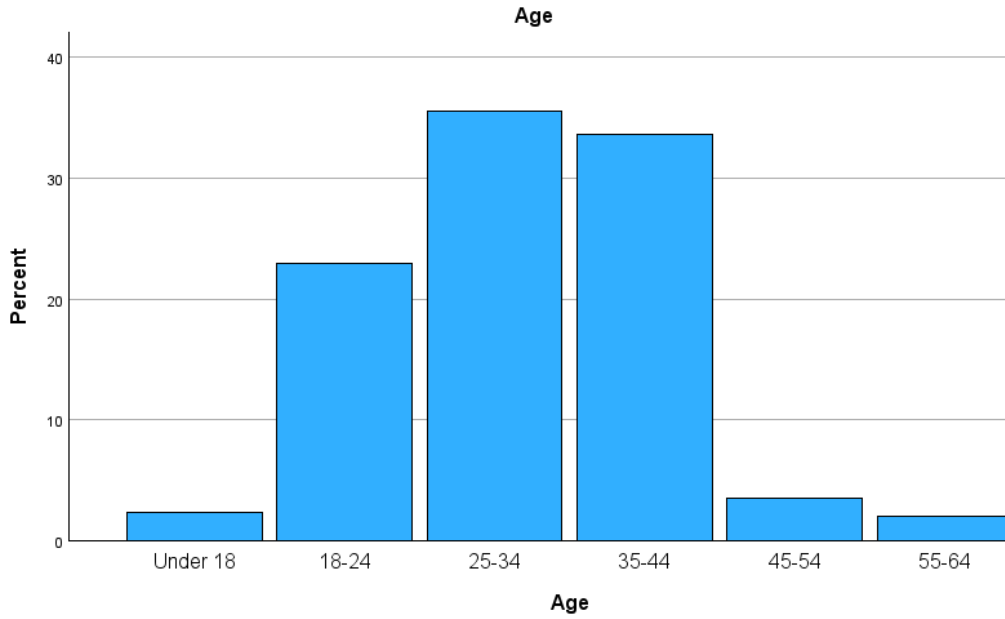


Figure 1: Age distribution of respondents

In this study the marital status distribution among the study participants shows that the majority, 72.7%, are married, 13.4%, are divorced, 11.5% of the respondents, or 29 individuals, are widowed. And only small fractions, 2.4%, are single.

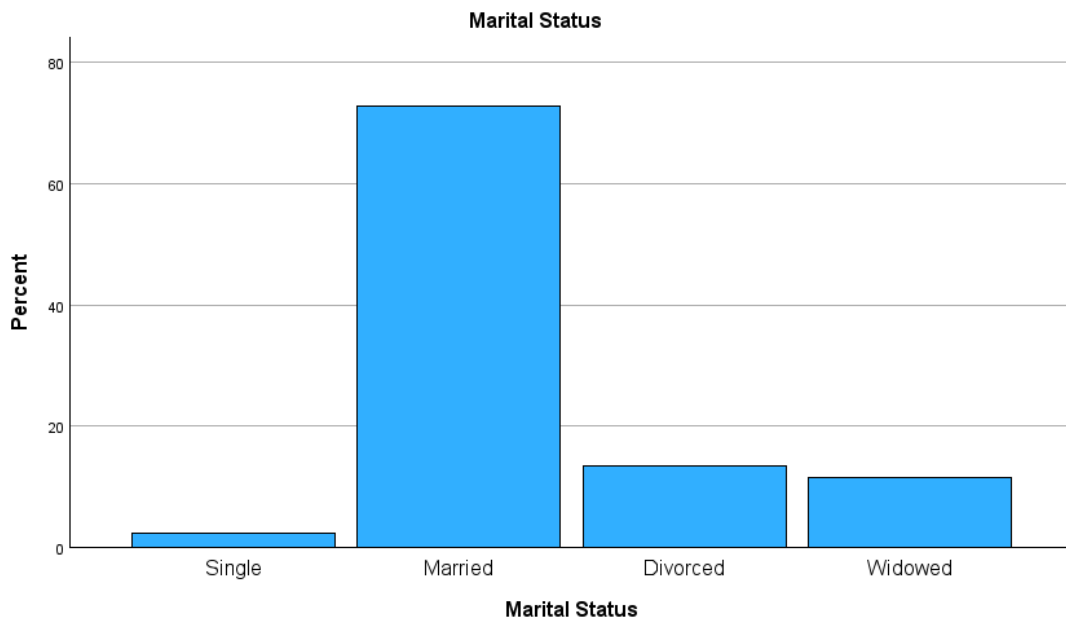


Figure 2: Marital status of respondents

The distribution of number of children among participant families, shows that a significant portion of participants have multiple children. Accordingly, 34% of participants have three children, while 28.9% have two, and 21.7% have four or more. Smaller proportions include 4.7% with one child and another 4.7% with none. Empowering these families directly benefits not just the parents but also the large number of children living under them as dependents.

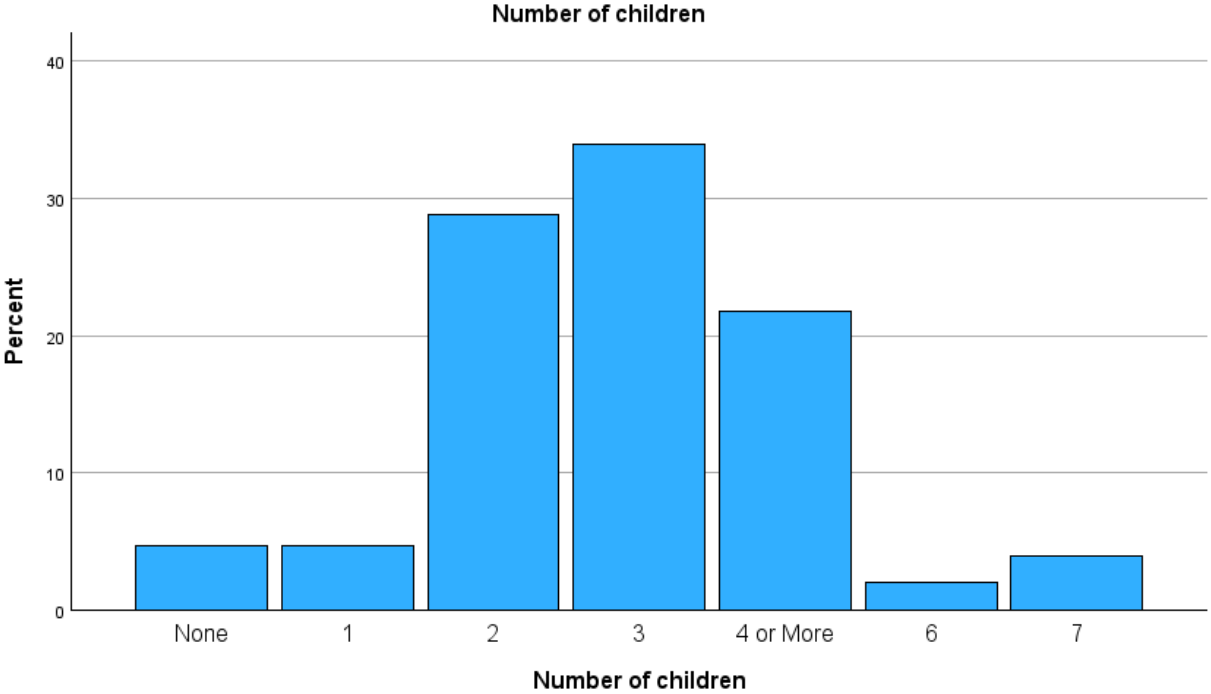


Figure 3: Number of children distribution of respondents

The data shows that participants in the Kidmia Foundation’s Family Empowerment Project have different lengths of involvement. A large portion, 39.1%, has been involved in the project for more than two years, 28.5% have participated for one to two years, and 27.7% have been involved for six months to a year. A smaller group, 4.7%, has participated for less than six

months. Overall, this distribution shows a wide range of experiences, with a notable number of participants deeply engaged in the project over an extended period.

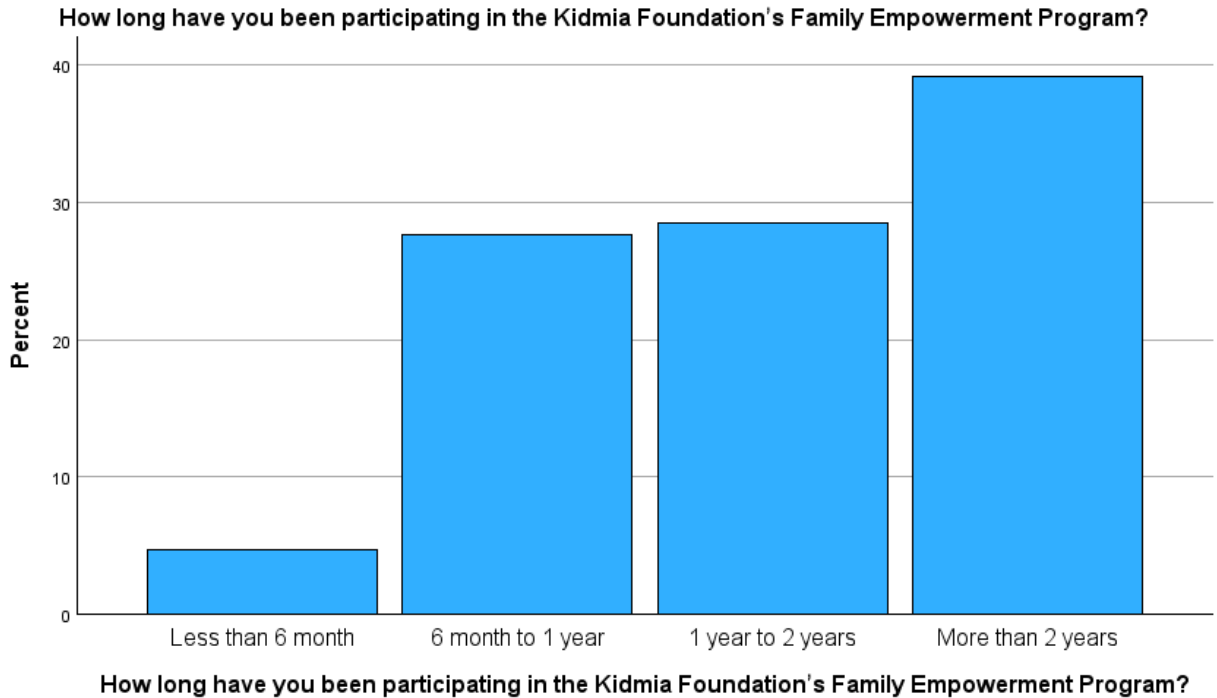


Figure 4: Project participation length distribution

The frequency of attendance at the Kidmia Foundation’s Family Empowerment Project activities also varies among participants just like the project participation length. A significant majority of, 53%, empowered women attended occasionally, while 30.4% participate once a month. Another 14.2% attend twice a month, and a small percentage of, 2.4%, attend project activities once a week. This indicates that while a large number of the beneficiaries engage regularly with kidmia’s empowerment activities, many attend on an occasional basis, reflecting diverse levels of involvement in project activities.

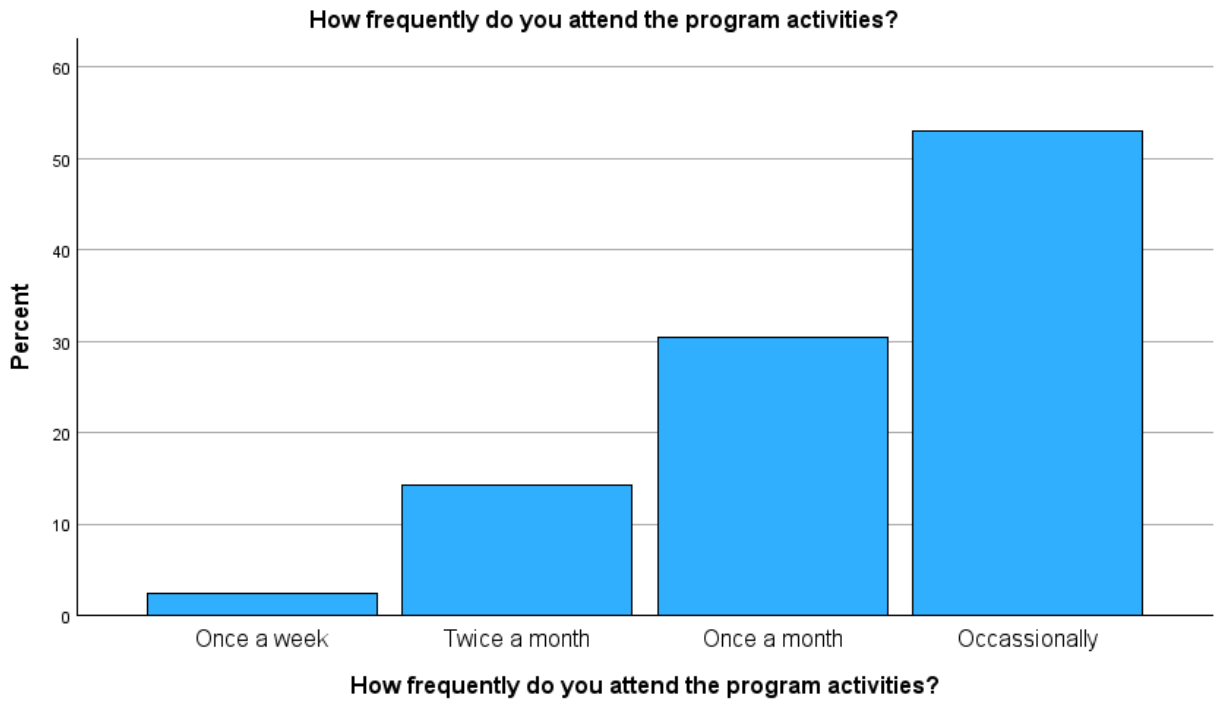


Figure 5: Project participation occasion

#### 4.4. Descriptive Analysis on Assessing kidmia’s family empowerment project

The researcher summarized the assessment of the empowerment project using mean variance and standard deviation to see the general perception of the respondents regarding its success in enhancing economic growth and family well-being. (Nunnally, 1994) define a very low mean score as one between 1 and 1.8, a low mean score as one between 1.8 and 2.6, a moderate mean score as one between 2.6 and 3.4, a high mean score as one between 3.4 and 4.2, and a very high mean score as one greater than 4.2. The lower the mean, the more respondents agree with the statement, and the higher the mean, the more respondents disagree.

**4.4.1. What changes in income levels and access to financial resources do participants of the Family Empowerment Program experience after project participation compared to pre-project levels?**

Statement	N	SA	A	N	D	SD	Mean	Variance	SD
My household income has increased since participating in the Family Empowerment Project.	253	40%	52%	4%	2%	2%	1.75	0.634	.796
I have more diverse sources of income (e.g., employment, business) since joining the Family Empowerment Project.	253	17%	30%	39%	10%	4%	2.57	1.072	1.053
I have been able to save money regularly after participating in the Family Empowerment Project	253	24%	47%	20%	9%	0%	2.13	0.776	0.881
The Family Empowerment Project has helped me find employment or start a business.	253	32%	66%	2%	0%	0%	1.70	0.252	0.502
My household's financial situation is more stable now than before the project.	253	19%	49%	17%	7%	7%	2.32	1.154	1.074
I have better access to financial resources (like loans, savings, and microcredits) after completing the Family Empowerment Project.	253	27%	47%	24%	8%	4%	2.17	7.586	2.754
I feel more confident in accessing financial services such as loans and microfinance since completing the Family Empowerment Project	253	13%	45%	35%	7%	0%	2.35	0.626	0.791

The Family Empowerment Project has connected me to financial institutions or services that I was not aware of before.	253	13%	45%	35%	7%	0%	2.35	0.626	0.791
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Source: Survey Data 2024 analyzed with SPSS

Table 1: Frequency of Improved household income and access to financial resources

The Family Empowerment Project (FEP) appears to have noticeably improved participants' household income, as evidenced by a low mean score of 1.75 on a 5-point Likert scale, indicating strong agreement that their income has increased after going through the empowerment project. The standard deviation of 0.796 suggests that most participants had a consistent understanding of the project's positive impact on their income. Additionally, the project has been notably successful in helping participants find employment or start businesses, with a mean score of 1.70 and 98% of respondents either strongly agreeing or agreeing with this outcome, showing minimal variability in responses (with standard deviation of 0.502).

When it comes to income diversification and savings, participants reported moderate benefits. The mean score for income diversification was 2.57, reflecting a neutral to slightly positive perception of having more diverse income sources, with a standard deviation of 1.053 indicating varied experiences. For savings, a mean score of 2.13 and a standard deviation of 0.881 suggest that while many participants have improved their ability to save regularly, their experiences though vary. Participants also generally feel that their financial situation has become more stable since joining the project, with a mean score of 2.32 and moderate variability (standard deviation of 1.074), indicating that while many have seen improved stability; opinions on its extent differ.

The data from the Family Empowerment Project shows that a notable portion of participants feel they have gained a better access to financial resources. Specifically, 27% of participants strongly agree and 47% agree that their access to financial resources has improved after kidmia's intervention with its empowerment project. Despite this positive trend, 24% remain neutral and 12% disagree to some extent. The mean score of 2.17 suggests general agreement, but the large

variance (7.586) and standard deviation (2.754) highlight wide variability in participants' experiences, pointing to differing perceptions of how the project impacted financial resource access.

With regards to confidence with financial services, the majority of participants (58%) feel more confident in accessing services like loans and microfinance, with 13% strongly agreeing and 45% agreeing. However, 35% remain neutral and 7% disagree. The mean score of 2.35 indicates a positive lean toward increased confidence, but the moderate variance (0.626) and standard deviation (0.791) suggest some variability in confidence levels. Similarly, 58% of participants acknowledge that the project helped them connect with previously unknown financial institutions or services, with 13% strongly agreeing and 45% agreeing. The low variance and standard deviation here imply relatively consistent experiences among those who benefited from new financial connections, though a portion of participants still did not fully experience this benefit.

**4.4.2. What improvements are observed in school enrollment rate for children, healthcare utilization for regular health check-ups and preventive services among participant families after project participation?**

Statement	N	SA	A	N	D	SD	Mean	Variance	SD
My children’s school attendance has improved since my participation in the Family Empowerment Project.	253	6%	23%	58%	11%	3%	2.81	0.649	0.806
The Family Empowerment Project has helped me keep my children enrolled in school.	253	6%	51%	34%	7%	2%	2.48	0.647	0.805

My children have received educational support (such as educational materials) through the Family Empowerment Project.	253	8%	12%	45%	28%	7%	3.11	1.007	1.003
My family's access to healthcare services (like treatment, check-ups, preventive care) has improved since participating in the Family Empowerment Project.	253	16%	66%	14%	2%	2%	2.09	0.594	0.771
I am more likely to seek preventive healthcare services for my family since completing the Family Empowerment Project.	253	15%	49%	30%	4%	2%	2.31	0.739	0.860

Source: Survey Data 2024 analyzed with SPSS

Table 2: Frequency of improved school enrollment rate and health care utilization

The analysis on school enrollment rate and educational support of participant families' children suggests that the Family Empowerment Project (FEP) has had a mixed impact. The mean score of 2.81 reflects a slightly negative perception regarding the project's influence on school attendance, with moderate variance and standard deviation indicating diverse participant experiences. Some respondents see improvements, while others do not, suggesting that the project's effect in this area differ significantly amongst different families. This indicates the need for a deeper study of the specific factors that may be influencing school attendance, such as the family's economic situation, family dynamics, or differences in educational access. A more detailed study may be required to better address these discrepancies to enhance the project's impact on school attendance.

Similarly, the project's perceived influence on keeping children enrolled in school, with a mean score of 2.48, shows a somewhat negative impact, despite 51% agreeing that the project is

helpful. The variability in responses highlights the importance of further investigating on how the project can better support school enrollment rate of the children. Additionally, the provision of educational support, as indicated by a mean score of 3.11, shows that respondents are slightly above neutral in their perception of the project's ability in providing educational materials. However, the wide range of responses suggests that while some participants benefit, others may not receive consistent support. These findings are consistent with kidmia's practice of supporting kids in worse conditions that makes only few families benefit from this.

The data on health care utilization indicates that participation in the Family Empowerment Project (FEP) has significantly improved healthcare access for most participants. A majority (82%) reported better access to healthcare services, such as treatment, check-ups, and even preventive care, following their involvement in the project. This strong positive response is reflected in a mean score of 2.09, with a relatively low variance and standard deviation, suggesting consistent agreement among participants. However, a small percentage of the empowered families remained neutral or disagreed, indicating that while most experienced improvement, some still face challenges in accessing healthcare.

In addition to regular access to health care, the project has positively influenced participants' actions and behaviors towards preventive healthcare. With (64%) of the respondents reporting an increased likelihood of seeking preventive healthcare for their families since completing the project. The mean score of 2.31 reflects this positive shift, though the higher variance and standard deviation suggest that there is more variability in how participants view and act on preventive care. Despite these mixed responses, the overall data shows an encouraging progress of improved healthcare access and preventive care utilization among FEP participants.

**4.4.3. How does the Family Empowerment Project empower women to increase their decision-making power regarding household and financial matters after completing the project?**

Statement	N	SA	A	N	D	SD	Mean	Variance	SD
I have more influence over household financial decisions after completing the Family Empowerment Project.	253	10%	52%	20%	16%	2%	2.50	0.886	0.941
I have more say in how household income is spent after participating in the Family Empowerment Project.	253	13%	54%	27%	4%	2%	2.31	0.690	0.831
My opinion is more respected within my family after completing the Family	253	12%	34%	48%	4%	2%	2.50	0.719	0.848
I feel more empowered to make personal decisions (like education, career) after completing the Family Empowerment Project.	253	14%	38%	40%	6%	2%	2.45	0.804	0.896

Source: Survey Data 2024 analyzed with SPSS

Table 3: Frequency of Improvement Decision making power in the house

The results suggest that the Family Empowerment Project (FEP) has had a positive impact on participants' sense of empowerment, particularly in relation to household financial decisions and personal decision-making. A majority of respondents reported feeling more influential in managing household income, with 62% indicating that they now have a greater role in household financial decisions. Furthermore, 52% of participants expressed that they feel more empowered to make personal decisions such as education and career choices. These findings show that the

empowerment has successfully promoted a sense of agency and financial control among beneficiaries.

However, the data also reveals that a substantial portion of respondents remain neutral about their empowerment after the project. This is particularly evident in areas such as respect within the family, where 48% of participants neither agreed nor disagreed that their opinions were more valued post-project. These neutral responses suggest that while the FEP has made recognizable improvements in nurturing empowerment, there may be additional areas for improvement, such as deepening the project's impact on family dynamics and personal empowerment.

**4.4.4. What level of success does the Family Empowerment Program achieve in equipping participants with the skills and resources to maintain their progress after the program ends?**

Statement	N	SA	A	N	D	SD	Mean	Variance	SD
I have retained the improvements in my economic situation after completing the Family Empowerment Project.	253	19%	59%	17%	5%	0%	2.07	0.550	0.742
The skills I acquired during the Family Empowerment Project are helping me maintain the progress I made during the project.	253	25%	47%	15%	11%	2%	2.19	1.009	1.004

Source: Survey Data 2024 analyzed with SPSS

Table 4: Frequency of Provision of skills and resources necessary to maintain progress after the project ends

The data also suggests that the majority of participants have sustained the economic improvements after completing the Family Empowerment Project (FEP). Specifically, 78% of respondents either strongly agreed or agreed that they have been able to sustain their improved economic situation post-project, with a mean score of 2.07. This indicates that the FEP has been effective in supporting lasting economic stability for many of its participants. However, 17% of respondents remained neutral, and 5% disagreed, highlighting a small but notable portion of participants who may be struggling to maintain their progress.

Regarding the skills acquired during the project, 72% of participants agreed that these skills are helping them maintain the progress they made during the FEP, with a mean score of 2.19. This further shows how the project is effective in equipping participants with knowledge for long-term success. However, 15% were neutral, and 13% expressed doubts, suggesting that additional follow-up or ongoing support may be needed for some individuals to ensure the continued application of the skills they acquired during the empowerment period.

#### 4.5. Results of Inferential Statistics

##### 4.5.1 Correlation Analysis

Correlations							
		Increased Income	Better access to financial resources	Better school enrollment for kids.	Better health care	Improved influence over household financial decisions	Retained improvements in my economic situation after project completing
Increased Income	Pearson Correlation	1	.161*	.303**	.324*	.202**	.239**
	Sig. (2-tailed)		0.010	0.000	0.000	0.001	0.000
	N	253	253	253	253	253	253

Better access to financial resources	Pearson Correlation	.161 <sup>*</sup>	1	.242 <sup>**</sup>	.157 <sup>*</sup>	.200 <sup>**</sup>	0.103
	Sig. (2-tailed)	0.010		0.000	0.012	0.001	0.103
	N	253	253	253	253	253	253
Better school enrollment for kids.	Pearson Correlation	.303 <sup>**</sup>	.242 <sup>**</sup>	1	.559 <sup>*</sup>	.407 <sup>**</sup>	.434 <sup>**</sup>
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000
	N	253	253	253	253	253	253
Better health care	Pearson Correlation	.324 <sup>**</sup>	.157 <sup>*</sup>	.559 <sup>**</sup>	1	.470 <sup>**</sup>	.460 <sup>**</sup>
	Sig. (2-tailed)	0.000	0.012	0.000		0.000	0.000
	N	253	253	253	253	253	253
Improved influence over household financial decisions	Pearson Correlation	.202 <sup>**</sup>	.200 <sup>**</sup>	.407 <sup>**</sup>	.470 <sup>*</sup>	1	.403 <sup>**</sup>
	Sig. (2-tailed)	0.001	0.001	0.000	0.000		0.000
	N	253	253	253	253	253	253
Retained improvements in my economic situation after project	Pearson Correlation	.239 <sup>**</sup>	0.103	.434 <sup>**</sup>	.460 <sup>*</sup>	.403 <sup>**</sup>	1
	Sig. (2-tailed)	0.000	0.103	0.000	0.000	0.000	
	N	253	253	253	253	253	253

completing							
*. Correlation is significant at the 0.05 level (2-tailed).							
**. Correlation is significant at the 0.01 level (2-tailed).							

Table 5: Correlation analysis

The results of the correlational analysis shows the following results

- Increased Income is positively and significantly correlated with all other variables except for access to financial resources, with the strongest relationships being with better healthcare (0.324) and better school enrollment (0.303).
- Better Access to Financial Resources shows significant positive correlations with all variables except retained improvements, with the highest correlation being with better school enrollment (0.242).
- Better School Enrollment for Kids has significant positive correlations across the board, with especially strong relationships with better healthcare (0.559), influence over household financial decisions (0.407), and retained economic improvements (0.434).
- Better Healthcare is also strongly correlated with other outcomes, particularly school enrollment (0.559), influence over household financial decisions (0.470), and retained economic improvements (0.460).
- Improved Influence over Household Financial Decisions is strongly correlated with better healthcare (0.470), school enrollment (0.407), and retained improvements (0.403), indicating that increased decision-making power is closely linked to improved family outcomes.
- Retained Improvements in Economic Situation after Project Completion is positively correlated with all variables except access to financial resources. It shows strong relationships with better school enrollment (0.434), healthcare (0.460), and influence over financial decisions (0.403), suggesting that the long-term economic benefits of the project are closely related to improvements in these areas.

Generally, the strongest correlations appear between better healthcare, school enrollment, decision-making influence, and retained improvements after project completion, indicating that these factors are interrelated. These findings suggest that when the empowerment project

positively impacts one area, such as healthcare or school enrollment, it tends to be associated with broader improvements across other related domains as well.

## CHAPTER FIVE

### SUMMARY, CONCLUSION, AND RECOMMENDATION

This chapter presents a summary of the main findings, conclusion, recommendation and suggestions for further research

#### 5.1. Summary of the findings

Here the researcher presents summary of findings from the analysis focused on the impact of the Family Empowerment Project (FEP) on various socioeconomic outcomes such as household income, access to financial resources, school enrollment, healthcare access, decision-making power, and economic sustainability all indicators for enhanced economic growth and family well-being.

**1. Household Income:** The project has significantly increased household income, as evidenced by a low mean score of 1.75. The vast majority of participants found employment or started businesses after joining the project (98%), with minimal variability in responses. However, some moderate differences were noted in experiences related to income diversification and savings, reflecting mixed outcomes in these areas. This is supported by the fact kidmia's family empowerment project always tries to help the families start their own business after an entrepreneurial training.

**2. Improved Access to Financial Resources:** While many participants reported better access to financial resources, such as loans and microcredits, there was notable variability in their experiences, as evidenced by the large variance and standard deviation. Confidence in accessing financial services increased for a majority, but 35% remained neutral, showing that while access improved, there were differing perceptions of its overall impact.

**3. School Enrollment Rates:** The project's effect on school enrollment was mixed. Although 57% of participants agreed that their children's school attendance improved, a large portion

remained neutral or had negative experiences. The mean score of 2.81 suggests that the project may not be as effective in supporting school enrollment for all families, possibly due to varying economic, educational access factors or the empowerment project mode. This is partially explainable due to the fact kidmia only supports students in worse situations and does not necessarily give educational support to every participant family's kids.

**4. Improved Healthcare Utilization:** A large majority (82%) reported improved access to healthcare services. The project also influenced participants' preventive healthcare behaviors, with a significant portion of respondents (64%) reporting increased likelihood of seeking preventive care. Consistency in healthcare improvements was evident with low variability in responses. This shows how the empowerment and improvement in their financial situation helped them to seek medical care.

**5. Improved Decision-Making Power:** The project has positively impacted decision-making power within households, with 62% of participants reporting increased influence over household financial decisions. The data also showed that participants felt more empowered to make personal decisions like pursuing education, though 48% remained neutral regarding their influence and respect within the family.

**6. Sustained Economic Progress Post-Project:** A significant number of respondents (78%) reported retaining the economic improvements made during the project, and 72% agreed that the skills they gained helped them maintain progress. However, a small percentage (17%) remained neutral, indicating that some participants may struggle to maintain long-term gains.

**Correlation Analysis:** The correlational analysis revealed that increased income, better healthcare, school enrollment, and decision-making power were strongly interrelated. For instance, better healthcare was strongly correlated with school enrollment (0.559), while decision-making influence was closely related with both school enrollment (0.407) and long-term economic improvements (0.403).

## 5.2. Conclusion

The Family Empowerment Project (FEP) has made significant strides in transforming the lives of participants by improving key aspects such as household income, healthcare access, and decision-making power within families. The Project's influence on household income is particularly notable, with many families experiencing substantial financial improvements that have been sustained even after the project's completion. This lasting economic stability indicates the project's success in fostering financial resilience among participants, allowing them to continue benefiting from the skills and resources provided.

The increase in access to healthcare has also played a crucial role in enhancing family well-being. Participants reported higher utilization of healthcare services, which suggests that improved financial conditions directly contribute to better health outcomes. This finding highlights the interconnected nature of economic stability and health, reinforcing the importance of holistic approaches in empowerment initiatives.

One of the project's more profound successes is its effect on decision-making power, particularly for women. Families reported enhanced involvement in household financial decisions, and many women gained greater control over their personal and household finances. This shift not only empowers women on an individual level but also strengthens family cohesion and contributes to broader gender equality, aligning with the project's goal of empowering women.

However, the findings also reveal areas that require further attention. School enrollment rates showed mixed results, suggesting that economic improvements alone do not always translate into higher educational attainment for children. Furthermore, access to financial resources, such as savings and credit opportunities, while improved for some, it remained inconsistent for others and that disparities may play a role in the uneven distribution of financial empowerment.

In light of these findings, it is clear that while the FEP has succeeded in fostering economic resilience, healthcare access, and decision-making power, further programmatic efforts are needed to address gaps in school enrollment and equitable access to financial resources. This

implies that future iterations of the project should incorporate strategies specifically aimed at overcoming the remaining barriers to education and financial inclusion.

### **5.3. Recommendation**

To build on the success of the Family Empowerment Project, the following policy directions are recommended. Besides expanding the scope of the project in to new areas it is suggested that financial and entrepreneurial literacy training should be emphasized on to ensure that families continue to make sound financial decisions. Policymakers should focus on creating more inclusive financial systems to facilitate better access to credit and savings for women. Corrective actions could include the establishment of monitoring systems to track long-term outcomes, ensuring the sustainability of the gains made. Finally, enhancing collaboration between government bodies and NGOs can improve the delivery of these services, making them more efficient and impactful across various regions. Additionally the following specific recommendations can increase the positive effects of the empowerment program.

**Strengthen Support for School Enrollment:** Given the mixed results on school attendance and educational support, Kidmia could explore more holistic educational initiatives, such as providing additional scholarships or school materials for the participant's kids, especially for families facing more significant challenges in keeping children enrolled in school.

**Improve Financial Resource Access:** While access to financial services is improved, the high variability in responses suggests the need for more intervention in financial literacy programs and better connections to financial institutions. Growing participants' confidence and knowledge in managing diverse financial accesses could lead to more consistent outcomes.

**Enhance Project Sustainability:** While many participants retained economic improvements, follow-up programs or periodic check-ins could ensure that participants continue to apply the

skills they learned. Providing ongoing support or refresher courses may be beneficial for those struggling to maintain their progress.

**Focus on Family Dynamics:** Given the mixed responses on respect and decision-making power within families concerning empowered women, Kidmia may consider adding family-focused workshops that promote communication and shared decision-making, thereby enhancing empowerment not only at the individual but also at the family level. This can be done by training all concerned personnel not only the empowerment participants.

**Consider Tailored Interventions:** Different families experienced varying outcomes in key areas such as healthcare and decision-making power. Specifically tailoring project activities based on individual or family needs and situations can lead to more personalized support and greater success across all participants.

**Future Research:** Further research could focus on understanding the specific factors that contribute to noticeable differences in project outcomes, particularly in areas such as school enrollment, income diversification, and savings habits. This would help refine the project to address these challenges more effectively.

#### **5.4. Suggestions for further Research**

1. **Longitudinal Studies:** Future research should track participants over a longer period to assess the sustainability of the project's impact. This would provide more clear evidence of long-term gains in income, empowerment, and access to services.
2. **Qualitative Research:** A qualitative approach could help explore why certain outcomes, such as school enrollment and healthcare utilization, do not always correlate with improved economic conditions. In-depth interviews with participants could show some hidden barriers.

3. **Regional Comparisons:** Further studies could explore the regional differences in outcomes more deeply to understand how local factors (e.g., economic conditions, cultural norms) influence the project across different regions and settings.

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## **APPENDIX**

### **Research Instrument**

### **Questionnaire**

**Addis Ababa University**  
**School of Commerce**  
**Department of Project Management**  
**Research Questionnaire**

Research Title: Assessment of kidmia foundation's family empowerment project in enhancing economic growth and family well-being

Instructions: Please take a few moments to complete this questionnaire. Your responses will help us understand the impact of the Kidmia Foundation's Family Empowerment Project. All information will be kept confidential and used solely for research purposes.

#### **Section 1: Demographic Information**

**1. Age:**

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 and over

**2. Gender:**

- Male
- Female

3. Marital Status:

- Single
- Married
- Divorced
- Widowed
- Other (please specify): \_\_\_\_\_

4. Number of Children:

- None
- 1
- 2
- 3
- 4 or more

5. How long have you been participating in the Kidmia Foundation's Family Empowerment Project?

- Less than 6 months
- 6 months to 1 year
- 1 to 2 years
- More than 2 years

6. How frequently do you attend the family empowerment project activities?

- Once a week
- Twice a month
- Once a month
- Occasionally
- Rarely

7. My household income has increased since participating in the Family Empowerment Project.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

8. I have more diverse sources of income (e.g., employment, business) since joining the Family Empowerment Project.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

9. I have been able to save money regularly after participating in the Family Empowerment Project.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

10. The Family Empowerment Project has helped me find employment or start a business.

- Strongly Agree
- Agree
- Neutral
- Disagree

Strongly Disagree

11. My household's financial situation is more stable now than before the project.

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

12. I have better access to financial resources (like loans, savings, and microcredits) after completing the Family Empowerment Project.

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

13. I feel more confident in accessing financial services such as loans and microfinance since completing the Family Empowerment Project.

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

14. The Family Empowerment Project has connected me to financial institutions or services that I was not aware of before

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

15. My children's school attendance has improved since my participation in the Family Empowerment Project.

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

16. The Family Empowerment Project has helped me keep my children enrolled in school.

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

17. My children have received educational support (such as educational materials) through the Family Empowerment Project.

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

18. My family's access to healthcare services (like treatment, check-ups, preventive care) has improved since participating in the Family Empowerment Project

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

19. I am more likely to seek preventive healthcare services for my family since completing the Family Empowerment Project.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

20. I have more influence over household financial decisions after completing the Family Empowerment Project.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

21. I have more say in how household income is spent after participating in the Family Empowerment Project.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

22. My opinion is more respected within my family after completing the Family Empowerment Project.

- Strongly Agree
- Agree

- Neutral
- Disagree
- Strongly Disagree

23. I feel more empowered to make personal decisions (like education, career) after completing the Family Empowerment Project.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

24. I have retained the improvements in my economic situation after completing the Family Empowerment Project.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

25. The skills I acquired during the Family Empowerment Project are helping me maintain the progress I made during the project.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Thank you for your participation! Your feedback is crucial in Assessing Kidmia Foundation's Family Empowerment Project in Enhancing Economic Growth and Family Well-being

