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Faculty of Health Sciences

MASTER OF SCIENCE IN HEALTH SERVICES MANAGEMENT

AJOK SUSAN (2012-M121-10002)

The Effect of Early Childhood Development Interventions on the Health of Children under Five Years of Age in Aromo Sub-county, Lira District

This study was conducted to assess the effect of Early Childhood Development (ECD) interventions on the health of children under five years of age in Aromo sub-county, Lira district by Medical Teams International (MTI) through trained mothers. The objectives that guided the study were to: identify the different ECD interventions; determine the nutritional practices for children under one year of age whose mothers were trained; assess the nutritional status of the children under five years of age whose mothers were trained on ECD; assess the vaccination status of the children under one year of age whose mothers were trained on ECD; examine the perceptions of the community towards the implementation and outcome of the early childhood interventions; and identify the challenges faced during implementation of the interventions.

The study involved qualitative and quantitative research methods to collect data that was analysed and presented using figures and tables. A total of 78 respondents participated in this study: 39 from Aromo sub-county (the study population) and 39 from Barr sub-county (the comparison population). Data were collected using semi-structured questionnaires and also a set of guiding questions for the focus group discussions and key informant interviews.

The study found out that there is a significantly large proportion of mothers in Aromo sub-county who practiced good nutritional practices for children under 12 months of age; children under five years of age have better nutritional status and also that more of them accessed vaccination for DPT3 than those in the comparison sub-county of Barr.

These ECD interventions had a positive impact on the health of children under five in Aromo sub-county. Therefore, the study recommends that initiatives be put in place for continuity of these interventions by the trained mothers such as continuous refresher trainings, recruit and train more mothers, involve more stakeholders in this programme so that they can facilitate the roll out of the programme to the neighbouring sub-counties.

ARINAITWE ABERT TIBBS (2011-M121-10003)

Determinants of Low Delivery Rate under Skilled Birth Attendants in Isingiro District, Western Uganda

Although mothers utilise ANC optimally during pregnancy, increasing numbers have been noted to deliver from TBAs in Isingiro district yet government instituted a ban on such un-skilled persons. A major barrier to attainment of MDG 4 and 5 is attributed to continued delivery of mothers under un-skilled birth attendants in developing countries.

As a result, multi-lateral organisations like UNICEF, WHO among others have developed policy guidelines being adopted by affected countries to reduce maternal and infant mortality resulting from un-skilled deliveries. A research survey was conducted in Isingiro district from July to August 2012 targeting mothers of a reproductive age. The goal of the study was to ascertain factors associated with low delivery rates under skilled birth attendants in Isingiro district so as to generate measures such that if adopted by stakeholders, would lead to increased utilisation of skilled birth attendants.

The objectives were to: establish the common places of delivery in Isingiro district; establish the factors influencing choice of place of delivery among mothers in Isingiro district; and to assess the health systems' response towards improving up-take of skilled deliveries in Isingiro district.

A total of 262 mothers of reproductive age were interviewed (86.4%) as well as 10 key informants who included the DHO, heads of different health facilities and maternity wards in two sub-counties of Isingiro town-council and Nyamuyanja. The data were entered and analysed using the Statistical Package for the Social Sciences (SPSS) version 16.0. Chi-square was applied to determine the strength of association of different independent variables.

The factors significantly associated with low utilisation of skilled birth attendants were as follows: location of the mother (rural) $\chi^2=7.074$, p value=0.000, occupation of the mother (peasant) ($\chi^2=82.337$, p value= 0.000) low level of education (illiterate and primary) ($\chi^2=84.474$, p -value=0.000), the cost of attending ANC and delivery (poor women) ($\chi^2=41.478$, p -value=0.000), place of attending ANC ($\chi^2=12.717$, p -value=0.002)

BIRUNGI FLORENCE (2012-MI21-10005)

The Contribution of Clinical Supervision in Improving Student Nurses' and Midwives' Skills in Selected Health Training Hospitals in Uganda

The study was about the contribution of clinical supervision in improving student nurses' and midwives' skills in selected health training hospitals in Uganda, a case study of Kabale and Ibanda training schools. It focused on the following objectives: (i) to find out the participation of students with regards to clinical supervision in the practicum, (ii) to evaluate the extent of execution of the roles of clinical mentors and ward-in-charges in clinical practices supervision of student nurses and midwives, (iii) to ascertain the effect of clinical mentoring on the skills and identifying problems faced by clinical supervisors in the practicum sites.

The study adopted a descriptive cross-section design using both qualitative and quantitative methods of data collection. It covered Kabale and Ibanda teaching hospitals. The two were purposely selected because they both trained enrolled nurses and midwives and they carry out clinical supervision as well in the practicum area. The study involved second and third year enrolled nurses and midwives of the two training schools, tutors, clinical instructors, clinical mentors/preceptors and ward-in-charges/managers. The study sampled a total number of 254 respondents, 200 were students in second and third year where 130 were from Kabale and 70 from Ibanda while supervisors were 51, 28 from Kabale and 23 from Ibanda of whom included 2 principals, 2 principal nursing officers and the remaining 47 were supervisors (ward managers, mentors, clinical instructors and tutors). The other 3 stakeholders: 1 from MoES, 1 from UCMB and 1 from UNMC. The instruments used were questionnaires, interview guide, focus group discussion and documentary evidence. The data were

analysed using the Statistical Package for the Social Sciences (SPSS) version 16.0 and presented in frequency tables, pie charts and graphs for easy interpretation of findings.

Student participation in regard to clinical supervision in the practicum sites was high. It has also led to motivation of the supervisors, leading to production of quality nurses and midwives with practical skills and hands-on experience. The execution of the roles of clinical mentors and ward-in-charges in clinical practices supervision of student nurses and midwives was high. Whereby clinical mentors have greatly committed themselves to teaching student nurses and midwives practical skills and other issues they would have not learnt from class. Although the mentors are few, clinical supervision has impacted on the quality of the nurses and midwives. In addition, it was found that clinical mentoring adds value to student nurses and midwives through equipping students with practical skills, increasing student's commitment towards learning and building self-esteem as well as report writing skills especially, midwifery case books and assessment. However, there were a number of challenges that affected clinical mentors. It was established that the clinical supervisors are overload with many activities and hence; fail to supervise and the ratio of students to clinical supervisors is a high.

There is need to recruit trained mentors; there is need for cooperation between the school administration and the hospital so as to work as a team in guiding student nurses and midwives; the hospital administration should limit the number of institutions that send students for practicum so as to reduce the student-mentor (supervisor) ratio and inadequate equipment; Ibanda and Kabale should budget for allowances for supervision; there is need to recruit more trained tutors; and there is need to design practicum tools for all students that go for practicum.

BIRUNGI .K. ANTHONY (2011-M121-10004)

Factors Affecting the Integration of Nutrition Services in the Lower Health Facilities of Kisoro District

The data from the previous three UDHS's show high levels of child and maternal under nutrition that has not changed much in the last 15years. Uganda is among the top 20 countries worldwide with a high burden of under nutrition. Among children under five, 33% are stunted, 14% are underweight, and 5% are wasted. Among women of reproductive age, 12% are chronically energy deficient.

Some nutrition services can be delivered at the health facilities integrated with other health services with the support of partners. The Ministry of Health in its Health Sector Strategic and Investment Plan (HSSIP) 2010/11-14/15 has planned to scale-up the delivery of these services to 100% at the facilities. The objectives of this study were to: establish the extent of integration of nutrition services, assess the health system related factors, assess the management related factors and the limiting factors for integration of nutrition services in lower health facilities. This study was carried out in lower health facilities of Kisoro district, being the primary contact points where majority of the population lives. All the 37 facilities, including HCIV'S, HCII's and HCII's were surveyed.

The study used both quantitative and qualitative methods to obtain data from health service providers; an interview schedule was administered to purposively selected health service providers at each of the facilities and in-depth interviews with an interview guide conducted with selected health managers in the Kisoro district.

Key findings indicate that the delivery of nutrition services at an optimal level in the surveyed health facilities is still challenging. The survey findings indicate that nutrition assessment was at 50% of all the facilities, availability of key nutrition equipment was at 42.4%, facilities with at least one provider trained in nutrition assessment were at 69.6% and only 26.9% of all the facilities used MUAC tapes to assess nutrition status.

Delivery of nutrition services is affected by the lack of financial resources to procure nutrition equipment, nutrition supplies and motivate as well as train human resources to improve on their commitment.

On the basis of the findings from the study, it is recommended that a capacity building plan should be developed at the district level to identify key practitioners implementing actual day-to-day nutrition services for a better targeting of in-service training. Furthermore, a reports sharing mechanism should be established between the implementing partners and the district health office to improve on the planning for this integration and exploit the technical supportive supervision managerial function to improve on the performance of the health service providers so that they may deliver at optimum level.

BYAMUKAMA AGABA (2008-03-HSM-FT-006)

Dualism and its Benefits to the Health Sector in Uganda: A Case Study of Luwero District, Central Uganda

Dualism is where a public health sector health worker undertakes another activity for financial or non-financial benefits. This study on dualism in Uganda and its benefits in the health sector was conducted in Luwero district. The goal of the study was to demonstrate the benefits of dualism in the health sector. The objectives of the study were: to identify the type of dual activities done by health workers, to calculate the percentage by cadre of health workers who practice dualism, to establish what proportion of their total income was as a result of dualism, to identify factors that motivated health workers to practice dualism and the time when health workers went for their dual activities. This study on Dualism in health sector used Luwero district as a case study targeting health workers in public facilities in which both quantitative and qualitative methods of data collection and analysis were used. The health workers interviewed were doctors, medical clinical officers, nurses and midwives. Interviewer administered questions were used to collect information from respondents.

A total of one hundred sixty five (165) respondents were interviewed. Approximately 38% of the respondents were driven by the monetary and the rest by non-monetary benefits. The results are in agreement with other studies done elsewhere. However, the study found out that alongside these benefits of dual employment comes along with disadvantages. And these are: absenteeism, burnout/stress, lack of concentration, poor service delivery, domestic violence and poor relationships with supervisors. The types of dual activities done by health workers range from clinical to non-clinical. The non-clinical activities are: farming, business, consultancy works and teaching/training. The study found out that the higher the qualification the more likely will the health worker participate in dualism. It was found out that 85% of all the health workers practiced dualism. Dual employment affects the income of health workers involved in a positive direction. Dual employment contributes about 69% of the total income of the health workers that were under study and this makes it a viable practice. The times health workers go for dual employment varies with 88.5% dodging duty unofficially while 11.5% officially dodge duty.

In conclusion, health workers are motivated by both financial and non-financial incentives to practice dual employment. Dual employment has both positive and negative effects both to health workers and the health system.

Recommendations: government and other policy makers need to streamline dual employment and also increase salaries of health workers to meet the economic situations of the time.

CHEPTOYEK VICTOR (2012-M121-10006)

The Quality of Work Life of Nurses in Hospitals of Buikwe District

This study looked into the Quality of Work Life (QWL) of nurses in all the hospitals of Buikwe district. Nurses as the largest human resource in the health sector have always been faced with a number of challenges that have resulted into dissatisfaction with the work they do, this, therefore, brings the need to explore more on their QWL so as to find out factors that influence it.

Study area: the four hospitals of Nkokonjeru, Buikwe, Kawolo and Nyenga located in the central region of Uganda were all included in the study.

Methods: the study was a descriptive study that employed both qualitative and quantitative methods of data analysis. Brooks' (2005) quality of nursing model was used where she considered four dimensions of nursing work life among which are: work life/home life dimension, work design, work context and work world. Responses from the nurses in the four hospitals of Nkokonjeru, Buikwe, Kawolo and Nyenga were obtained using a validated, self-administered questionnaire, and an interview guide.

Results: the results from the study showed that nurses from Buikwe district were satisfied with their QWL with a mean score of 88.73 which is above the possible range as suggested by Beth Brooks (84). However, from the different subscales of work life/home life dimension, respondents were satisfied with majority of the items scoring a mean of 15.58, 21.82 for work design, 45.86 for work context and work world scoring 8.07. Though QWL was high nurses were also dissatisfied with some factors like heavy workload due to shortage of nurses in the hospitals, low remuneration and low supply of equipment to the pharmacy.

Conclusion: Basing on the results of the study, nurses were generally satisfied with balancing work with family, co-workers, management and supervision; they were on the other hand dissatisfied with the heavy work load, coupled with low pay and the need for accommodation near the hospitals.

Recommendations: there is need to educate health managers on the relevance of QWL for nurses as this will help them understand the value and techniques of QWL. There is need to train and recruit more qualified health professionals especially the nurses to curb the challenge of heavy work load. There is also need for health managers to look for means of motivating nurses as this can even ensure that nurses are satisfied and may not necessarily demand for a pay rise hence they should take it with a lot of effort. Inclusion of nurses in decision making can also help improve employee opportunity in participation in various aspects of their work life.

KIMERA DONATUS (2012-MI21-10015)**Preparedness of Regional Referral Hospitals for the Proposed National Health Insurance Scheme in Uganda: A Study of Four Regional Referral Hospitals**

The Ugandan government plans to go ahead with mandatory health insurance for all Ugandans by 2025. This research investigated the preparedness of Regional Referral Hospitals (RRHs) for the proposed National Health Insurance Scheme (NHIS) in Uganda. The specific objectives that guided the study were: to assess the availability of human resources for health currently in these RRHs, to assess the availability of hospital infrastructure currently in these RRHs, to determine whether the RRHs in Uganda can currently fulfil NHIS accreditation standards, and to get the views of regional referral hospital managers about the proposed NHIS in Uganda.

The study mainly took a qualitative research paradigm due to the data collection methods and tools that were used. However, quantitative data processing and analysis procedures were mainly used. The study was cross sectional, the population constituted of the Regional Referral Hospitals in Uganda, but a quota sample of four hospitals conveniently selected from each geographical region, was studied. Four hospital managers purposively selected were interviewed to get their views about the proposed NHIS. Document review, observation with inventory taking and key informant interviews were the data collection methods, while checklists and an interview guide were the tools used in research.

The study revealed that the human resources for health and hospital infrastructure were sufficiently available and hence prepared for the proposed NHIS by 76% and 92%, respectively. However, the findings showed that the RRHs are currently not eligible for accreditation by NHIS to provide healthcare because of lack of adequate service requirements (59%); and the views of the RRH managers showed unpreparedness for the scheme.

This study concluded that the RRHs are prepared for NHIS though the preparation is not solid. The study hence suggests that the hospital services should be expanded and improved to meet NHIS accreditation standards.

NDUWAYO JEAN PAUL (2012-M121-10022)**Effects of Performance-Based Financing on Healthcare Services in Gashoho Health District-Burundi**

Sometimes health solutions do work well but for a time because, the changing environment influences human behaviour and vice versa. Then adaptation to the new situation is to be made. Long time ago, many countries, including Burundi, used to solve health problems through inputs. In developing countries where government salaries are insufficient for survival, health workers lose courage and the healing art is no more passionate. In a desperate situation such as that of war and its aftermath, Performance-Based Financing (PBF) is recognised as the best way to resume with healthcare activities. In countries that have experienced severe wars like Afghanistan, Burundi, Cambodia, Democratic Republic of Congo, Rwanda, etc, the PBF approach was proven to be effective and efficient. But incentive to healthcare providers alone showed mean results, compared to what it yielded if it was also shared with other health actors, especially the health regulators.

The Objective of the study is to assess the PBF effects in Gashoho Health District in Burundi. The methods used in this research are: quantitative verification of indicators level, quality assessment of healthcare services providers' perception of PBF, and community satisfaction level. The accessibility of healthcare services to finance must be thought about in order to ensure that even the neediest are cared for. The utilisation of health services by all who need them, at any time, testified the reliability of the PBF approach. Healthcare data prior to the PBF approach were recorded as well as current data within the PBF implementation period. To know the level of significance of its benefits, current health data were compared to health data of the quarter preceding the PBF. The interviews that were held with the community representatives enlightened what was seen through data and physical achievements.

As a Hypothesis, the assumption was that PBF may be the efficient solution in health sector that the Burundi's government was looking for, and field results have now confirmed our assumption. In fact, there are management best practices like work plans and promotion of community participation. There is an increase of skilled health workers, current assets, DHO supervisions and healthcare indicators. There are also health facility investments, improvement of health facility functioning and patients and health workers satisfaction. Nonetheless, it was found in PNFP health facilities that there are delays in releasing PBF funds and lack of fair allocation of health workers incentive.

The conclusion was that all health facilities are fully functional with good management and best practices, the health personnel increased almost 100 percent, healthcare fees decreased by 60% and all the health indicators also increased.

The suggested recommendations include: DHO cadres need to reinforce supervision, train maternity health personnel, mentor CBASP and index tool utilisation in PNFP HFs. The persons responsible for PNFP HFs should comply with MOH regulations in incentive matter, and appoint a PBF committee. The health facility managers need to increase the CHWs motivation. The Burundi Government needs to advocate for the continuation PBF so as to improve public health.

KARENTERA INNOCENT (2012-M121-10009)

Quality and use of Health Information Systems Data in the Eastern Province of the Republic of Rwanda

Health data is continuously generated in the primary health facilities and fed in the country's health systems to facilitate health situation and trends analysis, support patient and health facility management, provide early warning in case of epidemics, support and stimulate research and enable planning with optimal resource allocation. To be of use, data has to be of quality. To be of benefit, data has to be used by decision makers, policy makers and health service providers at both policy and operational levels to improve health service delivery. Many researchers have described health data in developing countries as of poor quality and insufficiently or not used at all. This study assesses health data quality in terms of availability of source documents, accuracy, content completeness, completeness and timeliness of reporting. The factors influencing data quality have been identified and the level of data use established. Furthermore, the factors influencing data use in the health facilities of the three districts of Bugesera, Kayanza and Rwamagana in the eastern province of the Republic of Rwanda have been identified as a basis for improving health service delivery.

The study tries to answer four research questions; what is the level of data quality in the health facilities of Bugesera, Kayonza and Rwamagana districts? What are the factors influencing data quality in the health facilities of Bugesera, Kayonza and Rwamagana districts? What is the level of data use in the health facilities of Bugesera, Kayonza and Rwamagana districts? and what are the factors influencing data use in the health facilities of Bugesera, Kayonza and Rwamagana districts?

A descriptive cross-sectional study design has been used with qualitative and quantitative approaches to data collection and analysis. The study population were the health centres in Bugesera, Kayonza and Rwamagana districts and the study unit was a health facility in the same districts. The Kish Leslie formula for sample size of infinite population was used for simple random sampling to get the sample size of the health units and later adjusted using the Cochran formula for sample size of finite population. The three districts of Bugesera, Kayonza and Rwamagana in the eastern province were purposively selected because they are adjacent hence convenience sampling. The three districts have many things in common with other districts in the province with respect to the infrastructure, personnel, disease burden and accessibility. Four district hospitals in the three districts of Bugesera, Kayonza and Rwamagana districts (Kayonza has two district hospitals) were excluded because they do not offer most of the key indicator services in this study like ANC, family planning (they offer surgical methods only) and vaccination. These services are offered in the primary level health facilities.

The findings show that in majority of the health facilities data quality was good: availability of source documents, accuracy₁, accuracy₂, content completeness, completeness and timeliness of reporting stood at 61.9%, 73.3%, 70.6%, 97.6%, 97.6% and 93.9% respectively with overall quality of 82.3%. However, in most health facilities data use was inadequate. The study recommends that the following issues should be worked upon: deficient staff computer skills, lack of ownership of data, poor quality data, sheer negligence, lack of feedback and work overload. These should be addressed by the Ministry of Health and the district hospitals in order to enhance good use and complete the data management cycle in the three districts.

KINTU JONATHAN RONALD (2012-M121-10016)

An Evaluation of District Health Information System Version 2.0 Implementation Process: Evidence from South West Uganda

In an effort to improve the quality of evidenced-based health information as is often required by different stake holders at different levels for decision making, the government of Uganda introduced the DHIS2 (District Health Information System Version 2) programme. The DHIS2 was mainly intended to support decentralised decision making and health services management at the point of data collection as it allows health care workers to analyse their levels of service provision, predict service needs, and assess performance in meeting health service targets (Williamson and Stoops, 2001).

Not much is known about whether the DHIS2 is able to provide a comprehensive Health Information System (HIS) solution. Through this research, the investigator documented by way of carrying out an evaluation of the implementation process of this system, its overall implications with regard to quality and use of information with a case study of south western Uganda. A descriptive, cross sectional study was carried out in health facilities of 3 districts in southwest Uganda that included Rukungiri, Ntungamo and Kanungu to evaluate the implementation process of DHIS2.

The study involved interviews with: 62 health facility in-charges/managers and records personnel, 2 district health officers, and 3 district HMIS focal persons.

Study findings indicated human resource and technical capacity gaps, poor quality of data in terms of accuracy and timeliness of reports, low financial allocations to HIS activities, low district supervision of lower level health units and over dependency on donor funding as major factors influencing the implementation of the DHIS2 programme at district level.

The evaluation revealed systemic factors like inadequate infrastructure development that need programme managers and system implementers to address before completely harnessing the benefits of this system. The government of Uganda and other implementing partners should procure equipment, conduct trainings and refresher courses in district health information system for grass root health workers so as to build the capacity to effectively manage data using the web enabled software. More so, re-designing of reporting tools to suit level of service delivery and increase financial allocations to health information management among others would contribute towards the smooth implementation of the programme thus improving the quality of service delivery.

KYOMUHENDO GAUDY (2012-M121-10018)

Quality of Comprehensive Emergency Obstetric and Neonatal Care in Health Centre IVs of Ankole Region

Whereas access to and the volume of services have expanded, there is serious concern about the quality of care in different facilities. Patients have often complained of the poor quality of the services offered at most health facilities that has greatly contributed to loss of a number of lives in addition to increased out of pocket expenditure. It is, therefore, important to note that both technical and perceived quality of care offered greatly affects utilisation of Comprehensive Emergency Obstetric and Neonatal Care (CEmONC) services. Much as 70% of the households in Uganda live within five kilometers of a health facility, the quality of the services received in these health facilities is compromised by poor infrastructure, lack of medicines and other health supplies, shortages of human resources in the public sector, and the poor referral system.

A descriptive cross-sectional study was carried out among key CEmONC service providers at the health centre VIs of Ankole region, so as to assess the existing quality of CEmONC services that are offered at these health facilities. The study involved 11 health centre IVs; interviews with:- 11 Key health CEmONC service providers, 11 health service managers that included District Health Officers/Health unit in-charges; and 55 prospective clients who had received services from the studied health facilities. Study results point to staffing at health facilities; training of health workers; availability of the required equipment; availability of the required infrastructure; availability of medicines; and the knowledge on the processes as per CEmONC package, as the key factors that contribute to the quality of CEmONC services in Ankole region.

The study found out that so far only one health centre IV in Ankole region is legible for CEmONC services provision, as per the package of Ministry of health standards.

There is need for the government of Uganda and all partners to fill the existing gaps in staffing, staff training/orientations, infrastructure and equipments; in addition to strengthening support supervision by the relevant health service managers and the whole system as well.

TWINOMUJUNI MOSES (2012-M121-10031)

Factors Affecting Entry into Care for HIV Positive Clients Tested from Non-Primary Health Care Settings in Lyantonde District

Background: success of any antiretroviral treatment programme depends on early identification and timely treatment of HIV positive clients. Management of HIV clients takes a wider dimension than just an infected individual and involves a referral and linkage system. Introduction of ART services in Uganda has improved the overall well-being of PLWHAs and their families. However, a number of HIV clients who test positive still do not enrol into care. This study aimed at assessing the factors that influence the time of enrolment into care in Lyantonde district.

Methodology: this was a descriptive comparative cross-sectional study of 209 PLHAs. Sample selection was by mixed sampling techniques. Data collection used both qualitative and quantitative methods and analysis was done through the use of the Statistical Package for the Social Sciences (SPSS).

Results: sixty six percent of clients tested from non-primary health care settings enrolled into care. The median time between testing and entry into care was one month. Facilitators of early entry into care were: disclosure of sero status, tested as a couple, buddy, start dose of Septrin, VCT approach. Barriers included: stigma, HIV related misconceptions. Both VHTs and inter-facility and community to facility referrals and networking were below desirable level. There were high levels of retesting clients especially when they reached the ART sites. The district health systems lacks a mechanism of tracking HIV positive clients, which results into multiple cases of double or even triple testing.

Conclusion: the study shows improved access to ART services; however, there are still barriers related to the individual, the family and the community which the system needs to address.

Recommendations: there is need to conduct regular annual service utilisation surveys, dissemination meetings with various implementing partners, operationalisation of the VHT policy and strengthening of the inter-facility referral network by the district health managers. There is also need to start ART outreaches in designated sites such as HC11s.

MUHINDO ZUURA (2012-M121-10019)

Factors Affecting Health System's Support for HIV Status Disclosure of Clients in Health Facilities of Bundibugyo District

Background: disclosure of HIV positive status is an important goal for prevention of HIV/AIDS. People living with the disease are faced with a difficulty in deciding with whom, when and how to disclose their HIV status. Reports of non-disclosure and consequences of disclosure are common. Understanding the health system in place to support HIV status disclosure, demands investigation.

Main objective: the study then focused on factors affecting health system's support for HIV status disclosure of people living with HIV/AIDS so as to establish functional health system support mechanisms to enable clients disclose their HIV positive results with ease.

Methodology: a descriptive cross sectional study was conducted in 10 health facilities which offer comprehensive HIV/AIDS care in Bundibugyo district. Data were collected from 317 clients, 55

health workers and 10 health managers. By use of the Statistical Package for the Social Sciences (SPSS), frequency percentages were computed for uni-variate data analysis and odds ratios were computed for multivariate data analysis.

Results: overall 94.90% of clients on ART disclosed their HIV status. Majority of the clients (99.50%) had disclosed to their friends. The main reasons for non-disclosure among the clients were; lack of confidentiality among people, fear of discrimination (stigma) in the community, worries of not getting a future partner and financial support.

Conclusion: the health system supported clients to disclose their HIV status. Disclosure rate among clients on ART was high but most clients have reported to their friends more than anyone else indicating that clients still experience difficulties in equally revealing their HIV status to spouses, relatives and community members.

Recommendation: effectively addressing issues on disclosure was recommended. Formulation of policies and strengthening the capacity of the health system (increase human resource, planning, monitoring and supervision) is of great importance to enhance disclosure.

MUSA NOAH (2012-M121-10020)

The Contribution of Couple HIV Testing and Counselling to Enrolment and Retention in HIV/AIDS Care in Koboko District

Background: this study explored the effect of couple HIV testing on utilisation of HIV services. In Sub-Saharan Africa, 60%-95% of new HIV infections occur among those with multiple partners and or stable faithful partners who are discordant (WHO, 2011). In Uganda, 65% of new infections occur among couples in stable relationships (MoH, 2009). Couple HIV testing enables couples to make informed joint decisions on HIV prevention and reproduction; and increases uptake of HIV services (WHO, 2012). However, in Koboko district few men (47%) accompany their spouses for couple HIV testing during antenatal care (Koboko District, 2011). The research aimed to describe prevalence and determinants of couple HIV testing in Koboko district as well as the effect of couple HIV testing on enrolment and retention.

Methodology: a descriptive cross-sectional study with both quantitative and qualitative methods was used. Stratified random sampling was used to study 501 married people. Ten key informant interviews and 3 focused group discussions were conducted. Binary logistic regression was performed to determine predictors of couple HIV testing.

Results: prevalence of couple HIV testing in Koboko district was 46.52%. Couples affiliated to protestant faith (OR = 2.368 [95%CI: 1.274-4.399], P-value = 0.006), couples who are employed (OR = 3.178 [95%CI: 1.231-8.207], P-value = 0.017) and those with children (OR = 2.138[95%CI: 1.231-3.713], P-value = 0.007) were more likely to test as couple than other couples. Barriers to couple HIV testing and counselling included inadequate staffing, poor layout of clinics and fear of positive test, violence and stigma. There was no difference in enrolment between those who tested as couple and those who did not, 95.1% Vs 96.1% (OR = 0.771 [95%CI: 0.238-2.489]). Desire to be healthy was the reason for enrolment. Couple testing led to retention in care by reducing interpersonal barriers.

Conclusion: couple HIV testing was low in Koboko district. Religion, employment and having children are the positive predictors of CHTC. In this study, CHTC had no effect on enrolment. Perceived benefit facilitated enrolment in HIV/AIDS care. CHTC facilitates retention by reducing interpersonal and community barriers to retention. Involvement of religious leaders, infrastructure development, training of staff, outreach services and national review of staffing policies may be needed to increase couple HIV testing and counselling in Koboko district.

MUTEBI AYUB (2009-M122-20011)

Performance of Lower Level Blood Banks in Masaka Region

The study was carried out to evaluate the performance of lower blood banks; and in this, it specifically looked at Masaka region as a case study. The over roll goal of this study will be to contribute to the reduction of mortality resulting from lack of adequate blood transfusion services where by the research will be able to provide information that will be used to design appropriate interventions to improve delivery of blood transfusion services.

The study was carried out from 6 health facilities, these included: Vila Maria hospital, Byansi clinic, Rakai hospital, Kalisizo hospital, Kyotera medical centre, and Baamu hospital. It will be noted that: though the scope of the study was Masaka region, some of the districts like Kalangala and Lyantonde were not having regular transfusion services, and so, they were not considered. The main participants in the study were the laboratory personnel, clinicians, nurses and health facility managers. The study units were the hospital laboratories, where blood was being kept (lower blood banks).

The objectives that guided the study were: to assess the availability of human resources and infrastructure in lower level blood banks, determine compliance of the lower blood banks with UBTS accreditation standards and to grade the performance of different blood banks in Masaka region.

The study was predominately qualitative in nature though quantitative approaches were also employed. The instruments of data collection included mainly focus group discussion (FGD) guide, check lists and questionnaires.

The research findings revealed that the performance of lower blood banks was good despite the fact that blood supplies were inadequate in these lower blood banks. Key missing gaps were identified in presence of SOP, quality guidelines and gaps in training. The study also revealed significant gaps in support supervision.

Major recommendations were on the enhancement of blood transfusion management in the region and involvement of the user health facilities especially, in the area of blood donor mobilisation/ recruitment.

OTILE PATRICK (2012-M121-10028)

Description of Continuing Professional Development Practices in Amolatar District

Continuing Professional Development (CPD) is the way professionals continue to learn and develop throughout their careers so that they keep their skills and knowledge up-to-date and are able to work safely, legally and effectively. CPD is expected to have many advantages among them; improving the

knowledge and skills of health workers, motivating them to be more committed to their work and improve overall performance. It can be achieved through personal study, clinical/ professional meetings, workshops, conferences, conventions and supervision.

Due to the importance attached to CPD, several efforts and resources (material & non-material) have been devoted by government (Ministry of health, districts, health facilities) and other development partners in support of CPD for health workers. However, little effort or deliberate measures have been undertaken to ascertain whether the resources devoted to CPD actually derive some benefits to the health workers or not.

The goal of this study was to describe the CPD practices among health workers in Amolatar district and ascertain the perceived benefits from the CPD practices. The specific objectives of this study included: assessing the extent of participation of health workers in CPD in Amolatar district, examining the different forms of CPD practiced by health workers in Amolatar district, establishing the available factors enhancing effective execution of CPD and identifying benefits health workers associate to the CPDs they practice.

Data collection was guided by the research objectives whereby the researcher applied descriptive, cross-sectional study design employing both quantitative and qualitative approaches so as to derive meanings from data that was generated. The research instruments used to obtain data during this study included administration of Likert scale questionnaires and interview guide. Document reviews were used for triangulation purposes with data collected using the other tools mentioned above.

Respondents for the study were selected from the health facilities using proportionate to size sampling technique and key informants purposively selected from the District Health Office, considering their stake, knowledge and experience on the variables of study. All the eleven health facilities in Amolatar district were reached during this study.

TIBEMANYA DAVID (2012-M191-10026)

Quality of Medical Records and Patient Care in Kabale Regional Referral and Rugarama Hospitals

There have been considerable attempts to standardise medical records management in Uganda because of the understanding that medical records are vital in ensuring quality health care. Despite the efforts, available evidence in Uganda shows that existing record keeping systems are still inaccurate and the quality of care in the health facilities also remains a key concern. This study was, therefore, conducted to: describe the process of medical records generation and management, establish the quality of medical records, establish the quality of patient care in the two hospitals and identify challenges faced in medical records generation and management.

A descriptive research design using both qualitative and quantitative methods was used. The study was carried out from Kabale regional referral and Rugarama hospitals and it involved the review of 499 and 207 records from the IPD and OPD respectively, and interviewing 203 outpatients and 35 staff.

This study found out that the process of generating and managing medical records in the two hospitals was collective, involving different categories of staff performing different roles. The process of medical records generation and management was found to start from obtaining bio-data

from patients, examining patients, recording examination findings and classifying, filing, storing and retrieving the records. The quality of records especially those in the IPD in the two hospitals were found to be inadequate as indicated by about 68% of them being incomplete.

Regarding the quality of care, this study has further indicated that the quality of care in both the OPD and IPD in both hospitals was generally good with Rugarama hospital being better than Kabale regional referral hospital for both IPD and OPD. This study has also demonstrated that there was no relationship between the quality of records and quality of care in the two hospitals.

Based on the findings, this study recommends that the two hospitals need to: review and improve their medical records management systems and procedures, regularly build the capacity of staff for proper medical records management and better quality of care. The study also encourages the two hospitals to examine their quality of care with a view of having improvements in both the IPD and OPD.

TWESIGYE NESTERIO (2011-M121-10019)

Use of RE-AIM Model to Assess Factors that Influence Outputs for Health Promotion Interventions in Kabale District

The study about the use of the RE-AIM model to assess factors that influence outputs for health promotion interventions was carried out in Kabale district. The study was descriptive comparative and cross-sectional in nature taking largely a qualitative approach with a few quantitative aspects. Health promotion interventions were compared basing on the dimensions of the RE-AIM model which include reach, effectiveness, adoption, implementation and maintenance. The RE-AIM framework provided the basis for assessing factors which influence the outputs for health promotion interventions being implemented in Kabale district. Two health promotion interventions were considered in this study and these included the improved rural water supply which is being implemented by Kigezi Diocese Water and Sanitation Project (KDWSP) and the HIV/AIDS prevention intervention that is being implemented by Community-Based HIV/AIDS Project (CBHAP).

The goal of this study was to establish information about factors that influence the outputs for health promotion interventions being implemented in Kabale district so as to suggest appropriate strategies for improving people's health. The specific objectives included; to find out the reach of health promotion interventions to their target beneficiaries, assess their perceived effectiveness, determine their adoption, and assess their implementation and maintenance in Kabale district. The effectiveness of health promotion interventions was assessed without a control or baseline data using community capacity building as its proxy measure. Quality assurance principles and factors influencing the likelihood for the sustainability of an intervention were used to assess their implementation and maintenance respectively. Data were collected during the period from February 1st - 28th 2013 and then April 5th - May 4th 2013. The data were collected by holding in-depth interviews, focus group discussions and reviewing records of the benefiting groups. Various data collection tools were used including, the interview guide, quality checklist, sustainability checklist, community capacity index tool and records review checklist. The data were obtained from people who were presumed to be having a wealth of information about the two health promotion interventions. The collected data were analysed by drawing out key themes and the findings presented using tables and in a narrative form.

The study findings indicated that the factors which influence outputs for health promotion interventions being implemented in Kabale district are related to their reach, perceived effectiveness, adoption, implementation and maintenance. Such factors include identification of target population, gender disparities, poverty levels in the community, nature of land, network/partnerships development, knowledge transfer, problem solving and mobilisation of resources. Others include adoption by relevant settings and partner agencies, dissemination of results, strategic planning, management of the intervention, education and training for managers and staff, collaborating with multiple stakeholders, use of bottom-up approach, likelihood for sustainability, investing in trainings for the local people, prospects for future funding and integration of activities into those of the host agency.

The study finally recommended that the Ministry of Health (MOH) should collaborate with other relevant ministries such as Ministry of Water and Environment (MOWE) and Ministry of Local Government (MOLG) to lobby and mobilise for some resources so as to support successfully implemented health promotion interventions when the donors have reduced or withdrawn their support.

YUGA JIMMY DANIEL (2012-M121-10007)

Contribution of Information Communication Technology to the Quality of Health Management Information System Data in Hospitals of West Nile Region, Uganda

Quality health information is a world concern especially during this era of globalisation. Countries have been reporting data that is incomplete, inaccurate and not timely to their higher levels of management. Yet decision makers depend on such information to make use of scarce resources. It has been found out that Information Communication Technology (ICT) use contributes to improved quality of Health Management Information Systems (HMIS) in the health sector cost effectively yet the level of use of ICT in this sector is low both in developing and developed countries. In Uganda the situation is not different. Even with ICT policies in place and support from both government and partners, little has improved.

The goal of this study was to contribute to the improvement of quality of health information management and use in the country that will in turn contribute to an improved health system. The objectives include: establishing the level of ICT use in hospitals, to compare the quality of HMIS and the level of ICT use in hospitals, and finding challenges facing use of ICT for HMIS in hospitals of West Nile region of Uganda.

A cross-sectional study, qualitative and quantitative in design was done. Data review, key informant interviews and observations were carried out.

The findings indicated that hospitals in the region moderately use ICT, with power sources, internet, computers and phones being almost available in every hospital. Timeliness of reporting was at 65%, average completeness was 70% and ICT was strongly associated with good quality of data.

The study concluded that timeliness and completeness of reports is generally low. Quality of data does not depend on ownership of health facilities. However, use of ICT was shown to enhance quality of HMIS.

The study recommends among others: feedback, internal use of data, staffing together with development of human resources and building a motivated team as being crucial for a quality HMIS.

Faculty of Health Sciences

MASTER OF SCIENCE HOSPITAL MANAGEMENT

ABIRIA SILVIO (2012-M191-10001)

Effects of Medical Malpractices on Health Care Delivery in Selected General Hospitals in the Districts of Buikwe and Kayunga

Medical malpractice is a professional negligence by act or omission, by a health worker which may result in death, disability, deformity, additional hospitalisation or surgery to correct the severe pain to a patient. The global evidence by researchers in medical malpractices indicates that it exists in both developed and developing nations. All health care interventions are intended to benefit patients, but they could also cause harm.

Globally, there is a gap in quality and safety in health service delivery in even developed nations (WHO, 2004). The Ugandan health system is still weak with inadequate and poor infrastructure, associated with poor management capacity and ill-equipped health facilities and low morale of health workers.

The study was conducted in the purposively selected general hospitals of Kawolo, Kayunga and Nyenga, found in the districts of Buikwe and Kayunga in the Eastern part of Central Uganda. These hospitals are in rural settings that operate in the mentioned health systems of Uganda, with a number of complaints from patients, politicians, opinion leaders and the media about malpractices in these health facilities.

The complex combination of processes, technologies and human interactions that constitute the health care delivery systems can bring significant benefits. This, however, also involves inevitable risks of adverse events that could and indeed very often happen.

ATUHE INNOCENT (2012-M191-10005)

Quality of Diagnostic Imaging and Its Determinants in Hospitals of Ankole Region, South-Western Uganda

The practice of modern medicine cannot be undertaken without certain investigative facilities such as diagnostic imaging. Medical imaging provides important diagnostic support to most hospital departments, which otherwise cannot practice effectively without it. Poor imaging services can lead to misdiagnosis and treatment, prolonged hospital stays, increase in waiting times, reduced client satisfaction and poor patient treatment outcomes. Understanding factors affecting quality imaging in hospitals is vital in improving imaging services.

A descriptive cross sectional study of 14 hospitals was done using Donabedian's model of quality of care analysis. Both qualitative and quantitative data was collected using semi-structured questionnaires administered to 98 clinicians, and 14 radiographers. Exit interviews with 184 clients were conducted to determine their satisfaction with imaging services. Inspection of imaging

premises and equipment was done using a checklist and 28 key informants were interviewed about inputs, processes and outputs of quality imaging.

The quality of imaging services in Ankole hospitals was found to be poor. Imaging premises were found to be substandard. Radiation shielding was inadequate. Filled staff positions were 33.3% of the approved norms. Ten of the 14 hospitals provided imaging services for only 8 hours a day denying clients services at night and during weekends. Average waiting times before procedures ranged from 30 minutes to 1 hour. Average report turn around times for x-ray and ultra sound procedures were 28.3 to 17.1 minutes respectively. Clinicians and radiographers were found not knowledgeable of aspects of quality diagnostic imaging. Imaging units lacked basic PPE and both patients and staff were at risk of radiation exposure. No staff had attended training in basic radiation safety. There was no radiation exposure monitoring in all imaging units. Rating of provider and client satisfaction with imaging services was at 69% and 81% respectively.

The quality of diagnostic imaging in Ankole hospitals was poor. It is affected by substandard imaging premises, inadequate radiation protection, understaffing, limited access at night and weekend and lack of radiation monitoring. Enforcement of adherence to recommended standards for premises and radiation protection, recruitment of additional radiology staff, and training staff in aspects of quality imaging could improve the services.

BAREBEREHO JOHN BOSCOW (2012-M191-10006)

Management of Health Facility-Based Patient Transport Services in Ankole Region of Uganda

Transport is not only an expensive resource, but is also critical to effective health care delivery. A lack of transport and the poor use of existing vehicles can lead to problems such as difficulties in referring patients between facilities. The study examined the management of facility-based patient transport by health facilities in Ankole region. The study was guided by four objectives; to establish the administrative practices for patient transport services by health facilities in Ankole region, Uganda; to find out the performance frameworks used by different health facilities for patient transport services management in Ankole region, Uganda; to explore the existing performance measures of patient transport services of different health facilities in Ankole region, Uganda and to explore the challenges associated with the management of patient transport services.

The study used a descriptive survey design with both qualitative and quantitative approaches. The study data were collected using a structured questionnaire, observation and record check list. The data were collected from health unit staff and through reviewing records. It was analysed using frequency counts, percentages, cross tabulation and reported using text, tables and charts.

The findings showed that there is a positive, moderate and significant relationship between health units' administrative practices $R\ 0.38$ ($p \leq 0.05$), performance frameworks $R\ 0.58$ ($p \leq 0.05$), performance measures $R\ 0.68$ ($p \leq 0.05$) and respondents' satisfaction with their patient transport services. All health facilities' leadership had some administrative practices targeting proper patient transport services like meetings, allocation of staff, vehicle maintenance scheduling and controls for vehicle use. There were varying performance frameworks and measures from one health facility to another as reported in this study. All health facilities' vehicles were aging with no plan for replacing them, vehicles were being used for other purposes most of the time (70%), and were consequently un available most of the time, guidelines for PTS were not available, no specific staff for PTS in

most health units nevertheless patients were being accompanied by qualified staff but untrained in basic lifesaving skills, patient transportation records and reporting were rare, faced several challenges in patient transport.

The study concluded that patient transport administrative practices, performance frameworks and performance measures are positively correlated with improvement of patient transport services and are hence vital in patient safety and survival. They enable health facilities and health providers to eliminate various errors thus promoting efficiency in patient transport services' management. There were challenges faced by health facilities in the management of patient transport services which among others included: aging vehicles with limited maintenance and inadequate resources for PTS.

The study recommends that health units should institute patient transport information systems to enable evidence-based management and continuous quality improvement. Strengthening and enforcement of administrative practices to improve the management of patient transport services. Formulation by the ministry of health of patient transport services guidelines, regulations, performance frameworks and measures that will help to check the poor management of health facility-based patient transport services.

GIHEMBO BRIDGET (2012-M191-10010)

Factors Affecting Patient Flow in Outpatient Departments of two Regional Referral Hospitals in Uganda (Jinja and Gulu Regional Referral Hospitals)

Patient flow is a concept reflecting the movement of patients through a sequence of processes as part of their care pathway. It involves processes that dictate what happens to the patient during his visit to the Out Patient department (OPD). Patient flow begins when the patient steps foot into the OPD facility and ends when she/he is out of the door. Lately OPDs are becoming more congested and struggling to meet the demand of the high volume of patients that has led patients having to wait longer to access OPD services.

The goal of this study was to generate information about the factors affecting patient flow that if used will contribute to the improvement of the OPD work processes for quality healthcare to patients. This is in line with the National Health Policy II goal of attaining a good standard health for all people in Uganda in order to promote a healthy and productive life. The objectives of the study were: to describe the general layout of OPDs and how this affects patient flow, to identify the physical facilities available in OPDs, to describe the process a patient goes through in OPD during their care, to determine the average waiting time for patients in OPDs, to identify the challenges faced by medical staff in managing patient flow in OPDs and to identify the efforts employed to improve patient flow in OPDs.

The research design was a cross-sectional descriptive study in which quantitative and qualitative data collection methods were used. Data collection was by observation, interviewing OPD clinic managers and exit interviews to patients. Two regional referral hospitals of Gulu and Jinja were selected purposively to represent regional referral hospitals in Uganda. OPD clinic managers and heads of departments were key informants and other respondents were patients of the studied hospitals.

The results showed that general layout of most OPDs affected patient flow. Some service points were located outside OPDs that required patients to move out. Physical facilities in most of the

OPDs were adequate compared to the standard list of equipment for regional referral hospitals; however, the number of patients had increased and was not adequate for the increased population. Patients go through a series of processes which involves registration, taking of vital observations and weight, health education, counselling and HIV testing, consultation, physical examination, investigations, treatment, discharge or admission. However these varied depending on the needs of the patient. Waiting time varied; in Gulu, mean waiting time varied from 88.7-300.7 while in Jinja it was between 75.7 and 241.6. Challenges in managing patient flow include: poor infrastructure, lack of resources including human resources, location of service points in different places and lack of an appointments system. Patient related factors include: patients coming for primary care and large number of patient visiting OPD. The strategies that were in place to manage patient flow were: multitasking, allocation of duties, team work, monitoring performance, provision of adequate resources, completion of tasks in a timely manner, information graphics, scheduling appointments and task shifting. Patient flow in OPDs is poor and it is affected by a number of factors that are both facility and patient related.

Based on the findings above, it is recommended that the government should increase on the funding of lower health facilities so that patients with uncomplicated conditions can be managed there without the need of going to referral hospitals, the government should consider on improving on the infrastructure to cater for the growing demand for health care, there is need to revise the staffing levels of health facilities to match the growing population of patients.

BYARUGABA FRANCIS (2012-M191-10007)

Capacity of Health Facilities in Kisoro District to Manage Patients with Physical and Sensory Disabilities

The study was conducted from Kisoro district in south western Uganda 500kilometres away from Kampala the capital city of Uganda. According to the 2002 population census, 16 % of the total population has some form of disability. Patients with physical and sensory disabilities have multiple burdens. For instance, physically disabled persons in Kisoro have challenges like moving on uneven terrains, lack of access to facility buildings, inadequate health service providers, etc. Sensory disabled patients encounter communication burdens because health service providers lack skills like sign language and braille interpretation. Lack of capacity is one of the key issues that hinder organisational performance.

The major objective of this study was to assess the capacity of health facilities in Kisoro to manage patients with physical and sensory disabilities. The study was conducted in five purposively selected health facilities of which two of them are hospitals and the remaining three are public health centre fours. Respondents included 5 in-charges of health facilities, 74 service providers and 8 persons with disabilities either physical or sensory. All respondents were selected purposively. The deaf who never knew sign language were excluded from the study for reasons known that it is quite difficult to obtain information from them.

This study was descriptive cross-sectional in design and it employed both qualitative and quantitative methods of data analysis. Quantitative data was analysed using the Statistical Package for the Social Sciences (SPSS). The data from the interviews with service users were analysed separately from that of service providers, health facility in-charges and infrastructure checklist. However, there were some correspondences cutting across the four sets of data.

All the four sets of data findings show that capacity was lacking as evidenced by barriers and challenges to health care of patients with physical and sensory disabilities. Challenges to health care experienced by service providers and service users were organised into: communication gaps, environmental, structural and social challenges. Each challenge was analysed and recommendations were made to improve service delivery to persons with physical and sensory disabilities. The report found that patients with physical and sensory disabilities have multiple unmet health care needs, for instance, most of all the buildings had non-universal designs, service providers lack sign language skills, social discrimination, lack of access to HIV information, lower levels of dissatisfaction with health care and consequently these problems have an impact on their health outcomes.

Strategies to improve health care services to patients with physical and sensory disabilities were identified and organised into five categories; human resource training, infrastructural design, recruitment and environmental strategies. Most respondents suggested human resource development and enhancing skills/knowledge among existing staff, for instance, training them in sign language and braille, redesign the infrastructure by using universal designs to cater for patients with physical and sensory disabilities, provision of equipment for treatment/rehabilitation through national medical stores, regular sensitisation of the community about disability rights. At the district level respondents suggested construction of rehabilitation centres, orthopaedic workshops and consider patients with disabilities in district work plans.

EKISA GEOFFREY (2012-M191-10009)

The Capacity of Mbale Regional Referral Hospital to Manage Occupational Hazards

Occupational health and safety is among the most important components of the health care systems in Uganda and the world over that improves the working conditions and abilities of health workers. It also increases job satisfaction and productivity among health workers which directly improves work efficiency by preventing ill health and controlling risks associated with health workers' jobs. Hospitals are health care facilities and work places for receiving and giving health care. These health care facilities across the world employ over 59 million workers who work in the most hazardous environments that expose them to a variety of occupational hazards every day contributing to high morbidity, mortality and disability amongst health workers.

Therefore, a descriptive cross sectional study was conducted on the capacity of Mbale Regional Referral hospital to manage occupational hazards. And the aim of the study was to generate information, which if used could improve the occupational health and safety of health workers. The data were collected through conducting interviews with health workers and managers using questionnaires, group discussions were held with health workers, and observation of the workplace was done using a check list.

The major findings of the study were: occupational health hazards are prevalent in the hospital because 91.3% of the health workers that were interviewed had been harmed/injured or exposed to the hazards. Although there are strategies in place in the hospital for implementation of occupational health and safety of health workers, the findings were contrary as workers' knowledge and practices on strategies for occupational health implementation was very minimal. It was also evident that exposure to occupational hazards was higher among certificate holders than the rest of the cadres. There were a number of challenges on implementation of occupational health activities in the hospital.

In conclusion, the study showed that the capacity of Mbale Regional Referral Hospital to manage occupational hazards is still very low. It's against this background that the management of Mbale Regional Referral Hospital should consider mainstreaming and strengthening occupational health activities in order to promote the safety and well-being of health workers.

EGULWA WAISWA HARRIET (2012-M191-10008)

Management of Job Related Stress among Health Workers in Selected General Hospitals in East-Central Uganda

Job stress is a problem that has been found affecting many employees and organisations. It is a fact that moderate to severe stress impacts on almost half of all the workers in different organisations as they do their work (WHO, 2013). The report revealed that 66% of employees find it difficult to even concentrate and focus on their tasks, because of stress. The World Health Organisation (WHO) reports show that stress has been earmarked as the "*health Epidemic of the 21st century*", estimated to cost American businesses up to 300 billion dollars a year. Management of this problem is still quite challenging and, therefore, requires an effort of the employees and the managers. The study was conducted in selected general hospitals in East – Central Uganda. The region comprises of nine districts, which include: Kamuli, Kaliro, Mayuge, Iganga, Namayingo, Namutumba, Buyende, Bugiri, and Luuka districts. It was conducted in four general hospitals, which included: Kamuli General Hospital, Kamuli Mission Hospital, Iganga Hospital, and Bugiri Hospital.

The objectives of this study were: to identify the causes of job-stress among health workers in east – central Uganda, to examine the effects of job-stress on employees' health and its impact on organisational performance, to assess the capacity of the managers in handling job stress, and to examine the challenges and limitations faced by managers in dealing with employee job-stress.

This was a descriptive study, which adopted both qualitative and quantitative methods, and was conducted between May and September 2013. The data were collected using interview guides, and also generated from focus group discussions. The sample was calculated from the population under study, using a stratified random sampling method and it involved a total of 248 respondents, however, a total of 230 were achieved, giving a response rate of 93%. One hundred and eighty (185) of the respondents were health workers, and 45 were hospital managers who were all representative of the population. The sample size was determined using the hyper geometric model of sample size determination. The findings of the study were analysed in frequencies and percentages, following the research objectives, and presented in charts and tables.

The study revealed that stress among health workers was due to the job demands, lack of skills by the employees, workload, and low staff involvement in decision making. Other causes of stress as seen by this study were associated with age, gender, marital status, cadre, and department served by the employee. The study showed that stress was common in all age groups, however, it was more pronounced in the ages (49-60) at 59.50%, then 39-48 years at 50%, and then 18-28 years at 46.20%. It was seen from the study, that there was a progressive risk of developing job-stress, as one increased in age. The results of the study also showed that the married and those who had separated were more affected by stress than the unmarried. The study revealed that job stress levels were highest among the public health Nurses (75%), followed by Doctors (71.5%), and then the registered Nurses (60%). The least affected group of health workers from this study were the Dispensers, (0%), and the degree Nurses at (20%). Stress was also seen common in health workers working in inpatient departments, and maternity, both at (17%), then followed by outpatient and

then children's ward. However, the findings also revealed that males also occasionally suffer from some kind of stress, although results revealed that the majority of women are actually more affected by stress than their male counterparts. More findings of this study also further showed that the greatest indicator/effect of job stress was poor relationships among the employees, followed by employee absenteeism, and general ill health, late coming, poor attitude towards work, and poor performance. Furthermore the findings of this study, indicated that managers faced a number of challenges in handling job stress, which included: inadequate funding, failure of managers to effectively diagnose job-stress, low motivation of the health workers, low staffing levels, compromising the stress management strategies, lack of stress management policies and guidelines and inadequate supply of logistics to which a manager may sometimes have little or no control at all.

The study recommended that employers need to involve their employees in decision making, encourage and strengthen issues of autonomy, and advocate for the development of job stress management policies and guidelines. A further recommendation is that the public service commission should pay special attention to the public health Nurses, who appear to be more stressed among all the employees by stream lining their job descriptions, and also strengthening their performance capacity. It is also recommended that there should be an improvement in the staffing of all cadres, as a way of reducing workload. Furthermore, the quality of care at lower health facilities should be improved so that less numbers of patients are seen in general hospitals. Managers need to improve the work environments by strengthening effective communication and dialogue at all times.

In conclusion, the findings of this study show that stress among employees is still a very big and challenging problem, affecting individual employees and organisational performance. The study will help to effectively and innovatively plan for improvement in the management of job related stress among health workers in east-central Uganda and in other regions of the country.

KEZAABU SYLVIA (2012-M191-10015)

The Need for Public Relations Officers/Departments in Hospitals: A Case Study of Hospitals in Kampala Capital City Authority

Hospital clientele, today, is aware of its rights and the expectations are rising. As consumers, the society has absolute and inalienable right to demand better services. A feeling is growing among the masses that hospitals are not functioning properly as evident from an increasing number of patient complaints. The press and public opinion appears to be largely against hospitals. This is in addition to the fact that the health care industry is now experiencing a new dawn, where the patients have become more informed about their health needs and are no longer submissive to their physician's instruction only but play a more active role in their health care related decisions. Thus, health care providers have realised that one of the ways to manage these challenges is the use of Public Relations Officers (PROs) and that it is much easier and less expensive to retain old patients than to find new ones.

This study was to find out whether public relations officers in hospitals are necessary; to find out the strategies/tools used by PROs to reach out to the public/clients; factors that affect proper functioning of PROs; and to propose a job description and reporting relationship for PROs in hospitals. The aim was to explore the need for Public Relations Officers/Departments in Hospitals as a strategy to reach their audience and to establish a sustainable relationship with them.

The research was a descriptive cross sectional study, which largely used qualitative methods of data collection and analysis. Ten hospitals from the Government, PNFP and PFP facilities were selected purposively to represent urban hospitals in the study area. Kampala was selected because it is the busiest district with a generally more informed and enlightened group of people and, therefore, the practice of public relations was expected to be high. Key informants were public relations officers and other respondents were top managers of the hospitals.

The results showed that Public Relations Officers in hospitals in Kampala Capital City Authority (KCCA) were still minimal but steadily increasing. Although there were no PROs in most hospitals, there were people responsible for public relations activities in all the hospitals. Majority were in agreement that they were necessary and, therefore, important to the existing hospitals and one of the main reasons was that they act as a link between communities and hospitals and they also improve on the hospital image.

The most effective strategies applied by the PROs were first determining the target public, developing contact base, selecting a story to communicate and writing press releases and this was done through the various public relation tools which included advertising, publications, seminars, suggestion boxes and internal notice boards and these have been effective in creation of awareness about the services offered and generating opportunity for getting feedback from the clients hence improving on the information flow amongst the hospital staff and the public.

Although the need for PROs was expanding and growing rapidly in most hospitals, there were factors affecting its proper functionality and these included; delays in decision making, lack of the post in most government hospital structures, misconception by top managers, lack of resources and poor facilitation. Most PROs had job descriptions and these differed from one hospital to another depending on the mission and vision of those hospitals. These stipulated their job title, whom to report to, job purpose, roles and duties, qualifications and competences.

The researcher recommends that the Ministry of Public Service considers revision of job descriptions and specifications for jobs in Local Governments to include the PROs as a strategy for hospitals to improve on their image, reach their audience and establish a sustainable relationship with them. For public relations activities to be successful they must include public opinion, research, a strong employee sensitisation campaign and an aggressive community outreach programme. The management should sensitise their members of staff about the importance of quality customer service and aim to change their attitudes.

NAMULI LYDIA (2011-M191-10016)

Workplace Violence and how it is Managed in Regional Referral Hospitals in Uganda

The World Health Organisation (WHO) and other international organisations such as International Labour Organisation, International Council of Nurses and Public Services International have acknowledged and declared Work Place Violence (WPV) as an alarming crisis that needs to be stemmed urgently. The objectives of this study, therefore, included identification of prevalent forms /nature of WPV, identification of the perpetrators/victims and the casual factors of WPV. Other objectives of this study included the consequences/coping mechanisms for victims and generally the possible remedial measures for WPV.

This was a descriptive cross-sectional study that employed both quantitative and qualitative methods of data collection and analysis. Data were collected from six regional referral hospitals of Uganda

from both health workers and the hospital managers. Two hundred and seventy six (276) respondents filled in the questionnaires and 22 hospital managers were interviewed.

The findings to this effect revealed that the 3 leading forms of WPV in the facilities covered by this study were: verbal abuse (63.6%), physical abuse (31.6%), and tribal harassment (30.5%). However, sexual abuse in spite of being the least occurring form of WPV (8.1%), it was the most traumatising. The leading perpetrators of WPV occurrences across all forms were the patients, closely followed by co-workers/peers. On the other hand, the most victimised cadres were the nurses, this was mainly due to the extensive exposure nurses have to patients during their hospital stay. The least victimised cadres were the pharmacists, and the hospital with the highest incidence of WPV episodes across all forms was Jinja Hospital.

The repercussions of WPV as per this study included: high stress levels amongst staff, loss of interest in the job, poor interpersonal relations, denied promotion opportunities, apprehensiveness while handling patients/some categories of health workers, and increasing community aggression towards health workers. The leading causes of WPV were staff shortage leading to work overload and shortage of supplies hence delayed patient treatment and consequent violent exchanges between the service providers and recipients. Demotivation and low pay, poor communication skills and poor interpersonal skills between staff also featured as causal factors. At a rudimentary level, peers, co-workers and supervisors were helping victims to cope, albeit not to satisfactory levels.

In order to address the problem of WPV in hospitals in Uganda, a multistage strategy is needed. This entails, at the national level (Ministry of Health) a WPV policy that will bind all healthcare facilities in the country, and inclusion of WPV modules in the health training manuals of Uganda. At the facility levels (hospitals), operationalisation of institutional WPV policies and committees with full support and commitment of the respective management teams is recommended. This in essence entails assessment of hospitals for WPV needs, training of health workers about WPV and their rights, putting in place community mechanisms and deliberate measures to curb the occurrence of WPV. More still, at the individual level, there should be commitment to supporting anti-WPV actions.

Finally, partnership with the service recipients (community) to establish a common ground on the origins of WPV and how both the community and hospitals can work towards reducing its occurrence, for purposes of better service provision.

KAWOOYA MOSES (2012-M191-10014)

The Effect of Conflict Management Styles on Perceived Team- Effectiveness: A Case Study of Selected Public General Hospitals in the Central Region of Uganda

Conflict is undoubtedly an inevitable constituent of any team, because teams are composed of individuals with varying attitudes, beliefs and goals. Different scholars have opined that whether conflict leads to constructive or destructive outcomes in work teams largely depends on how it is managed. Although organisational conflict management has been extensively researched throughout the world, literature points to a paucity of research-based information about this subject in hospital settings in Uganda.

This study, carried out between May to September 2013, sought to assess how the different conflict management styles employed by health workers in general hospitals affect work team effectiveness.

The study was hoped to contribute to the body of knowledge necessary for improving health service delivery environments through effective health care teams. The objectives of this study were: to establish the nature and extent of conflict among health care teams in public hospitals; to assess the factors leading to conflict in health care teams in public general hospitals; to assess the level of team effectiveness among health care teams. Others included; investigating the different conflict management strategies employed by the health workers and health managers during conflict situations. Finally, the study was also to establish how the different conflict management approaches chosen impact on perceived health care team effectiveness.

Methodology: This study was a cross-sectional descriptive study, which employed both qualitative and quantitative approaches to data analysis. A total sample of 199 health workers from 40 health care teams operating in six public general hospitals in the central region of Uganda was studied. Respondents included established health care professionals who had worked for at least 6 months with their current team. Majority (74.4%) of the health workers were females. Nurses and midwives contributed the majority, (65.3%) of the respondents; whereas medical officers were the fewest (2.5%). The rest of the health workers (respondents) comprised of the Allied Health Professionals and other associated cadres like HIV/AIDS client counsellors. Quantitative data were collected using tools with ratio scales adopted from previous studies. Qualitative data were collected using semi-structured questionnaires and interview guide from purposively selected key informants. Analysis was carried out using computer software (including SPSS and Excel) and appropriate statistical tests including the Chi-square and Pearson's correlation coefficient which were used to test relationships between variables. Cronach alpha for reliability analysis was also employed on the scale items.

Results: Up to (71.9%) of the health workers reported having witnessed conflicts among members of their teams during the preceding six months. Although conflicts were reported more among the supervisors (82.1%), than among subordinates (69.8%), the difference was not statistically significant (95% CL; $p = 0.89$). About the frequency with which conflicts occur, as many as 69 (37.7%) of the health workers reported conflict to be occasional, followed by 59 (32.2%), who reported it as a rare phenomenon in their teams. Only 6 (3.3%) said conflicts never existed in their teams. Majority (62.6%) of the respondents said they had been involved in some form of conflict with colleagues during the past six months. No significant differences existed between males and females in terms of involvement in conflicts (95% CL; $p = 0.807$). Most of the health workers (37.0%) reported their immediate supervisors as those they most get into conflict with, followed by (35%), who said it was mostly colleagues at the same level as theirs. Task conflict was the commonest form of conflict among health workers in their teams. Failure to honour duties and tasks as scheduled, mistreatment from supervisors, as well as acts of incivility, were reported by most as the commonest causes of conflicts. Less than half, 15 (37.5%) of the teams were rated as highly effective, the rest were rated as moderate, and none as low on the team effectiveness scale. Most health workers predominantly used collaboration (30.9%) and avoiding (25.3%). The two styles were still the most dominant at team level (with 42.5% of teams for avoiding and 37.5% for collaboration respectively). However, a considerable percentage (20.0%) was found to have more than one dominant style of conflict management. Most teams (75.2%) among those using more than one conflict style were rated as high for perceived team effectiveness than among those using avoidance (37.5%) and collaboration (42.5%), significant at 95% CL; $p = 0.03$.

Conclusion: conflicts were found to be quite prevalent among health care teams in all the six public general hospitals studied. Task conflict was the most prevalent form of conflict among health care

teams. Both task and relationship conflicts have a negative relationship with perceived team effectiveness. Task-related factors and acts of incivility were the leading factors implicated in predisposition to conflicts. Most teams are rated as moderately effective in all hospitals. Collaboration and avoidance are the most predominant conflict management styles in use both at individual and team levels. It was also evident that some teams have more than one predominating conflict management style. Conflict management styles have a significant relationship with perceived team effectiveness.

MUTESI JUDITH (2012-M191-10032)

Effects of Staffing Levels on Quality of Nursing Care in Kiwoko and Mukono Church of Uganda Hospitals, Central Uganda

Many health facilities are faced with staffing challenges leading to excessive workload and working under pressure which affects the quality of health care. In an effort to cope with the shortage of nurses, PNFP hospital managers tend to restructure their nurse staffing work force by assigning extra duties to available staff, and in so doing quality care for patients may be compromised. However, the extent and consequences of the compromise in quality for the UPMB hospitals is not clearly documented.

Goal: the goal of the study was to establish the effects of staffing levels on quality of nursing care in Kiwoko and Mukono church of Uganda hospitals in central Uganda.

Objective: the specific objectives of the study were to assess work pressure on staff of Kiwoko and Mukono hospitals in the central region of Uganda, to assess the quality of nursing care in Kiwoko and Mukono hospitals in the central region of Uganda, and to determine the relationship between staffing levels and quality of nursing care in Kiwoko and Mukono hospitals.

Methods: the study used the Workload Indicator of Staffing Needs (WISN) method in determining staffing requirements for the nursing staff categories in the different departments in the hospitals and eventual calculation of work pressure. The data were also collected on quality of nursing care by asking nurses about the nursing care offered to clients through a few procedures that were selected. Patient satisfaction with the nursing procedures was also explored.

Results: it was found out from the study that although there were variances in the nurses category in staffing levels, the departments were generally understaffed leading to excessive work pressures. Kiwoko hospital departments experienced a low workload, including OPD at 86%, maternity at 98% and theatre at 83%. A high workload was experienced in the male department at 38%, female departments at 41%, and pediatrics at 48%. The overall WISN was 71% for the hospital suggesting low workload pressure. Mukono hospital department experienced low pressure in the maternity department at 77%. However, a high workload pressure was experienced in the OPD at 38%, theatre at 50% and general department at 63%. The overall WISN result was 49% for the hospital suggesting a high workload pressure making it to be the one with the highest pressure than Kiwoko. In relation to quality nursing care, the study found that the delivery of nursing care in Kiwoko and Mukono hospitals was conducted mostly by enrolled compressive nurses, enrolled nurses, nursing officers- nurse, and enrolled midwives who had attained mostly a certificate level of education. Most nurses in Mukono hospital, however, did not receive adequate in-service training due to the staffing shortage. Some nurses did not possess the desired skills in performing some nursing procedures. Generally, both hospitals had shortage of nurses in some departments hence affecting some

procedures like filling of patogram in Mukono hospital, poor implementation of the nursing care plan and taking vital observations. Patients in both hospitals were satisfied with the interpersonal care but the patients of Kiwoko hospital were dissatisfied with the cleanliness of the toilets.

Conclusion: the study concluded that most departments in both Mukono and Kiwoko hospitals were operating under staffing shortages with variances in the departments and among nursing categories. The study concluded that the problem of inadequate staffing levels in both hospitals if solved would significantly improve on patient satisfaction. There were other variables which were significant predictors of patient satisfaction in the PNFP other than staffing levels.

Recommendations: the study recommends that the management of PNFPs on an annual basis uses the WISN method to determine departments and cadres with a shortage and recruitment of the new staff to match the work pressure. The study also recommends that management of PNFPs hospitals need to design appropriate and relevant in-service training programmes for staff to continuously improve on staff competencies necessary to deliver quality nursing care. This needs to be complemented with enforcement of compliance to required nursing procedures/skills through demanding for written records as evidence of carrying out the procedure.

NDIBALEKERA SARAH (2012-M191-10019)

Performance of Procurement Departments in Regional Referral Hospitals of Eastern Uganda Region

History has proved that public entities in Uganda; hospitals inclusive, have performed poorly and are hit by corruption as a result of non-adherence to procurement processes and procedures, poor financial utilisation, inadequate capacity building initiatives, stock outs and non-adherence to contract terms. It is on this basis that the government of Uganda established the procurement function in all government aided hospitals to streamline acquisition of drugs and sundries, services, equipment and supplies in conformity with the Public Procurement and Disposal of Assets Act 2003.

Regardless of the efforts by the government to improve health service delivery by implementing the procurement function in the regional referral hospitals, they still face issues of scarcity, supply of air, stock outs and purchase of obsolete supplies. There are several reports on lack of transparency in the procurement process which may lead to misappropriation of drugs and funds.

It is against this background that the study was carried out with the aim of finding out the performance of procurement departments (PDs) in Regional Referral Hospitals (RRHs) in Eastern Uganda so as to evaluate whether they are contributing towards efficiency in utilisation of financial resources. The study was based in the three RRHs in the Eastern part of Uganda: Jinja RRH, Mbale RRH and Soroti RRH. It examined the capacity of procurement departments to perform their duty and assessed the awareness and attitudes of HWs towards the procurement departments. It further assessed how the Procurement and Disposal system in place contributes to quality of items procured and the resultant quality of care offered to patients. Finally, it identified challenges faced in the procurement departments of RRHs of Eastern Uganda.

It was a cross-sectional study of qualitative and quantitative nature, but largely qualitative. A range of data collection methods were used including structured questionnaires, interviews, checklists and

review of records. Respondents were health workers who headed various units, procurement/accounts staff, administrative staff, prequalified suppliers, NMS and PPDA officials. Qualitative data was analyzed thematically in relation to the study objectives. Quantitative data was analysed using the Statistical Package for the Social Sciences (SPSS) version 16.0 software and MS excel. Both qualitative and quantitative data were interpreted and discussed in relation to the objectives.

The study found that the PPDA Act 2003 regulations were being followed but quality of items procured was generally substandard, level of scarcity is still very high, stock outs and delays are persistent. Non-medical supplies especially stationery and detergents were very scarce. This compromised the quality of data and infection control hence making the work environment risky. Equipment and physical structures usually were of low quality, and with limited maintenance, they could only be functional for a short period of time. Maintenance services especially for plumbing and electrical facilities were always delayed. Scarcity was also common for particular drugs and sundries prompting health workers to improvise or make patients buy, which caused hostility from patients and insecurity to the health workers. Competitive pricing was realised but it did not translate into value for money or cost savings. Some suppliers who won contracts were a big disappointment as they would either delay in supplying or supply sub standard goods. Interaction between unit staff and Procurement staff is not yet adequate. Unit heads do not participate in procurement planning. To this effect, the former hold the latter in contempt, accusing them of being partly responsible for the scarcities they face.

OMOYA BEZY PETER (2012-M191-10020)

Effectiveness of Progressive Disciplinary Mechanisms on Discipline of Health Workers in Kitgum, Agago and Gulu Districts

Health workers' indiscipline in Uganda has been one of the major hindrances to access to quality healthcare services. Many forms of indiscipline like late coming, absenteeism, insubordination, corruption, negligence of duty, pilferage of drugs, rudeness to patients, drug and substance abuse and falsification of medical records, among others, have been reported among health workers. However, these vices take place in the presence of various progressive disciplinary mechanisms such as corrective counselling, verbal and written warnings, suspension and termination meant to address them. This study was, therefore, conducted in two government hospitals (Kitgum General and Gulu Regional Referral Hospitals) and two PNFP hospitals (St. Joseph Hospital, Kitgum and Dr. Ambrosoli Memorial Hospital, Kalongo) to assess the effectiveness of progressive disciplinary mechanisms on health workers' discipline and the resultant effect on performance.

The study adopted a cross-sectional study design where data were collected and analysed both qualitatively and quantitatively. The respondents included hospital boards, top management, disciplinary committees and health workers of respective hospitals. Two hundred and seventy seven questionnaires were administered to respondents while members of top management, hospital boards and disciplinary committees were interviewed. Disciplinary records were analysed for common disciplinary problems and disciplinary mechanisms applied to address them. Focus group discussions were conducted among selected health workers.

The findings indicated that indiscipline was wide spread among the hospitals. Late coming, absenteeism, corruption, insubordination and drug and substance abuse (drunkenness in particular) were the top most disciplinary problems, in that order. Use of politics to address administrative

questions was highlighted as upcoming indiscipline among health workers. None of the hospitals treated misuse of ICT devices to commit cybercrimes as a form of indiscipline. Indeed, the health workers had limited knowledge on computers. Corrective counselling, verbal and written warnings, and suspension were the commonly applied progressive disciplinary mechanisms. Termination was more applied in PNFP hospitals compared to government hospitals. However, government hospitals used transfer and freezing of promotion as disciplinary mechanisms much as they are not explicitly stated among disciplinary measures. Political interference was noted as a major hindrance in managing discipline of health workers in government hospitals. Health workers lamented the inadequate dissemination of disciplinary information to them, making them fall victims of disciplinary actions. They also said health managers were inconsistent and unfair in application of progressive disciplinary mechanisms, citing favouritism and leniency to senior health workers. Only Gulu Regional Referral Hospital was found to have a functional disciplinary committee.

Health workers' discipline was found to be better managed in PNFP hospitals than in government hospitals as managers of the former hospitals had more powers within their jurisdiction to manage indiscipline compared to the latter that had to go through laborious and bureaucratic procedures, let alone political interference, before actions could be taken. However, all health managers were found to have inadequate knowledge, skills and competence to handle health workers' discipline hence the need to train them.

ONUJ JOSEPH CONSTANCE (2012-M191-10028)
Quality of Support Supervision in Apac District Health Facilities

Introduction: efforts to improve quality of health care delivery have been central to health care reforms in many countries including developed countries like the United States. However, in low developed countries like Uganda attention was put on access to key health services other than on quality of care. The Ministry of Health (MOH) -Uganda, in her document "the yellow star programme", explained quality work as performance according to set standards taking into account the user's perception.

The objective of the study was to assess the quality of support supervision in Apac district health facilities.

Methodology: this was a descriptive cross-sectional study which employed both qualitative and quantitative methods; however, it was predominantly qualitative in nature. One hundred thirty one (131) respondents were interviewed of which 123 were health workers and 8 were district health supervisors. Interviewer guided questionnaires, self-administered questionnaires and a group discussion guide were pretested and used for data collection. Qualitative data was analysed manually and quantitative data was analysed using the Statistical Package for the Social Sciences (SPSS) Version 16 and Microsoft excel.

Results: Sixty six percent (66%), an equivalent to 82/123 of the respondents (health workers) had a positive perception towards support supervision in the way it was being done by the district health supervisors and their responses confirm conformity of supervision to the national support supervision guidelines while sixty eight percent (68%), an equivalent to 5/8 of the respondents (supervisors) confirmed the availability of tools/resources for support supervision. However, among

the challenges identified include: poor roads, lack of cooperation among supervisors, few supervisors and limited source of funds.

Conclusion: support supervision is healthier machinery to up-grade and strengthen health workers' performance into a required standard. Health workers need support supervision to work harder no matter their level of experience and devotion. Although there are quite a good number of challenges embedded in the processes of supervision, it's true that without quality support supervision, both health workers and health in-charges would backslide rapidly in their performances. Otherwise, based on the findings of this study, the quality of support supervision in the district is good.

SABIITI FANUEL ABWOLI (2012-M191-10022)

Factors Affecting the Provision of Medico-Legal Services by Health Facilities of Lango Sub-Region

Introduction: Medico-Legal Services (MLS) are vital health services worldwide, developed to improve the collection of medico-legal evidence and provide better care to victims/survivors. These services document and collect available evidence for corroboration in courts of law. There are factors that may affect their provision, which may vary from country to country, and even from region to region. The Lango sub-region was deeply affected by the LRA war and violence is known to be high. At the same time, the main highways to the northern region and beyond pass through Lango sub-region (Kampala-Gulu-Juba, Soroti-Lira-Juba, and Lira-Kitgum-Juba). With poor regulation and enforcement of driving standards and the Highway Code, the region is very prone to road traffic accident injuries. Other factors include land disputes due to displacement during the war that eventually results into acts of violence. Unemployment and excessive consumption of alcohol (Lira-Lira) are predisposing factors to violence. In view of the above, it prompted the need for a study to provide some data on which informed decisions can be made for appropriate planning. Among medico-legal cases, sexual violence has received more attention in the study.

Objectives: the objectives of the study were: (i) to identify factors affecting the provision of MLS, (ii) to assess the level of knowledge, attitude and practices of health workers with regard to medico-legal issues and, (iii) to establish the most common medico-legal cases in Lango sub-region.

Methods: this study was of a descriptive cross-sectional design, and employed both qualitative and quantitative data collection methods. The study sample consisted of 5 health facilities (one regional referral hospital, two general hospitals and two HCIVs) purposively selected. Self-administered questionnaires for key informants (DHOs, Hospital directors/Medical superintendents, DPCs, OC Stations) and respondents (Health workers and Police officers) were used. Observations of examination rooms at places of work, review of relevant records were conducted and check lists used.

Results/Findings: the major findings are that most of the health facilities studied lacked some equipment for proper investigations and experienced occasional stock outs of some reagents. All health facilities did not have special rooms for examining victims of sexual violence. The hospitals are having inadequate numbers of medical doctors. The region has never had a Police xvi surgeon. Health workers have limited knowledge on MLS. Duty rosters for MLS do not exist in the facilities. MLS records are not electronically handled. Other findings included late reporting of survivors and interference during investigations. Over a period of 5 years, the most prevalent medico-legal cases in

the studied facilities were Road Traffic Accidents: 6681 (46.9%), Assault: 3928 (27.10%) followed by Defilement: 2574 (17.76%). Lira Regional Referral Hospital alone recorded/registered 6,421 cases of Road Traffic Accidents and 1,309 cases of assault and battery in five years. The regional referral hospital's staffing status for medical doctors was at 47.8 % (out of 4 senior consultants only 1 was available, out of 12 consultants supposed to be at the facility only one was available, as for medical officers only 6 were available out of 10 and as for clinical officers they were 14 available out of 20).

Conclusions: the study revealed that there are a number of factors affecting the provision of MLS, consequently compromising the quality of service. These factors range from inadequate human resources, infrastructure design, insufficient transport and poor records management.

Recommendations: in view of the above findings it is, therefore, recommended that the various district health authorities in the region, together with their local governments recruit and retain medical doctors. As for hospitals, improvising special examination rooms can be worked out with the districts works department. At policy level, the Department of Clinical Services consider setting up training programmes on MLS for health workers already in service and those in the training institutions. The directorate of training in the Police should consider recruiting more police surgeons.

SEBAKIGA EZRAH BIGIRA (2012-M191-10023)

Management of Security in General Hospitals in South Western Uganda

Security is one of the support services that are responsible for ensuring a safe environment of care in health care settings in Uganda. Management of security is known to vary from one organisation to another including hospitals. It was against this background that the study set out to focus on management of security in general hospitals in south western Uganda in six hospitals of Itojo, Kambuga, Kisoro, Nyakibale, Mutolere and Rugarama.

The study was intended to explore the management of security in general hospitals in order to enable hospital managers design better security management strategies. This required emphasis on the following research question: are general hospitals in south western Uganda capable of managing health care security? However, attending to this question required the researcher to; determine the security concerns experienced by general hospitals; explore security in-puts put in place to manage security; analyse the effectiveness of security processes available and determining security related challenges which they face.

This was a descriptive and cross-sectional study employing quantitative and qualitative methods of data collection. The methodology involved application of pretested interviewer administered questionnaires and key informant guides that were administered to 33 security personnel selected by census and 18 key informants selected purposively basing on their level of expertise. An observation check list among others was used to assess the effectiveness of security processes basing on the compliance of general hospitals to meet the established security standards. A census of six hospitals equally distributed among PNFP and Government were studied. Quantitative data were analysed using the Statistical Package for the Social Sciences (SPSS) version 16 and results presented using tables and text while qualitative data were categorised into themes, analysed and presented in descriptive form.

Results indicated that theft, assaults, workplace violence and elopement were among common security concerns in general hospitals and all the security personnel were males in the age bracket of 30-39 years. The chances of security concerns happening in general hospitals were generally low with poor preparedness to handle them in case they occurred. Nearly all the hospitals were non-compliant with the criteria to meet the established security standards with only two out of six hospitals fairly meeting the security standards.

However, gaps including lack of security guidelines, security plan, security committees, and non-availability of training opportunities for security personnel were identified. Inadequate funding and the fact that some hospitals are located near the borders with insecure countries were some of the challenges reported to affect the performance of most hospital administrators and DPCs. General Hospitals in south western Uganda lack the capacity in terms of security infrastructure and the general ability to manage health care security. The compliance for meeting established security standards was below threshold that was designated for fully meeting the standards.

It is, therefore, recommended for hospital managers and other policy makers including the DPCs, those in Ministry of Health and other healthcare related organisations to work together and close the security gaps existing in general hospitals in order to improve on the management of security in general hospitals in the south western region and the whole country at large.

SIBOINTORE JACK (2012-M191-10024)

Functionality of the Community Health Departments in Hospitals of Armed Force Institutions of Uganda

The health indicators whose improvement requires good functionality of hospital community health departments continued to perform poorly. Globally hospital acquired infections affect up to 15% of the patients admitted on regular wards and 50% of patients in intensive care units (Sepideh, et al., 2011). Only 52% of the children (12-23) months received the recommended immunisations for them. Mothers die of birth related causes; the current maternal mortality ratio in Uganda at 438 deaths per 100.000 live births indicates a big problem in community health service delivery (UBOS, 2011). I chose to carry out a study on assessment of the functionality of the community health departments of general hospitals of armed force institutions in Uganda. The study intended to come out with information regarding functionality of hospital CHDs and the associated factors affecting them.

The objectives of the study included; assessing the community health role implementation by hospital CHDs in armed force institutions of Uganda, examining the availability of key resources for the departments, the management support functions carried out by the departments and then involvement of other hospital departments in community health activities.

I conducted a cross sectional study in CHDs of two armed force hospitals in Uganda. The hospitals were Murchison Bay hospital (MBH) of Uganda Prisons Service (UPS) and Bombo General Military Hospital (BGMH) of Uganda Peoples Defence Forces (UPDF). The data included information on the level of functionality of the CHDs and the associated factors affecting them. The tools used to collect data were an interviewer administered questionnaire for staff of the Community Health Departments (CHD), an observation check list and an interview guide for key informants who were medical superintendents and in-charges of the CHDs. I analysed the data manually and presented it using text as well as tables.

The CHDs were present in both hospitals and implemented some community health roles. The level of functionality of both departments was fair (23.4-46.7). However, the level for BGMH CHD was nearly poor functionality at 23.5. The CHDs of both hospitals had the same score on the roles of community health service provision (8.0) and health information management (6.5). The study revealed that all the departments were not able to do the community diagnosis function for their catchment populations. School health visits were done by MBH CHD, however, they did it in only two schools located in Luzira barracks. Home visits were done by BGMH CHD by making only sanitation improvement visits. None of the departments followed up patients in homes. The resource availability was a big challenge to both departments. Both of them did not have official means of transport, were severely understaffed and had office space problems. The department at MBH had two nursing officers while BGMH CHD had four environmental staff, two health inspectors and two health assistants. Whereas BGMH CHD had no office space, MBH CHD had a dilapidated two roomed office. The departments received funding from their mother hospitals. However, BGMH allocated more money to its CHD (7.5) than MBH which allocated only 1.2 % of its annual budget. The departments in both hospitals were not holding meetings and their work plans were made by their in-charges alone. The departments involved other hospital departments to implement community health activities. They often worked with outpatient departments and the particular staff who participated were nursing staff and clinical officers.

The functionality of CHDs of armed force hospitals in Uganda was not good. The departments in both hospitals were not able to implement all the functions expected. They were affected by both resource constraints and administrative flaws. There is urgent need for hospital administrations in armed force institutions to improve the functionality of their CHDs. The programme for recruitment of staff, availability of transport means, arrangement for meetings and having participatory work plans is a responsibility of hospital administrations.

TABANI GABRIEL (2012-MI91-10025)

Local Surveillance Capacity of Health Facilities in North-Western Uganda to Handle Plague

Background: despite the fact that health systems have better capacities to handle communicable diseases including zoonotic diseases, Plague (*Yersinia pestis* infection) outbreaks have continued to happen unexpectedly in north western Uganda getting everyone ill-prepared and hence have often accounted for high mortality among the locals in Arua and Zombo districts.

The primary objectives of this study were to determine the capacity of human resources to detect plague, determine the quality of the weekly surveillance report, to find out the availability of health infrastructure necessary to handle surveillance of plague and, to enumerate the challenges facing the health facilities in conducting the surveillance of plague.

Methods: this was a descriptive cross sectional study that employed both qualitative and quantitative approaches of data collection and constituted health facilities in the North-Western Ugandan districts of Arua and Zombo. Eighty four (84) respondents from 14 health facilities were involved in the study; Krejcie and Morgan's table of 1970 guided selection of the sample size. Respondents were purposively selected for the health facilities with the simple random method used in selection of respondents. The study instruments included questionnaires, key informants interview and checklist. Data were gathered by means of face-to-face interviews, observation and review of documents.

Results: the health facilities were grossly understaffed with 79% of them having staffing levels below that recommended by Ministry of Health (MoH). Besides the majority (51.25%) were not knowledgeable about detection of plague neither were they trained to detect plague. Support supervision was rarely received by staff in the lower level health facilities from the health sub-district and DHOs office. Timeliness and accuracy of weekly surveillance reports were 95.5% and 100% respectively. This is far much better than the one achieved by the end of HSSP II at 68%. Nevertheless most of the facilities had no evidence of use of surveillance data they collected. All the health facilities lacked at least two of the infrastructure needed to support the core functions of surveillance. For example 43% of the health facilities lacked means of transport while 57% lacked a means of communication. This is against the MoH recommendation of having 70% and 80% of health facilities having means of transport and communication respectively.

Conclusion and Recommendation: the health facilities in North-Western Uganda lack the surveillance capacity to handle plague. As earlier mentioned, they fall short of a number of requirements. These include understaffing and lack of knowledge among staff about plague. It's recommended that the facility staff be trained on the detection of plague, boost staffing levels either through the district seconding or recruiting more staffs. There is need to address the identified infrastructure gaps in the health facilities; provision of regular support supervision and feedback to the front line health workers is recommended.

TOM MWENDE KAJUNGU (2012-MI91-1001I)

Remuneration and Retention of Health Workers in Rural Health Centres in Ibanda District

Introduction: this study examined the relationship between remuneration of health workers and their retention in the rural areas in Ibanda district. It was guided by the general objective of contributing to the improvement of health of the rural communities in Ibanda district by establishing the relationship between preferential remuneration and health workers retention in the rural areas, results of which when used by policy makers would inform decision making. The specific objectives were: to examine the relationship between pay levels and health workers retention, to establish the relationship between performance rated pay and health workers retention and, to assess the relationship between allowances and health workers retention.

Methodology: the study employed a descriptive-cross sectional design, and majorly qualitative using purposively selected key informants from Ibanda, district political and administrative leadership, and the established health workers, from nine public health centres in the district. Interview guides were used to generate data from the purposively selected district political and administrative leaders, while self-administered questionnaires were used to generate data from the health workers. Data were collected from 115 respondents, 103 of whom were health workers and 12 from the district political and administrative leadership. The collected data were analysed using the Statistical Package for the Social Sciences (SPSS) version 16.0 to generate tables showing frequencies.

Study findings: the study showed that there is a significant relationship between remuneration and retention of health workers in rural health centres in Ibanda district since pay level, allowances and merit pay demonstrated a profound positive relationship with retention.

Conclusions: the study concludes that pay levels, merit pay and allowances that are comparable in the labour market determine health workers' retention. Adequate pay reduces the health workers' mobility in the labour market, raises their stability on jobs and promotes retention. Merit awards

contribute to health workers' retention since they supplement health workers basic pay making them less strained by expenditures, and that the expectation of such merit awards like promotion keeps them on job. The study further concludes that allowances keep health workers glowing in service absorbing the costs of other basic social economic needs and hence allowing salaries for investment which fosters their stay.

Recommendations: the study recommends that ministry of public service should come up with pay policy reforms and structures that minimise health workers' internal and external mobility. This is achievable by conducting labour market survey and employee consultations with thorough analysis of the responses from the studies.

TURYAGYENDA RUBATA DENNIS (2011-M191-10018)

Readiness of Government Hospitals to Implement Performance-Based Contract Work Strategy: A Study of Regional Referral Hospitals in Uganda

This study investigated the readiness of government to implement Performance-Based Contracts (PBC) in the Regional Referral Hospitals (RRHs) of Uganda. This was a follow-up on government's announcement that the only way to solve the challenges related to poor public sector service delivery is by employing all civil servants on a PBC strategy. This study was conceived due to the fact that little if anything had been done by the government in the preparation for implementation of this strategy which motivated the researcher to find out as to whether there was any documented evidence to this effect.

The study was guided by three objectives which included: willingness of the health workers to participate in the performance-based contract strategy, availability of requirements and evaluation of tools in place for performance-based contract strategy in regional referral government hospitals.

The study was conducted through a cross sectional survey and data were collected in the months of June and July 2012. Using questionnaires and interview techniques, data were collected from the sampled health workers and core management of the six RRHs under the study. The targeted population was all the 13 RRHs of Uganda but six were sampled out of this, following the performance league table of 2010/2011 by MOH Uganda, considering the best and worst three.

The findings indicated that RRHs are not ready to roll up PBC strategy as most of the requirements for the PBC implementation were not found available and health workers were found not willing to work under the new strategy based on the current evaluation tools.

Therefore, it is concluded that RRHs seem not to be ready for successful implementation of the PBC in RRHs. However, there should be improvement in the health workers' salary scale, their requirements and provision of an evaluation tool that is efficient, effective and relevant to them.

WAWA R. BADUR (2011-M191-10021)

The Effectiveness of Health Workers Retention Strategies in General Hospitals in West Nile Region, Uganda

This study mainly was aimed to find the main strategies practiced in general hospitals as to retain health workers in general hospitals in West Nile Region in Uganda. The specific objectives were to establish the effectiveness of retention strategies in general hospitals and barriers to effective

retention of health workers and facilitators of retention of health workers in the general hospitals in West Nile Region in Uganda. The effectiveness of retention strategies was examined by establishing the level of satisfaction of respondents on how they perceived the specific strategies' contribution in meeting their needs and making them continue working in the general hospitals in West Nile in Uganda.

A sample of 170 health workers was obtained, data were collected through respondents filling a questionnaire and interviewing of respondents from the four general hospitals, namely: Adjumani, Yumbe, Kuluva and Maracha Hospital. A cross sectional survey design was used and primary data were collected through interviewing and filling of questionnaires. The collected data were analysed using the Statistical Package for the Social Sciences (SPSS). The descriptive statistics were added to the quantitative data during the presentation and analysis of data and the subsequent discussion.

The findings revealed that the most effective retention strategies in hospitals in the west Nile region were availability of staff accommodation, flexible work environment, support supervision, and career development. The least effective retention strategies in the hospitals by ranking included low staff salary, lack of involvement of health workers in decision making in hospitals and lack of recognition of health workers for good performance. The barriers to effective retention of health workers included: poor appraisal skills by supervisors, failure to address health worker needs, mismatch between the existing retention strategies and needs of the health workers. The study revealed that the facilitators of retention of health workers include; a salary that meets the basic welfare needs of health workers i.e. food, accommodation, tuition fees of the family members, transport and leisure. Good appraisal skills, recognition for good performance in kind because a mere thank you alone is not enough according to the study results.

The research concluded that there is no single key strategy that satisfies all the needs of health workers so as to make them remain in the hospitals. It is rather a combination of strategies that gives satisfaction to health workers to stay.

The researcher recommends that the districts need to invest more resources in the retention strategies or ways to retain health workers; for example, improving social and economic conditions of workers. Effective retention strategies in general hospitals require significant political and financial commitment from all levels of government. It is, therefore, recommended that retention policies receive support from Ministry of Health, District Local Governments, Donors and Civil Society Organisations. Strategies should be regularly evaluated to ensure their efficacy.

WERE MUBALAKA (2012 M191 10030)

Use of Motivational Incentives in Public and Private Hospitals in Uganda

Incentives seem to be one of the most important tools used by management to motivate employees. Organisations come up with incentives to motivate and encourage employees to perform in the most effective way. The key to create efficient motivation programmes is an answer to the question; what really motivates employees?

The main purpose of this study was to assess the use of motivation incentives in motivating health workers in public and private hospitals in Uganda and find out the motivation incentives that are seen most important by health workers. Specifically, the study was set to identify the motivational

incentive in use, measure health workers motivation level, incentives that influence the motivation of health workers and how these incentives are perceived.

The research was based on a cross-sectional survey design which was descriptive in nature. Both qualitative and quantitative methods were used and they included the questionnaire, interview guide and focus group discussion. The study was conducted among 244 participants from four hospitals in Eastern Uganda.

The findings indicated that; paid salary, housing provisions, allowances, support for training and education, and pension given to retired staff are the commonly used incentives to motivate staff, while staff tours, vacations, and recreational facilities are the least incentives used. On average, in all hospitals, the motivation of health workers is moderate with an average mean of 2.79 subject to the Likert scale. Given the incentives in place and the low motivation, salary paid on time, health insurance cover for staff, allowances for extra work, staff sponsorship, benefit packages, salary advances and to-ups, recreational facilities for staff, flexible working hours, staff tours, training and educational support, recognition for good work, and sufficient resources and equipment were observed to influence health workers' motivation. All these incentives were well perceived although the method of implementation was reported to be poor and discriminative, majorly favouring managers.

The study concluded that motivational incentives are used to motivate workers but the degree/rate of implementation differs from hospital to hospital and health workers' motivation is low in public hospitals than in the private ones. Also incentives are positively perceived but implementation is poor.

Given the findings, it is recommended that the ministry of health enacts and reinforces the implementation of motivation guidelines and plans, and it should also establish national and district health commissions to oversee and reinforce the implementation of the motivation guidelines. Lastly, hospital managers need to critically monitor and evaluate their performance in the implementation of motivational incentives.

Institute of Ethics and Development Studies

MASTERS OF ARTS IN DEVELOPMENT STUDIES

AHIMBISIBWE DANIEL (2011-M092-30001)

Primary School Teachers' Literacy Approaches and Promotion of a Reading Culture for Social-Economic Development in Buwunga Sub-County Masaka District

Despite the Government of Uganda's emphasis on primary school education and the implementation of the Universal Primary Education (UPE) programme, the majority of pupils in primary schools do not engage in spontaneous reading activities both at school and at home (Fagil, 2011). According to UNEB (2009), only 57.6 percent of the pupils who sat for PLE examinations in 2010 passed English; this is an implication of a poor reading culture and comprehension skills. Might the poor reading culture perhaps be attributed to the literacy approaches used by teachers? What implications does such a situation have for social and economic development? This study, therefore, investigated the relationship between literacy approaches used by teachers in primary schools and promotion of a reading culture for eventual social-economic development in Buwunga Sub-County, Masaka District. The literacy approaches identified as important for promoting a reading culture and which this research considered are three; namely, teaching reading, exposure to relevant reading materials and finally teachers' positive emotions associated with reading.

A cross-sectional case study research design mainly qualitative in nature was used to collect data in July 2013, using Focus Group Discussions (FGDs), a questionnaire, interviews and observation methods from a total of 124 respondents. These were selected both purposively and randomly from the targeted population. Data were analysed using Miles and Huberman's content analysis model and presented using tables, figures, verbal narrations and explanatory notes.

The study established that: 1) Most pupils in Buwunga Sub-County are not equipped with comprehension and phonemic awareness skills; 2) Lack of relevant reading materials in schools and school management practices of locking the available reading materials in head teachers' offices limit pupils from reading; 3) Teachers are not playing their part as role models in reading by showing pupils the importance of a reading culture or positively associating pupils with reading, which hinders pupils from reading for knowledge accumulation, intellect and innovation for social-economic development.

This study concludes that to the largest extent teachers' pedagogical approaches do not promote a reading culture for eventual social-economic development among primary school pupils in Buwunga Sub-County. The study, therefore, recommends use of different teachers' pedagogical approaches in teaching reading, availing pupils with relevant reading materials, and positively associating reading with pupils to equip them with attitudes and skills of reading regularly.

ALIORU REBECCA (2009-M053-20001)

Population Growth and Rural Development: A Case Study of Adumi Sub-county

The study focuses on population growth and rural development taking a case study of Adumi Sub-County. The objectives of the study were to; identify the causes of population growth, examine the relationship between population growth and rural development, establish the challenges of population growth and rural development and suggest possible solutions for population growth and rural development.

The independent variable is population growth which includes polygamy practice, early marriage, low level of education and the dependent variable is rural development which includes land fragmentation, land development, rural urban/urban rural migration, and social crime rate among others. Previous literature related to the study is critically reviewed. The study used case study design. Within the research design, quantitative and qualitative strategies were used. Other methodologies used included random and purposive sampling techniques. One hundred and seventy (170) respondents were selected for eliciting responses. The instruments for data collection included questionnaires, focused group discussion, taking into account quality measure, gender considerations and limitation of the study.

The study findings reveal that some of the salient causes of population growth are polygamous marriages, early marriages and ignorance about family planning. It also revealed that there is a close link between population growth and rural development. Population growth affects rural development both positively and negatively. Some of the challenges of population growth and rural development included land shortage for development, food shortage which leads to malnutrition, lack of education, rural urban migration among others.

The study, therefore, recommended that the government should encourage education and more so enforce girl child education for all the girls in rural areas to address the problem of ignorance and early marriage. Government should launch a big campaign about family planning which will help to reduce the overwhelming number of children in Adumi sub-county and elsewhere. Early marriages which have been a common practice and one of the major causes of population growth should be discouraged. The government should take it upon herself to set a standard age for marriage and anybody who violates it should be seriously penalised among others.

AMAYO FLAVIA (2011-M092-40003)

Capacity Building a Strategy towards Translating Financial Services of Finance Trust into Improved Livelihoods in Kumi Town Council, Kumi District

The general objective of the study was to establish that Capacity-Building by Finance Trust is indispensable for translating financial services into improved livelihoods. The researcher was prompted to carry out the study because; this is a time in which people are experiencing economic challenges. As such, everyone is trying to meet their needs hence causing them to look for alternative sources of income from various micro finance institutions. Considering the fact that such institutions provide loans to low and medium income earners it has turned out to be a solution for many people and yet some still face hardships economically even after accessing the loans hence the need for this study.

The study used both quantitative and qualitative approaches through a case study. There were mainly two sources of data that the researcher used: the primary and secondary. The sampling technique used was probability and non-probability sampling to identify the respondents. The sample comprised of beneficiaries of Finance Trust financial services and also the staff of Finance Trust and in all the sample size was 50 respondents. The tools of data collection used were; questionnaire and interview. The questionnaire was administered to the beneficiaries of Finance Trust while the interview was conducted to get data from the staff of Finance Trust.

The study found out that; Finance Trust works to avail financial services such as loans (business, salary, school fees and personal development loans), banking services, and western union and mobile money services. It also established that, the institution does incorporate any kind of training to the people who access financial services from Finance Trust. Another finding was that, most of the respondents found challenges repaying the loans much as it has improved on their economic status. This was attributed to diversion of loan money, family problems as well as failed businesses.

The following conclusions were drawn: there has been some improvement in the livelihood of those who obtain financial services, much as Finance Trust does not provide training for the beneficiaries. The beneficiaries often face challenges in repaying the loans they get hence need for an intervention. The main financial services people know in Finance Trust are the loans.

Based on the above conclusion, the following recommendations were made: Finance Trust should provide capacity building to the beneficiaries in, financial management, business skills, and record keeping. The institution should provide sufficient information to the beneficiaries so that they can know of other financial services offered and follow up the usage of the loan money.

AMWINE MWIJUKA CHRISTOPHER (2010-M092-20043)

The Impact of Climate Change on Sustainable Rural Livelihood: A Case Study of Lwabenge Sub-county Community, Kalungu District.

Climate change has become a concern of the whole world and nations all over are trying to find ways of overcoming the problem of climate change for sustainable livelihoods. In many countries, governments are seeking advice from a wide range of disciplines on the potential impacts of climate change on the environment and their societies and economy. Climate change is happening globally, regionally, and locally. Uganda currently faces droughts, heavy rains, floods and landslides in the highland areas as well as outbreaks of associated water borne diseases. The livelihoods of Ugandans face the dangers of the impact of climate change. Given this background, the study aimed at establishing how climate change impacted on sustainable rural livelihoods of the people of Lwabenge Sub-County, Kalungu District.

The purpose of the study was to examine the impact of climate change on sustainable rural livelihood in Uganda. The specific objectives of the study were: to find out the climate change patterns experienced in Lwabenge Sub-County, to establish the causes of climate change in Lwabenge Sub-County, to identify how climate change has affected the livelihoods of the people of Lwabenge, and to examine the possible solutions to climate change in Lwabenge Sub-County.

Both quantitative and qualitative methods of data collection were used. A total of 100 local leaders and key community opinion members' representatives, 4 focus groups and 14 key informants from sub-county leaders and extension workers, and district extension workers were involved in the study.

The study established severe changes in the patterns of precipitation, temperatures and changes in winds, an increase of intensity of sunlight drying the vegetation, the community members were aware of the wide scale tree cutting and wide scale tree felling. Trees have been seriously cleared as a result of charcoal burning, encroaching on wetlands with impunity by some individuals, unreliable rain fall and prolonged dry seasons, some swamps are owned by individual members and not gazetted by government, and there is lack or laxity in enforcements. Changes in climate have had a tremendous effect on water for supporting livelihood of people because of inconsistency in rain fall. There has been an emergence of new diseases like banana and coffee wilt and the disappearing of traditional medicine. The changes in climate have not only affected agriculture farming as a result of banana and coffee wilt and the herbal medicine which used to treat humans and animals; women have become more direct victims of climate change disasters. New methods to mitigate climate change and its effects have been adopted and these include the provision of energy saving stoves that use less firewood compared to the traditional ones, and planting of trees for commercial business.

The study recommended the review of the existing laws, by-laws and remove ambiguity that will deter the entire population from degrading the environment. Introduction of pest and disease resistant crops, enterprise diversification towards higher value crops, mobilisation of the institutions to establish plantations, introduction of alternative sources of energy, facilitate the monitoring of wetlands and guard them from possible encroachers. There is need to make a deliberate effort to improve food security through growing of drought resistant crops and diversification of agriculture, introduction of water harvesting technologies for irrigation, carry out research on fast growing trees and improvising through the use of cheap technologies. Furthermore, more effort should be invested in promoting interventions that target women and incorporate environmental protection subjects in the syllabuses at all levels, with environmental practical skills and enable the institutions to adopt the environmental.

ANYANGO HARRIET (2010-M093-10006)

The Contribution of Asamuk United Savings and Credit Co-operative Society to the Improvement of Members' Socio-Economic Conditions in Amuria District.

The general objective of this study was to assess the contribution of Asamuk United Savings and Credit Cooperatives (SACCO) society in improving the members' socio-economic conditions, taking a case study of Asamuk United SACCO with a sample size of (n=40). The first Raiffeisen society was founded in 1886 in Europe, the number increased to almost 8,000 by 1912. In Africa the first SACCO was in 1959 in Ghana to assist villagers improve their economic conditions. The government of Uganda took up SACCOs at sub-county level. Asamuk United SACCO was formed in 2005 by people who agree to pool their savings together and credit amongst themselves in time of need for productive or provident purposes. By 31/03/2013 it had a membership of 690 (446 males, 180 females, groups 44.)

The specific objectives of the study were: to examine the operational procedures of Asamuk United SACCO from sub-county to district level, assessing how it has created social networks, how both male and female members have enhanced their economic conditions through the SACCO and to determine the challenges in it.

The conceptual framework indicates SACCO as an independent variable that gets its resources from the members in order to improve their income levels, create job opportunities and improve investment opportunities among others. Some constraining variables such as corruption, poor governance and loan payment defaulting hinder the smooth operations of the SACCO.

The methodologies used included qualitative and quantitative research methods. The qualitative method was selected because of its broadness in generating data that was generalised to formulate answers to the topic under study. While the quantitative data analysis method was selected because it offers an opportunity for analysis of numerical data and it was used to generate graphs, pie charts radars, radial cycle and tabulated presentations that were interpreted to propose answers to the research question. The data collection methods and instruments used included; observation, questionnaires, interviews and photography.

The general findings reveal some significant change on the members' socio-economic conditions. One hundred percent (n=40) stated that Asamuk United SACCO has improved the members' standards of living through widening members' trade base, increased investment opportunities in education and in assets. The SACCO has created a big social network by bringing together varying categories of the membership regardless of age, sex, educational and occupational levels among other variables. However, the SACCO was found to be having some challenges which include among others: inadequate staffing, a high defaulting rate, conflicts between the defaulting members and the board/management, and weak governance systems.

Some recommendations for Asamuk SACCO included; recruitment of qualified staff to fill vacant positions especially that of the loans officer, and the need to source for its own capital from the membership and reduce external loans. The SACCO should also lobby for ways of recovering loans from the members by obtaining strong collateral from them. As for civil servants, the SACCO should try to lobby with their banking institutions for easy loan recovery. It is further recommended that a more detailed study should be undertaken with a bigger sample size in order to obtain more efficiency and effectiveness of the SACCOs, since the study was conducted with a sample of only 40 respondents (n=40).

ATIM ESTHER (2010-M093-10010)

The Effectiveness of Government and Development Partners' Programmes in Enhancing Reintegration of Young Mothers into the Community in Labongo Amida Sub-county, Kitgum District

This thesis focuses on the reintegration of the female ex-abductees of the Lord's Resistance Army (LRA). The aim of reintegration is to transform and empower these women and girls so that they can help themselves and have a successful future. For more than two decades, the war between the LRA and the government of Uganda included violations of human rights, abductions of children into child soldiering, sexual abuse, forced marriage of young girls and claimed thousands of lives in Northern Uganda.

The thesis explores female ex-abductees post-conflict challenges in Kitgum, an Acholi area and how these complicate their reintegration into social life. It is widely known that women and girls across the world experience discrimination of some kind at the expense of men and boys. The social stigma, rejection and maltreatment they face results in their re-traumatisation in the post-conflict

setting. Using a gender analysis, this study outlines public policy action that could be useful in designing and implementing appropriate intervention programmes for reintegrating female ex-abductees of LRA. Interventions in their post-conflict lives should, therefore, be guided by a gender analytical lens with an understanding of the effects of war on gender to help the rejected, abandoned and maltreated female ex-abductees recover their memories and are relieved from the burden of shame and guilt. The government should come up with a policy on reintegration which will guide and facilitate the work of the development partners as it will address the actual needs and situation on the ground according to our local context.

As part of the process of reintegrating these females, the community members must be prepared to accept them and this would be done through not only sensitising and providing them with psychosocial support but helping them to meet their material and basic needs. This could aid family re-unification processes and prevent stigma and scatter the fears between female ex-abductees and the community.

Local and international organisations working on the reintegration of female ex-abductees in general should invest more not in every other research but ethnographic research, as it provides the best techniques for finding out both implicit and explicit post-conflict dilemmas surrounding their clients in order to address them appropriately. Non-Governmental Organisations (NGOs) should use a bottom-up reintegration participatory process to work with the community and utilise their local resources in finding out appropriate interventions in the lives of ex-abductees and females in particular.

BALUKU KITHOLHU YOFESI (2009-M033-20013)

The Impact of Uganda's National Agricultural Advisory Services Programme on the Household Socio-Economic Status of the Rural Population: the Case of Nyakiyumbu Sub-county of Kasese District

This study on the impact of Uganda's National Agricultural Advisory Services (NAADS) programme on the household socio-economic status of the rural population was conducted in Nyakiyumbu sub-county of Kasese District in Uganda as a case study of an area that has also benefited from the NAADS programme. It aimed at exploring the extent to which the rural population has benefitted from the Uganda governments' NAADS programme being implemented currently.

This study had three objectives: to investigate the amount by which the NAADS programme has contributed to improvement of incomes for the rural population in Nyakiyumbu sub-county; to determine the percentage by which the NAADS programme has improved the living standards of the rural population of Nyakiyumbu sub-county; and to analyse the contribution of the NAADS programme towards poverty reduction in the rural areas of Uganda.

The independent variables in this research are the five components of the NAADS programme which include: advisory and information services to farmers, technology development and linkages with markets, quality assurance-regulations and technical auditing of service providers, private sector institutional development and programme management and monitoring. The dependent variables in this study include: increased household incomes, improved socio-economic status, improved living standards and reduced poverty. The gist of this study was to investigate the actual relationship between the independent and dependent variables by ascertaining the level of achievement of the

NAADS programme against the planned interventions as measured against these dependent variables.

Questionnaires were used and face to face interviews were conducted during data collection and these methods were used since most of the farmers were less educated, justifying this method. Sixty farmers (respondents) were interviewed and data collected was analysed using data analysis tools like the Statistical Package for the Social Sciences (SPSS) and Stata. This data helped to expose the reality on the ground.

The study findings indicated that little has been achieved in terms of economic emancipation of the farmers and grass root poverty eradication despite the length of time spent and the substantial resources dedicated to this beautiful programme. Sixty five (65%) of the respondents revealed that there was no improvement in their standard of living, 30% of the NAADS beneficiaries/respondents had not received any financial returns over the investments committed to their enterprises.

Conclusively, there was no improvement in the socio-economic status of the NAADS beneficiaries over the last seven years mainly because there were a lot of loopholes and inconsistencies in the programme implementation processes as is highlighted in the reviewed literature especially newspaper reports and as confirmed by the findings of this study.

Several recommendations have been made by the researcher but mainly that the programme should be more down to earth by involving local farmers to make locally relevant enterprise choices, local animators to provide constant technical support to the farmers and local input suppliers to avail affordable farm inputs basing on local rates; and that farmer institutional capacity building should be enhanced, locally monitored and ensured through the availability of local technical personnel or community-based support staff with basic agriculture knowledge.

BAMBEIHA SEBASTIAN (2009-MO33-20006)

Assessing the Socio-Economic Effects of Population Increase on People's Incomes in Bushenyi District in Uganda: A Case Study of Kizinda Parish in Nyabubare Sub-county

The study is about the assessing of the socio-economic effects of population increase on people's incomes in Bushenyi district in Uganda. The study was specifically carried out in Kizinda parish in Nyabubare sub-county. The objectives of the study were; to find out the factors behind population increase in Kizinda parish, to find out the relationship between population increase and people's incomes in Kizinda parish, to determine the challenges of population increase in Kizinda parish and to give recommendations to address population increase and socio-economic effects in Kizinda parish.

The researcher used a case study of Kizinda parish in Nyabubare sub-county and contacted 100 respondents. Purposive and random sampling techniques were used to select the respondents. Data collection methods included self-administered questionnaires, key informants interviews and focus group discussions. Data analysis was done using mostly qualitative and to a less extent quantitative approaches.

From the findings, it was established that population increase had been caused by primarily new migrant workers, which further caused social problems like sex networks, theft, fights and improper

garbage disposal, which needed to be addressed for better lives. It was established that the population in Kizinda parish had increased. From the findings, it was observed that this increase has had positive effects like improving on people's incomes and negative effects such as theft that reduce people's income. The positive effects reign more than the negative ones due to the development in the area that has accrued from the population increase.

Consequently, the researcher recommends that there is need for the government to carry out strict registration of the population, and to enforce, approve and use plans whenever any construction of permanent houses is carried out. At the same time, the government should spread the police stations to different villages in order to boost the security of this area.

Conclusively, this research is very vital because it explores gaps between population increase and people's incomes within the area of study. It, therefore, advises different stake holders to join hands and address them.

BAMPEERA RITAH KYAGERA (2010-MO92-20005)

Formal Education and Youth Economic Empowerment: A case study of the Youth in Jinja Municipality

This study is about formal education and youth economic empowerment; it was carried out in Jinja municipality and was guided by three objectives which included examining the relationship between formal education and youth economic empowerment, establishing whether youth economic empowerment is only as a result of formal education as well as finding out whether the Ugandan education system promotes youth economic empowerment.

Various scholars' works were consulted and reviewed during literature review which was based on the different themes derived from the objectives of the study, such themes included; formal education and the youth, formal education and youth economic empowerment together with the theme of the Ugandan education system.

A case study design was used to carry out the study because it gives an intensive analysis of an individual unit as well as minimising time and resources. The research employed qualitative open-ended interviews, structured questionnaires and the key respondents included education officers, teachers, and parents, on the one hand; but on the other hand, carefully selected respondents that included the youth in their respective categories i.e. formally educated and the formally uneducated youth. It involved structured and semi-structured interviews, questionnaires and observations. These methods coupled enabled the study to institute data harmonised with the study objectives.

The findings revealed that there is a relationship between the two variables, formal education and economic empowerment of the youth but such a relationship should not be a reason not to consider different options for youth economic empowerment. Generally, the findings showed that there are other sources of economic empowerment of the youth other than formal education and hence they should be considered. The Ugandan education system which produces more job seekers than creators calls for adapting to the needs of the youth and the economy with skills that would lead to economic empowerment and not necessarily formal education.

The study, therefore, recommended that there is need to reconcile development theories that are premised on the fact that solutions for economic empowerment of the youth should be tailor-made to their needs and not necessarily import solutions from elsewhere in the world.

BANDA MASAUSO (2010-M093-10012)

Examining the Effects of Microfinance Loans on Sustaining the Improvement in Living Standards of Beneficiaries in Chipata District: A Case Study of Micro Bankers Trust in Kasenengwa Constituency in the Eastern Province of Zambia

The study was conducted to examine the effects of microfinance loans on sustaining the improvements in the living standards of the beneficiaries. It was conducted among beneficiaries of a microfinance project implemented by Micro Bankers Trust (MBT) in Chipata district of the Eastern province of Zambia.

The entire study was guided by four specific objectives. These included examining if microfinance loan beneficiaries supported by MBT undergo entrepreneurship training, assess the mechanisms used to give out loans to micro finance beneficiaries under MBT, ascertain the stage at which the beneficiaries of MBT start loan repayment and to find out if MBT has facilitated sustainable strategies to ensure continuity of microfinance benefit. The study reviewed literature from different sources and by different authors. These included literature from scholars, learning institutions and development agencies. This literature review was based on themes derived from the objectives set for the study.

In conducting the study, a case study research design was used. The choice for a case study research design was based on the consideration that the study had to be conducted in a specific and limited time. The case study research design was also appropriate as there were many microfinance institutions hence choosing one to represent others was more feasible.

The findings showed that the trainings conducted were inadequate but the group lending methodology which was used in giving out loans, worked well for the institution. First loan repayment period was between 1-3 months from the time the loan was acquired and this was clearly understood by beneficiaries. It was established that the strategies used to promote sustainable improvements in living standards were not reliable and most beneficiaries did not have sustainability strategies in place.

It is strongly recommended that Micro Bankers Trust should facilitate start up and refresher trainings, monitor selection and screening of beneficiaries. MBT should also facilitate linkages for beneficiaries to commercial lending institutions, markets and other development organisations to enhance sustainability.

IYAMUREMYE BETTY (2011-M092-20009)

The Contribution of Gender Roles towards the Prevention of Mother to Child HIV Transmission in Kampala District: A Case Study of HIV Positive Pregnant Women in Mengo Hospital

Evidence in Uganda shows that despite the availability of prevention of mother to child transmission of HIV services, babies continue to acquire HIV during pregnancy, at birth and during

breastfeeding. With an annual increase of as high as 20% new infections, the country's next generation is doomed to be unproductive.

Qualitative methodology was employed as the topic has social settings "Contribution of Gender Roles to the Prevention of Mother to Child HIV Transmission success in Kampala District" in that it required less statistical analysis since most of the things covered are qualitative in nature like gender roles and HIV transmission. The quantitative methodology was employed during data analysis by using the computer package called Statistical Package for the Social Sciences (SPSS).

The findings to specifically examine the HIV Prevention measures to reduce MTCT, assess the influence of gender roles on the success of PMTCT strategy, and assess the impact of gender inequality on PMTCT success in Mengo Hospital found and concluded that Mengo has put in place HIV prevention measures and Prevention of Mother to Child HIV transmission is central in the reduction of new HIV infections among the new borne babies. Other prevention measure include counselling, formula feeding services, training on PMTCT service and follow-up services among others.

The study also established that while majority male partners are less involved in attending checkups with their HIV-Positive pregnant female spouses, other than stigma instances due to their HIV status, gender roles that include; obligations of caring for another sick family member, nurturing of children, generation of income, affects the implementation of PMTCT services. In addition, the study found out that gender inequality as a result of AIDS-induced poverty is a challenge for the PMTCT strategy in various ways. Gender inequality contributes to social conditions that facilitate the HIV and hampers the prevention measures.

Based on the study objectives and findings, the study recommended among others that besides government through its line ministry of Health putting up more PMTCT facilities, all stakeholders be it government or non-government put more emphasis in ensuring gender equalities in terms of employment, education and income if it is to be realised.

BIRUNGI ELIZABETH (2010-M092-20007)

Factors Leading to Declining Numbers of HIV/AIDS Clients from Care and Treatment Clinics in Uganda, 2012: A Case Study of Kiboga Referral Hospital

The study was designed to analyse the factors leading to declining numbers of HIV/AIDS clients from care and treatment clinics in Uganda using a case study of Kiboga general referral hospital in Kiboga district. The study was guided by four specific objectives, that is to establish the demographic characteristics associated with the declining numbers of HIV/AIDS clients from care and treatment clinics; to determine the factors associated with health service delivery leading to declining numbers of HIV/AIDS clients from care and treatment clinics; to find out the socio-economic factors influencing declining numbers of HIV/AIDS clients from care and treatment clinics; and to ascertain possible ways of mitigating factors leading to declining numbers of HIV/AIDS clients from care and treatment clinics.

The study employed qualitative and quantitative approaches to gather the data of the study and this data were collected from 55 patients of 18 years and above who enrolled for basic HIV/AIDS care services at Kiboga general referral hospital from January 2009 to December 2011. Furthermore, data were also collected from 15 Health personnel of the hospital, 1 district HIV/AIDS focal person was

also be contacted for secondary information to have the general overview of the HIV/AIDS status in the district and 9 Programme Managers of civil society organisations (CSO) especially those dealing directly with people living with HIV/AIDS (PHAs). The data were collected using interviews, focus group discussion and a structured questionnaire with open and closed type questions. Data were presented using charts, graphs and frequency tables. Data were analysed using the Statistical Package for the Social Sciences (SPSS) software version 11.50.

The results show that demographic characteristics associated with the declining numbers of HIV/AIDS clients from care and treatment clinics were age, gender, level of education and religion. Factors associated with health service delivery were: poor health care facility, congestion in the clinics, lack of privacy, lack of functioning laboratory, poor sanitation, lack of counselling rooms, drug shortage and long waiting time. Socio-economic factors included lack of transport, stigmatisation and discrimination in society. It was found out that education, communication and information dissemination about treatment adherence, availability of drugs, re-training medical personnel, improving economic and social support of people living with HIV/AIDS and improving HIV/AIDS counselling can curb down the declining number of HIV/AIDS clients from care and treatment clinics.

It was concluded that there are several factors leading to declining numbers of HIV/AIDS clients from care and treatment clinics in Uganda. Therefore, the study recommended that the government and other stakeholders should develop strategies to ensure food security in households with people living with HIV and AIDS. Intensify health education campaigns against stigma and promote family and community support for people living with HIV and AIDS. Ensure that all public health facilities have a functioning laboratory, adequate personnel and stock of ARV drugs.

BUGEMBE ANDREW (2010-M093-10014)

Examining the Contribution of Women to the Socio-economic Development of Households in Kalungu Sub-county, Kalungu District

The study was undertaken under the topic “Examining the Contribution of women to the Socio-economic Development of Households in Kalungu Sub-county, Kalungu District”. The research investigated the extent and significance of the women’s (mothers) effort towards their households’ development as compared to men (husbands) and how these contributions can be stepped up for even better household well-being.

The research was guided by the following specific objectives: to find out the women’s contribution to the education of their children; to establish the contribution of women towards the daily household basic needs; and the propositions towards the betterment of the women contributions to their households.

The study was carried out in Kalungu sub-county. The tools used for the investigations included; a questionnaire, Focus Group Discussion (FGD) guides, interview guides and observation guides which in all engaged a total of 260 respondents out of 320 subjects that were targeted. The questionnaire being the key data collection tool, engaged 165(83%) respondents out of the 200 (100%) targeted.

The research findings indicate the wives’ concerted effort than husbands to the education of their children as well as household basic needs. For example, in respect of the children’s education, 112

(68%) respondents testified in favour of wives while 38(24%) supported husbands. For household basic needs, still women (wives) scored high with 125 (76%) respondents as compared to husbands with 35 (21%). The questionnaire analysis further noted the respondents' way-forward towards the improvement of women's contributions. These included, stepping up the girl-child's education; making reproductive health services accessible and affordable; combating patriarchy; legislating against domestic violence; and reduction of household poverty to mention but a few.

Given the pivotal role played by women (wives) in the socio-economic development of their households and yet their contributions are not only unrecognised but also under-resourced, the following recommendations to improve the women's situation have been put forward: that government and other role players should support and encourage women's employment effort to facilitate them to access capital and credit in order to adequately meet their children's school fees and other learning needs; that relevant stakeholders should assist women (wives) to access modern agricultural extension services to enable them to produce more food for their households-the surplus of which could be sold to yield more household income; national and local leaders should advocate for women's land rights such as legislating for women land inheritance and titling land in women's names; the government and various role players should promote the health, sanitation and nutrition of the girl-child in school so as to improve the learning environment. Consequently, the girl-child will not only be retained in school but also her school performance will increase; that woman's economic rights such as accessing appropriate working conditions and ownership of property should be ensured in the household to break the vicious cycle of women's poverty.

DDAMULIRA SANYU JULIET (2010-M092-20008)

The Impact of Ecological Management on Small Scale Economies in Peri-Urban Centres: A Case Study of Bunamwaya-Namasuba and Zziba-Bussi Wetlands Wakiso District

The study set out to explore the impact of ecological management on small scale economies in peri-urban centres in Bunamwaya-Namasuba and Zziba-Bussi Wetlands, Wakiso district. The study was guided by three specific objectives; to assess the socio-economic costs of wetland degradation, to evaluate the effects of wetland management practices on wetland health and to establish the influence of wetland management practices on incomes of the indigenous populations.

A case study design was employed using a qualitative research approach. A sample of 210 respondents participated in the study. Questionnaires and interview guides were used to collect data. Frequencies and percentages were used to show the distribution of respondents on different items.

The findings revealed that people decide to stay in and around the wetland areas either because they have the right in deciding on where to stay or for economic activities. The weak management practices and policies carried out around the wetland areas have given an opportunity to businessmen to degrade the wetlands for their economic benefits like industrial-small scale economies. With a high need by people to earn a living and reconcile the human food security and biodiversity conservation for livelihood development, so this gives them room since it may be the only available place within their vicinity as a catchment area.

From the findings, conclusions were drawn that economic activities like extraction of raw materials like papyrus, cultivation, industrial settings, waste dumping such as oils and garbage, scooping of sand and clay for construction and fishing have helplessly and deeply degraded and polluted the wetlands. The weak policies, low levels of education, negligence, and corruption of the local leaders

who sign for people buying wetlands under the guise of developing them further boosts and accelerate the depletion of wetlands.

It was recommend that the local government and other environmental management authorities should endeavour to organise more workshops and seminars on wetland management practices geared towards the improvement of small scale economies on the wetland.

BYARUGABA MANYANGWA DOROTHY (2010-M093-10016)

The Role Played by Microfinance Interventions on Food Production among Farmers in Bugahya County, Hoima District

This study was undertaken to find out the role played by microfinance interventions on food production among farmers in Bugahya County, Hoima district. The study had three specific objectives: to identify microfinance services available to enhance food production; to assess how microfinance services have boosted food production; and to identify the challenges faced by farmers in accessing microfinance services for food production.

A qualitative survey was used targeting farmers in rural areas of Bugahya County, Hoima district and Microfinance Institutions involved in giving financial services to farmers. Interview guides were used to collect data from 117 randomly selected farmers who use microfinance services; Questionnaires were used to collect data from 14 microfinance institutions which offer microfinance services to farmers; and 6 community leaders. The data were later analysed and responses categorised and interpreted.

The findings of the study revealed the following:

- i) Savings, credit, training, group support, insurance and mobile banking were the services available to farmers to increase food production.
- ii) Microfinance institutions support crop husbandry, animal husbandry, apiary, farm equipment, fertiliser and improved seeds and land acquisition. The activity mainly financed is crop husbandry.
- iii) Delayed loan disbursements by Micro-Finance Institutions (MFIs), forced savings, high interest rates, lack of collateral, short loan periods, inadequate funding, moving long distances to the MFI, and challenges associated with groups were the challenges farmers encountered in accessing microfinance services.

Basing on the above, the researcher concludes that microfinance institutions have been able to offer microfinance services to farmers and in turn, these farmers have been able to increase on the cultivation area, increase income, use improved technology and diversify in their farm activities. Although MFIs have shown some improvements in the delivery mechanisms to the agricultural sector, there are some noticeable areas where there are deficiencies. It is important for microfinance institutions to use the suggestions revealed by this study to eliminate these challenges.

The study recommends that microfinance stakeholders work together to minimise barriers which prevent farmers from effectively utilising microfinance interventions.

DRIWARU FLORA (2011-MO92-20007)

Assessing the Contribution of Non-Governmental Organisations in Promoting Access to Employment of Persons with Disabilities: A Case Study of Mpigi District Persons with Disability Union

The purpose of the study was to assess the role of Mpigi District Persons with Disability Union ((MPIDIPU) in promoting employment of persons with disabilities (PWDs) in Mpigi district. Access to employment has always proved to be very difficult for PWDs. It was, therefore, necessary to assess the efforts of organisations involved in promoting employment among PWDs.

The study was guided by three objectives and they are, to identify the perceptions of PWDs to the role of MPIDIPU in promoting employment of PWDs; to assess the strategies put in place by MPIDIPU to promote employment of PWDs; and to examine the challenges MPIDIPU is facing while promoting employment of PWDs in Mpigi district.

The research design was a case study design, which was mainly descriptive and analytical because of using interpretation and analysis of data collected from the respondents of the study. The study used a case study because it was expected that the results from the study were to reflect the situation in other district disability unions in Uganda. Qualitative techniques were mainly used for the study to allow for in-depth data through direct quotations of views and careful interpretation and analysis of the situations. However, some tables and graphical illustrations were used to reflect the various patterns of responses. MPIDIPU was chosen because it is one of the disability unions which is active in carrying out income generating activities and is relatively easy to reach. The data were collected from a total of 75 respondents distributed as 43 PWDs for interviewer administered questionnaires, 2 focus group discussions with 15 and 10 members respectively, and interviews with 7 key informants. Members for the questionnaire were selected using the snow ball method, those for focus group discussions were purposively selected by the councillors on the basis of their level of organisation and key informants were purposively selected since they were either leaders of MPIDIPU or partner organisations, that is, National Union of Disabled Persons of Uganda (NUDIPU) and Ministry of Gender, Labour and Social Development (MGLSD).

The findings revealed that perceptions of PWDs towards the role played by MPIDIPU in promoting employment of PWDs is mainly positive evidenced by PWDs paying subscription fees, participating in union activities, providing ideas though a few responses revealed negative perceptions that revealed that PWDs think the union leaders are taking advantage of them. Another response was that no research has yet been done to ascertain whether PWDs' perceptions are positive or negative. It was indicated that MPIDIPU uses quite a number of strategies to promote the employment of PWDs including training PWDs; lobbying for funding; advocating for employment law (they have drafted an ordinance); and starting projects. This shows that there is a relationship between the role of MPIDIPU and employment of PWDs. Challenges that MPIDIPU faces in this role are lack of funds; lack of government implementation of vital policies; poor leadership; negative attitudes from both non-disabled and PWDs, among others.

It was, therefore, recommended that government takes seriously the issue of implementation of policies by investing in monitoring of government programmes; removing barriers to the education of both children and adults with disabilities because education empowers PWDs; MPIDIPU needs to build more partnerships which are mutually beneficial; more awareness is needed for both PWDs

and the community so that rights of PWDs can be respected for them to gain confidence and actively take charge of their development through such organisations like MPIDIPU.

ONENCHAN GABRIEL .P. (2010-M093-10038)

An Assessment of Factors Influencing Women Participation in Governance and Management of Saccos in Nebbi District: A Case Study of Selected Saccos from Jonam County

This research presents the findings of the study which was conducted on “Assessment of factors influencing the involvement and participation of women in governance and management SACCOs in Nebbi district”: A case study of two selected SACCOs from Jonam County.

The objective of the study was to assess the level of women participation in Savings and Credit Cooperative Organisations (SACCOs). The specific objectives were: to find out the policy frameworks, political and legal factors, and socio-economic factors influencing or contributing to women’s participation in governance and management of SACCOs.

The study used a case study design and both qualitative and quantitative approaches were used. The sample size was 178 that included ordinary SACCO members, group leaders representing their various groups, and SACCO board members and Management staff. The major methods of data collection were questionnaires, interviews and observations. The data collected were analysed by the researcher to establish whether the responses addressed the research objectives indicated in the study.

The major findings of the study included factors influencing active participation of women in SACCOS. It was observed that women participate more in groups than as individuals because of the free atmosphere of expression, confidence building, self-actualisation and freedom to enjoy rights without duress. Many women have practiced leadership through group dynamics: for instance, involving every member and giving equal opportunities to participate in decision making and exercise voting rights. However, the study found out that individual women in Panyango SACCO and Pakwach Nam SACCO have competed neck to neck with their male counterparts for leadership positions. For instance, the Chairpersons of both SACCOs are led by women; Panyango SACCO is managed currently by a female manager, the accountant of Pakwach Nam SACCO is a female.

The study concluded that social networks and women forums for lobby and advocacy are important avenues of creating awareness and enlightenment for the females in joining SACCOs. The study recommends that more training be carried in formation of more groups in encouraging group dynamics and strengthening group solidarity in uniting women to address their cause appropriately. From the economic perspective, the savings culture should be promoted for future investment, and product development interventions would lead to expansion in the female members’ absorption capacity so that they grow out the domestic businesses.

IKIRIZA OLIVE (2009-M053-20005)

Family Roles and the Performance of Married Female School Administrators: A Case Study of Female Administrators from Selected Secondary Schools in Ibanda County, Ibanda District

The research study was about family roles and performance of married female school administrators from selected secondary schools in Ibanda district, and it has shown that married female school administrators have to handle family roles which affect their performance in their institutions.

The objectives were to establish how pregnancy conditions, post-natal activities and household/domestic chores affect performance of married female administrators in secondary schools in Ibanda district

The research methodology applied included quantitative and qualitative approaches. The target population was 80 although 74 respondents turned up. Random sampling techniques were used, and questionnaires and an interview guide were used to collect data. Quality control, validity, and reliability were done to check for the consistence of the research instruments. Data analysis was done using the Statistical Package for the Social Sciences (SPSS), content analysis and narrative analysis.

The Study showed that pregnancy conditions, post-natal activities, and domestic chores affect the performance of married female school administrators in secondary schools

INGABIRE ZIMULINDA OLIVE (2009-M043-20002)

Examining the Contribution of Access to Loans Services to the Empowerment of Women Entrepreneurs in Rwanda: A Case Study of Gasabo District

Although the Rwandan constitution endorses equal rights for women and men in the access to economic and productive resources, significant gender gaps remain and have been slowing down the empowerment of women. Therefore, this thesis aims to examine the contribution of access to loans to the empowerment of women entrepreneurs in Rwanda.

The specific objectives of the study are to examine how access to loans contributes to the empowerment of women entrepreneurs; to assess the challenges faced by these women while trying to access loans; and to explore the strategies they use to overcome those challenges.

The study uses a feminist methodology by which women entrepreneurs have been given voice to allow them to talk about their own experiences in running business and access to loans. The research design for the study was the case study that primarily uses a qualitative approach and the convenient sampling methods used are the cluster sampling technique, the snowball technique and the purposive sampling technique. The methods of data collection that have been used are documentation; interviews; focus group discussions as well as observation.

The findings of the study revealed that access to loans has enabled women entrepreneurs in Gasabo district to increase their income and consequently their socio-economic status has also been improved. Besides this, these women have experienced a range of challenges while trying to access loans for running and/or grow their businesses. These included: the lack of collateral security, the high interest rates and the undermining attitude of bank officials towards women requesting loans as

well as protracted and expensive bank procedures and requirements. The small amounts available and the lack of financial literacy and self-confidence of the women, the lack of business information and fear to take risk towards women owned business also contributed to their negative experiences. However, women found creative strategies to confront these barriers like dealing with microfinance institutions and other informal financial lenders like ROSCA, VSLAs, moneylenders and shop credit.

The study provides recommendations in order to improve women entrepreneurs' accessibility to loans, thus their empowerment. These include: the Rwandan Government should strengthen the mainstreaming of gender in the financial sector, build women's business capacity and emphasise more on the awareness of women on the existing financial facilities. In addition, the Rwandan financial sector should simplify the requirements & procedures and develop new products that can meet women's financial needs, while women are encouraged to change their negative perception of themselves and to challenge their traditional gender roles in their families as well as in the community.

BIRUNGI JACQUELINE (2007-M092-20012)

The Extent to which Poor Farming Methods Affect the Capacity of Subsistence Banana Farming to Increase Household Income among Subsistence Farmers in Uganda: A Case Study of Karambi Sub-county, Kabarole District

The study was carried out in Kabarole district. It had an overall goal of assessing the extent to which poor farming methods affect the capacity of subsistence banana farming to increase household income among subsistence farmers in Uganda, taking a case study of Karambi sub-county.

The study was guided by three specific objectives. These include finding out the extent to which poor farming methods affect subsistence banana production and household income of subsistence farmers in Karambi sub-county; assessing the impact of poor farming methods on subsistence banana production and household income of subsistence farmers; and suggesting ways of improving the level of subsistence banana production through adopting better farming methods.

The research methodology used included administering questionnaires, holding focus group discussions and carrying out individual farmer interviews. Fifty (50) farmers completed questionnaires, 15 farmers were interviewed and 3 focus group discussions were held concerning the problem under study.

KOMAKECH ALUDI JOHN BOSCO (2009-M033-20014)

An Analysis of the Humanitarian Network of Assistance Coordination in Improving Internally Displaced Persons' Situation in Gulu District: A Case Study of Internally Displaced Persons in Koch Ongako Sub-county.

The purpose of the study was to examine how well-coordinated humanitarian network assistance contributed to the improvement of the Internally Displaced Persons (IDPs) situation in Koch Ongako sub-county, Gulu district, with the operating environment as the intervening variable.

The study was guided by four research objectives, that is, to find out whether the humanitarian network assistance coordination had improved the provision of education services to the IDPs in Koch Ongako sub-county. Secondly, to find out the impact of humanitarian network assistance coordination on the provision of agriculture services in Koch-Ongako sub-county. Thirdly, to find

out whether the humanitarian network assistance coordination has improved the provision of health services to IDPs in Koch-Ongako sub-county. Lastly, to assess the combined impact of humanitarian network assistance coordination and the operating environment on the IDPs' situation in Koch Ongako sub-county.

The study reviewed various literature on works that had been done and written by scholars and researchers, locally and internationally, on the thematic areas of the study. It presents the review of related works on humanitarian network of assistance coordination and IDPs' situation in Koch Ongako sub-county, Gulu district. It also reviewed literature on the provision of health, education and agriculture-support services as well as on the operating environment of the humanitarian agencies. Using cross-sectional survey research design, 99 respondents of different categories were sampled from a population of 130 people of Koch Ongako sub-county. A combination of purposive sampling and simple random sampling techniques were employed to select the 99 respondents. Of these, 93 responded by providing the necessary data. This represents a response rate of 93.9%. Questionnaire-based survey and interview guide methods were used for collecting data from the respondents. Both descriptive and inferential statistics (correlation and regression) were used in data analysis and presentations.

It was found that a strong positive relationship existed between humanitarian network assistance coordination and each of the themes of the IDPs' situations (education, health and agriculture). It was also found that a combination of humanitarian network assistance coordination and operating environment accounted for up to 64.1% of the variation in IDPs situations.

The study recommends that, there is a high need for these humanitarian agencies to coordinate their activities in the areas of; needs assessment, sharing of baseline survey information, organising joint workshops for their staff and volunteers or even forming a district platform committee, joint advocacy campaign for community awareness, joint fund raising campaign from donors, joint monitoring and evaluation on the impact of their programme, stock taking of lessons learnt and sharing of information. It is also recommended that, the sub-county authorities need to improve on the working environment for the humanitarian agencies. This could be achieved through allowing humanitarian agencies free access to the IDPs; ensuring the safety and security of staff, volunteers and property of humanitarian agencies; putting in place bylaws which favour the operation of humanitarian agencies; participating and endorsing the lobbying tools (strategic plan documents) of humanitarian agencies for funding.

MUTUMBA JOSEPH (2009-M092-20027)

'The Vocational Education and Training Curriculum' and Environmental Sustainability in Uganda: The Case of Lugogo Vocational Training Institute and Cowa-Centenary Vocational Training School

This study was about assessing the extent to which the Vocational Education and Training (VET) curriculum takes care of environmental sustainability in Uganda. The problem that prompted the study was the mismatch between observable practices in the workplaces of VET practitioners /artisans in relation to environmental concerns. This raised questions whether trainers, learners and workers in VET have requisite skills for environmental sustainability. In this regard, the case of Lugogo Vocational Training Institute and Cowa-Centenary Vocational Training School was undertaken.

The objectives of the study were to establish the green skills in the VET curriculum; to explore the relationship between green skills in the VET curriculum and environmental sustainability; and to examine gaps for green skills in the VET curriculum.

A case study research design with an exploratory, descriptive and qualitative approach was used. This was so because the study was not about examining the research problem by quantification but by exploring and describing how the situation of environmental sustainability varies with the VET curriculum. Green skills were traced in the VET curriculum and pedagogy as well as description of possible attitudes and behaviour that contribute to the status quo. The sample for the study comprised of 44 respondents: 6 VET teachers, 33 VET trainees and 5 key resourceful persons. Focus Group Discussions were conducted to collect qualitative data from the VET trainees and individual interviews were used for the key resourceful persons and the VET teachers. The other methods of data collection employed were observation and document analysis of the VET curriculum and records for teaching. Thematic analysis of the collected data was then manually done according to themes and concepts indicated in the conceptual framework of the study.

It was found out that the current VET curriculum, in form of the Assessment Training Packages per occupation, deals with aspects of occupational health and safety and not environmental sustainability per se. Any observable efforts to address issues of environmental sustainability are a result of innovations in the implemented curriculum at the school level. There was minimal application of green skills in the VET pedagogy to deal with environmental sustainability, although there was some awareness about harmful by-products from VET processes and production. For effectiveness in greening VET, experiential learning is preferred. The actions that were taken for or against environmental sustainability in VET also depended on the influence of the latent curriculum (the attitudes and values) as well as socio-economic factors like poverty. Curricular gaps were also identified at the policy, resource (human and financial), pedagogical, governance and technological levels.

In view of the said findings, the study concluded that sensitivity of the VET curriculum to environmental sustainability is still very minimal. This means that the subtle existence of green skills in the VET curriculum and pedagogy explains the wanting situation exhibited in the matters that concern environmental sustainability in VET and its outputs.

In order to have a VET curriculum that is more sensitive to environmental sustainability, it was recommended that the VET curriculum should be re-oriented by the line ministries to explicitly incorporate green skills in all vocational courses. Secondly, in order to apply green skills in VET pedagogy, the capacity of VET teachers in environmental management has to be built first so as to enable them to meaningfully play a leadership role in greening the VET teaching and learning activities. Lastly, participation should be instilled through action spearheaded by the individual, teachers, trainees and the community as far as greening VET is concerned under coordination of the line ministry/ministries.

KABASINDI GRACE (2011-M092-20010)

The Effects of Early Infant Diagnosis on HIV/AIDS Treatment in Kiboga District: A Case of Kiboga Hospital

This study set out to identify the early infant diagnosis packages available in Kiboga Hospital; to assess the key resources required in early infant diagnosis for effective HIV treatment; and to examine the challenges faced by the early infant diagnosis services on HIV/AIDS treatment.

It was a non-experimental, cross-sectional study that employed both qualitative and quantitative data collection tools. A sample size of 40 respondents was involved. A multi-stage sampling procedure was adopted and was carried out in two stages. The quantitative data from the questionnaire and the checklist were cleaned; field edited and entered into the Statistical Package for the Social Sciences (SPSS) version 16.0 software for analysis. Analysis was done using frequency tables and figures. Primary data was gathered from the research tools and was both quantitative and qualitative in nature. Quantitative data was got from the respondents' questionnaires while the qualitative data was got from Key Informant Interviews. Secondary data was got from review of existing records.

The results provided a significant contribution to the study; only a fraction of children in this setting who test HIV PCR-positive within the EID programme, are successfully linked in ART services. This proportion increased substantially during the period when the HIV infected infants had a subsequent HIV viral load indicating their attendance at ART services. In parallel, among HIV-infected children who were successfully linked to ART services, the time delay between HIV PCR-positive test results and first attendance at ART services decreased in each successive year, although the median delay remained greater than 1 month.

It is, therefore, safe to conclude that the scale-up of programmes that provide early diagnosis of infants exposed to HIV and treatment for children who are infected is an essential component to child survival. Early initiation of treatment significantly reduces AIDS-related mortality in infants and young children, highlighting the urgent need to expand access to virological testing for infants and start them promptly on treatment.

The following recommendation was drawn: existing national HIV-testing policies should embrace testing in early infancy as a pillar of early infant diagnosis. These policies need to be widely disseminated to ensure that health providers are aware of the content.

KAFULUMA GEOFFREY (2011-M092-20011)

An Assessment of the Constraints to Citizen Participation in the Decentralised Budget Process: The Case of Kayunga Town Council

This study assessed the constraints to citizen participation in decentralised budget process in Kayunga Town Council with specific objectives of establishing the level of citizen participation in decentralised budget process; assessing the obstacles to citizen participation in decentralised budget process and; assessing how exclusion of citizens from the process impacts on service delivery. The question of how citizen participation in the decentralised budget process can be improved within Kayunga Town Council was also relevant during this research.

Qualitative and quantitative techniques were used throughout this research, hence enabling the researcher to collect, present and interpret verbal data and analyse numerical data using frequencies and percentages from fifty seven (57) respondents respectively. Purposive and simple random techniques were key in identifying specific respondents.

The major findings of the study included the failure to see clear outcomes of participation, the need to focus on agriculture rather than participation, poor community attitude towards participation, illiteracy and lack of information on the budget process and domination of meetings by views of people in authority.

Recommendations were identified to ensure increased citizen participation in decentralised budget process making in Kayunga Town council. Community sensitisation and information sharing is key as this instils confidence and ensures participation from an informed point of view. Other recommendations included de-politicisation of community development projects, transparency and accountability from town council officials and an increment in funding or town council revenues. This will, therefore, ensure more participation of citizens in the decentralised budget process in the town council.

KAKANDE ISAAC (2011-M092-20013)

An Inquiry into the Sustainability of E-Waste Management within Households in Kampala: A Case Study of Selected Households in Rubaga Division

The research herein was largely qualitative in nature. The researcher's goal was to carry out an inquiry into the sustainability of E-waste management within households in Kampala. The Case Study design was chosen in order to facilitate the Inquiry. With reference to Rubaga Division as the single Case Study, the researcher sought to find out how e-waste is collected, processed and disposed of within households. Further investigations into the sustainability of the current e-waste management practices, at household level still, were made and finally, possible sustainable strategies for sustainable e-waste management were suggested. The above were the three main specific objectives upon which the research was hinged. Before the research was conducted, a scaled background to the e-waste phenomenon was made by the researcher. Additionally, the investigator sought to broaden and appreciate the e-waste phenomenon through the related literature which was accessed and reviewed in this research.

The research was deemed pertinent because there was no foundational information available with regard to e-waste management in the homes. The research was also considered to be a focal point upon which other research would be inspired. Through simple random sampling, stratified sampling and convenience sampling techniques, the researcher successfully engaged eighty respondents from two zones in Rubaga Division in the study. Having interviewed thirty respondents and administered fifty questionnaires, the researcher consolidated his findings with covert and overt observation skills. Indeed these three methods, along with the review of the related literature helped the investigator to avail a discussion of the findings from the research. The findings were consistently discussed in line with the objectives.

The findings from the research did confirm that various methods of e-waste collection were present at household level. Unfortunately, these methods; like the mixture of all waste streams for instance, were found to be unsustainable. The household practices used to gather, process and dispose of e-waste were also unsustainable and immediate intervention was required. It was also established that

although current and sustainable strategies were known, practicing them at household level would not realise any sustainability since there is no continuity.

With reference to the findings, the researcher made the following recommendations: it was important that the separation of all waste streams at household level be emphasised through the sensitisation of all the household dwellers. Secondly, the establishment of systems and structures to facilitate continuity while gathering e-waste from households to district level ought to be streamlined by government and other stakeholders; and thirdly, the enforcement of new (and/or) the already established laws which facilitate sustainability in e-waste management should be realised. Since the e-waste phenomenon is still new to the Ugandan scene, the researcher realised numerous areas which would inspire further inquiry. Some of these areas were suggested together with the policy, environment and socio-cultural domains.

KASIITA RAYMOND (2011-M092-20014)

Assessing the Impact of Increased Enrolment of Students on Quality of Education in Private Universities in Uganda: A Case Study of St Lawrence University Kampala

The study set out to assess the impact of increased enrolment of students on the quality of education in private universities in Uganda. This research was guided by the following objectives: examining the causes of increased enrolment in private universities in Uganda, examining the structural and infrastructural preparedness of private universities in Uganda to handle increased enrolment and examining how increased enrolment has impacted the quality of education offered in private universities in Uganda.

The study employed a descriptive research design which helped in involving a number of people and comparing their opinions. The study respondents included university academic staff, administrative staff, students, parents of current students of the university, National Council of Higher Education (NCHE) officials as well as those from the Ministry of Education and Sports. Non-random sampling was utilised in the sampling process and a sample size of 55 was used. Interviews, questionnaires and documentary analysis were used to collect data. The results were analysed into frequencies and percentages that were used for comparison of the different phenomenon.

From the findings, it was concluded that increased enrolment of students in private universities has a significant impact on the quality of education in private universities. The findings revealed that the major causes of increased enrolment included: relatively low fees in private universities, failure to get desired courses in public universities by students, relatively accessible entry requirements in private universities, too many strikes in public universities and the relatively low student-lecturer ratio in private universities. Upon examining the structural and infrastructural preparedness of private universities to handle increased enrolments, the findings revealed the following in the case study of St Lawrence University: Many lecturers were competent though they were generally found to be under-qualified as per NCHE standards and some others tended not to finish their teaching loads. Administrative staff were also found to be largely competent though some did not attend satisfactorily to the students since they often turned up for work late and left early. Computer facilities were available but the internet was slow and the computers were having software that was not up-to-date. Lecture rooms and the furniture therein were found to be relatively fewer than the ever rising number of students. Library facilities were found to be not spacious enough and there were also few and limited number of books per title. Increased enrolment was found to have impacted on the quality of education in St Lawrence University in the following major ways: It led to

deeper research outcomes through bigger group discussions, it led to limited furniture for learners, it led to management overload due to increased enrolment not matched with recruitment of workers, it led to better running of the university and lastly, it was found to have led to an ease in dodging of lectures by students in big classes. Therefore, from the study it can be majorly concluded that increased enrolment in private universities has to a larger extent led to diminishment of the quality of education thereof.

The study recommended that management should devise strategies to make sure that lecturers are all competent enough and they perform to the best of management's expectations. Administrative staff should be closely monitored by management so as to make sure that they carry out their roles towards the students aptly and competently. The state of the computer facilities should also be improved. The university should make an effort to set up more spacious lecture facilities coupled with sufficient furniture therein. The library facilities should be made bigger and more books should be placed there per title and in terms of variety.

KOIRE JOY (2011-MO92-20020)

Traditional African Parenting and Children's Academic Performance: A Case Study of Nankoma Sub-county, Bugiri District

This study sought to establish the relationship between traditional African parenting and children's academic performance in Nankoma sub-county, Bugiri district of Uganda. To do this, the following specific objectives were in place to guide the study: (i) to establish the concept and the different forms of traditional African parenting on children's academic performance in schools of Nankoma sub-county (ii) to explore how children are affected by traditional African parenting in their education and consequently performance in the schools setting as depicted in school academic performance (iii) to highlight the weaknesses and strengths in traditional African parenting for better academic performance.

The researcher used a case study design to conduct this research. Both qualitative and quantitative approaches were employed to analyse data from parents, teachers, children, community leaders and administrators using questionnaires and interviews. All data were transcribed and arranged into thematic areas derived from the objectives of the study. Quantifiable ratings were made using frequencies (f) and percentage scores of ratings to a particular thematic element. The sample size used was 50 children, 10 parents, 10 teachers, 10 administrators and 5 local leaders.

The findings indicate that, there are unusual aspects of traditional parenting styles that are employed in Nankoma sub-county in Bugiri Uganda. Parenting is first of all seen with the roles and responsibility of parents who are seen as the primary 'parenter' because of the cardinal roles of being the first family provider. Parents on their side expect the child whom they are parenting, to abide by rules and completing the home chores given to them. As long as that is accomplished, the parent sees the child as able to fit within the boundaries of the family discipline. It has also been evident, that parenting practices in the African family sometimes tend to be harsh. The researcher has concluded that most respondents have tended to observe authoritarian and permissive (indulgent) parenting on opposite sides of the spectrum. Unfortunately, such a tendency, will in most cases also affect the academic achievement of the child.

The researcher recommends that firstly, the teachers and parents create a uniting platform, where they can be able to bring forth issues of parenting noted, but again this is seen as an opportunity for

schools to have guided policies for parenting. An opportunity is proposed for planners at the Ministry of Education, to suggest mechanisms for incorporating parenting practices within the school system.

KYALIGONZA W.K. PETER (2008-M093-10129)

The Impact of Contracted Agricultural Advisory Services on Household Incomes among Farmers in Busia District: A Case Study of Busitema Sub-county

Sustainable provision of agricultural advisory services to the rural poor and particularly to small scale producers in Uganda has proved to be a big challenge as a result of unsatisfactory effectiveness, financial constraints and changing policies.

The study examined the Impact of agricultural advisory services on the household incomes among farmers in Busia district using a case study of Busitema sub-county. It was guided by the following research questions: 1) how does the contracted service provision for National Agricultural Advisory Services (NAADS) programme work? 2) In which ways have the farmers in Busitema benefitted from the NAADS programme using the contracted advisory service providers? 3) What are the possible strategies to improve delivery of NAADS services?

The research employed a case study design. It was mainly qualitative in methodology and in some cases quantitative methods of data collection and analysis using review of records, observation, focus group discussion and interview guides were employed. The area of study, Busitema sub-county was purposively selected for it was a pioneer sub-county in the implementation of the NAADS programme in Busia district.

The study established that, whereas considerable resources have been committed to the NAADS programme, its implementation using the private service providers has not facilitated the achievement of positive impacts on the household incomes of the rural farming communities in Busitema sub-county.

Based on the findings of this study, it is recommended that there should be a thorough review and reform of the NAADS programme to an agricultural economic model that is self-propelling and in tandem with the mainstream economy and the government should only provide an enabling environment. The researcher recommends careful situation analysis of the key policies and factors to be addressed in order to bring about practical and sustainable strategies to rural poverty alleviation through agricultural development.

NAMUSOKE LILLIAN (2009-M092-20037)

An Analysis of the Contribution of Civil Society Organisations in Combating Domestic Violence in Peri-urban Centres: A Case of Centre for Domestic Violence Prevention in Rubaga Division, Kampala District

The study analysed the contribution of Civil Society Organisations (CSOs) in combating domestic violence against women in peri-urban areas with a case study of the Centre for Domestic Violence Prevention (CEDOVIP) in Rubaga division. The study focused on domestic violence that is perpetrated by intimate partners. The independent variable was the contribution of civil society organisations, while the dependent variable was domestic violence against women. The intervening variable was the laws aimed at fighting domestic violence.

The general objective was to analyse the contribution of CSOs in combating domestic violence against women in peri-urban areas. This was achieved through three specific objectives and, thus, three research questions. The research was carried out using the quantitative research approach. The study involved 400 men and women between the ages of 18 to 49 years in five parishes of Rubaga division. The primary data-collection method was used in the study and questionnaires were used as a tool of primary data collection. After collection, the data was coded and analysed using the Statistical Package for the Social Sciences (SPSS).

The study discovered that there is a high level of domestic violence against women in Rubaga division. This was reached at after studying the frequency and severity of the abuse that women are subjected to. The study also discovered that, on what peri-urban residents consider as domestic violence, respondents strongly agreed (with no doubt at all) that they considered it domestic violence if the abuse happened often or if the abused woman gets severe physical injury, such as getting deformed, burnt or battered to death. The respondents also agreed, although simply, that they considered it domestic violence if it involved physical and psychological abuse, for example, a woman being battered, verbally abused or threatened to be harmed. However, respondents had doubts when it came to sexual abuse and controlling behaviour; for example, a woman being forced to have sexual intercourse or perform a sexual act against her will and a woman being prohibited from going anywhere without permission, talking to other people or working. Respondents did not consider it domestic violence if the abused woman is given a gift after being beaten.

It was also established that CEDOVIP has made a significant contribution in combating domestic violence against women in Rubaga division. This was achieved through studying the needs of abused women and the extent to which CEDOVIP provides for such needs.

LUKONGE PETER (2010-MO93-10026)

The Effect of Management on the Quality of Education in Universal Primary Education Schools: A Case Study of Selected Primary Schools in Nabigasa Sub-county, Rakai District

The purpose of the study was to establish the effect of management on the quality of education in Universal Primary Education (UPE) schools in Nabigasa sub-county Rakai district. The objectives of the study were, to establish how planning in UPE schools affects the quality of education; to identify how staffing in UPE schools affects the quality of education and; to establish how motivation in UPE schools affects the quality of education in Nabigasa sub-county, Rakai district.

A case study design was adopted. The study population comprised of primary school teachers, head teachers and management committee members selected from UPE schools in Nabigasa sub-county. The District Inspector of Schools, District Education Officer and the Chief Administrative Officer were also involved in this study. Structured questionnaires, interview guides and document analysis were utilised in data collection. Quantitative data generated by the questionnaire was analysed using the Statistical Package for the Social Sciences (SPSS). Qualitative data was analysed using descriptive means.

The study findings indicated a close relationship between planning, staffing and teachers motivation. It was recommended that; UPE should support comprehensive planning that accommodates the interests of all stakeholders in educational institutions. The planning process should consider the demands of the increasing pupils' enrolment and the interests of teachers. School facilities should also be properly planned to support effective teaching and learning. It was also recommended that the government should employ more teachers in order to match the current number of pupils'

enrolment to enable teachers to manage their responsibilities and to cater for the individual needs of every pupil. It was also recommended that teachers' pay should be raised to reflect the current cost of living. The good payment will encourage teachers to teach and to get involved in other school duties expected to bring up well groomed pupils. The government and other school owners should also put in place other attractive incentives so that teachers love their profession, institutions, and to fully dedicate their energies for quality education.

It was concluded that planning, staffing and teachers motivation affect the quality of education in UPE schools

LWANGA DANIEL MUSOKE (2009-MO92-30006)

An Assessment of the Contribution of Input Support in Promoting Sustainable Agriculture: A Case Study of Buwunga Sub-county, Masaka District

The objective of this study was to assess the contribution of input support in promoting sustainable agriculture in Buwunga sub-county Masaka district. The reason for undertaking the study was to establish why, in spite of several interventions by both the government and NGOs in providing input support, sustainability of agriculture remains wanting. The study involved the principle of purposive sampling fused with simple random sampling among farmers who had benefitted from input support from either government, NGOs or from both, and from employees of institutions offering input support. It was guided by research objectives, and the questionnaire method was applied in data collection. Tables, frequencies, percentages bar graphs and pie charts were used in data analysis.

The findings indicated that positive impact agricultural input support is contributing towards farmers' output although some demands by input support providers are unsustainable and costly to the farmers. There are no genuine strategies designed to help farmers; instead, institutions providing input support stipulate a variety of conditions to foster their own business acumen and survival. There are many challenges that emanate from conditions for accessing input support, which are a harbinger for corruption and have the capacity to cause conflict among farmers.

The following are the suggested recommendations:

Needs Assessments, using the principle of Participatory Rural Appraisal, should be an integral and indispensable factor of input support prior to rolling out any inputs. In order to remedy the problem of seeds rotting away for lack of efficient storage facilities, institutions should preserve perishable inputs for farmers to collect them at the opportune time. Institutions in partnership with groups and district departments of production should redesign the groups and set rules governing them, and the groups should be given more powers as bases upon which to build cooperative and marketing initiatives.

NANFUKA LYDIA (2011-M092-20039)

Assessment of the Performance of the National Environment Management Authority-World Bank Clean Development Mechanism Project in Solid Waste Management: A Case of Mukono Katikolo Compositing Site.

This study was premised on the major objective of assessing the performance of the National Environment Management Authority-World Bank (NEMA/WB) Clean Development Mechanism (CDM) in the management of solid waste in Mukono. To attain this, the researcher used the following specific objectives: to find out the methods used in solid waste management and

compositing at Katikolo CDM site; to establish the effectiveness of the methods used in solid waste compositing at Katikolo CDM site; to find out the problems and challenges involved in carrying out the exercise and how they can be addressed, and; to establish the perceptions of the people about the CDM project in Katikolo.

The study geographically covered Katikolo CDM site in Mukono Municipality. Locally, there were very few domestic studies on CDMs in particular and these were shallow. This gave the justification for this study to document by way of assessment of the performance of the CDMs, taking the Mukono Katikolo CDM project funded by the World Bank and managed by NEMA-Uganda as a case study.

To carry out the study, the researcher adopted the case study design since the study was qualitative in nature. A total of 50 respondents participated in the study. All these were selected purposively. Both primary and secondary data were drawn and primary data collection methods included the interview method, questionnaire administration, the observation method, and picture voice method. The documentary review method was used for secondary data collection.

The study established that the solid waste management and decomposition at the site takes a process of five (5) stages. Though some of the stages are co-joined, for instance stage 3 and 4. It was also established that the effectiveness of the CDM project depends on the accuracy, efficiency, and effectiveness of all the employees throughout the process of collecting, sorting, decomposition-windrowing, and sieving and separation. However, this study found the Katikolo CDM project highly effective as they take into regard all the precautions required of the process. On the challenges facing the project, the financial and funding issue was found to be the most impacting with funds from the World Bank often delayed and yet the project itself makes little sales since the market is small. The small sales were also attached to the fact that very few people know about this particular project and its products. Other challenges and problems were found to include; administrative challenges, the issue of non-biodegradable wastes, the national policy issue were it was found that it does not comprehensively provide for the CDMs because they came into existence recently, among others.

To find solutions to these problems and challenges, the research considered issue by issue but most significantly, the project needs to do a lot of publicity campaigns especially in marketing its products. This will most certainly help it to overcome all the other challenges and be able to sustain itself. Indeed even the perceptions of the people were found to be a challenge as most people were found not to be aware of the CDM project in their area. Others are negligent on waste management since they consider it to be the work of the Local Government.

The study has hence recommended intensive publicity campaigns for the project and extensive marketing to increase the sales so as to attain sustainability and overcome the threatening financial issues. For further research, this study found the issue of plastic wastes being very contentious and left out. It, therefore, recommends that a research be carried out to ascertain on how best these can be dealt with.

MANISHIMWE EMILIAN (2011-M092-20023)

An Assessment of the Effectiveness of Child Protection Structures in the Elimination of Child Abuse: A Case Study of Formal and Informal Child Protection Structures in Kawempe North Division, Kampala City

The research was conducted to assess the effectiveness of Child Protection (CP) structures in the elimination of child abuse in Kawempe North division. For purposes of the study, the researcher selected CP structures that comprised of primary and secondary schools, family, local councils, child protection committees and the Justice, Law and Order sector institutions.

The researcher was guided by a set of three research questions that were derived from the objectives of the study and these were: What are the factors that perpetuate child abuse in Kawempe North division? How effective are CP structures in the elimination of child abuse in Kawempe North division? What are the challenges faced by CP structures in providing justice for the children and upholding the rights of children in Kawempe North division?

The research was a case study that took a representative area of Kawempe North division and assessed the phenomenon under study using a well-chosen sample group and appropriate data gathering tools, namely; questionnaires, interview guides, and group discussion guides.

A general analysis of the effectiveness of the different CP structures in Kawempe division came up with 55.3% of the respondents highlighting that schools are effective in the elimination of child abuse through providing knowledge and skills to the children so that they can protect themselves and advocate for their rights. Fifty four percent (54%) of the respondents highlighted that the family structure is effective in the elimination of child abuse. As the first line of protection, the family instils in the children the necessary and acceptable societal values; provides to the children the essentials of life such as food, education, clothing and shelter. Furthermore, 53.3% of the respondents indicated that the police is effective in the elimination of child abuse. The police as the primary duty bearer of enforcing law and order in society and people, their intervention is always sought whenever child abuse occurs. Further, 55.8% of the respondents revealed that the family and child protection court is not effective partly because it is still new and relatively unknown to most people. Besides the courts rely on empirical evidence which is always very difficult to adduce in most cases of child abuse. More to that, 52.4% of the respondents indicated that the probation and welfare office is not effective because it lacks facilitation to not only enforce its decisions but also mount continuous programmes aimed at sensitising the population on the need to provide and care for their children.

It is recommended that in order to improve the work and effectiveness of CP structures, there is need to always mount continuous awareness and sensitisation programmes, budgetary support, continuous monitoring and capacity building.

MAYEGA VINCENT (2011-M092-30003)

Factors that Influence the Uptake of Antiretroviral Therapy Services in Lyantonde District: A Case Study of Mpumudde Sub-county.

This study examined the factors that influence utilisation, trends as well as community knowledge on poor use of Anti-Retroviral Therapy (ART) services for managing HIV/AIDS in Lyantonde district. Mpumudde sub-county was used as a case study to explore in depth and obtain a clear picture of the

exact factors that have significant influence on utilisation of ART services in rural areas of Lyantonde district.

Anti-Retroviral Therapy clients and service providers participated in the study. Respondents to structured interviews were selected from a list of names of clients used by the health institutions in Lyantonde. A fifth of the total number of clients was targeted to participate in the study and their selection was achieved through the use of a table of random numbers to avoid sampling bias. In total, data were collected from ninety seven clients. Additional data were collected through focus group discussions held with four teams of service providers.

The study revealed seven user-related factors that have significant influence on proper ART services utilisation in Mpumudde sub-county. These factors are: gender, presence of a source of information on ART use within the household, the number of sources of information on ART use within the community, number of health units within a one kilometre radius from the household, awareness of the dangers of poor ART use, depth of knowledge on problems associated with poor ART use and the number of opportunistic infections previously suffered by an individual. Anti-Retroviral Therapy service providers reported twenty one challenges that influence utilisation of ART services in Mpumudde sub-county. Of the twenty one challenges, the five major ones were, insufficient human resource to handle clients; payments for opportunistic infections which tend to keep clients away; mobility of clients that complicates follow up; low literacy levels which makes it difficult for clients to understand prescription messages; and non-disclosure of HIV status by wives to their partners. Furthermore, the study found out that there are gaps for previous years of clients utilising ART services in Mpumudde sub-county. These gaps were attributed to transfer of staff and poor records management by staff at health units. Furthermore, service providers as well as users demonstrated high levels of knowledge with respect to dangers associated with poor use of ART services. The implications of these findings on ART services utilisation and delivery have been discussed.

In particular, this study recommends that ART service providers should be given more resources to enable them keep and secure records of clients, pay more attention to sensitisation of women on the benefits of proper and consistent use of ART services and conduct deeper and extensive community education on the negative health outcomes of neglect and improper use of ART services.

MBABAZI EMMANUEL (2011-MO92-20024)

The State of Participatory Monitoring and Evaluation in Community Empowerment Projects: A Case Study of Lubaale Community Development Project in Gomba District

The study aimed at examining the state of Participatory Monitoring and Evaluation (PM&E) in community empowerment projects through the case of Lubaale Community Development Project (LCDP), a community empowerment project in Gomba district. It was guided by three objectives, namely, establishing the role of PM&E in the empowerment of community beneficiaries; the challenges faced by LCDP staff in implementing PM&E; and the strategies of improving PM&E of LCDP in Gomba district.

Due to the need for a qualitative analysis, a case study research design was used and primary data collected through interviews whereas secondary data were gained through documentary analysis. A total of 67 respondents (including 57 beneficiary households and 10 key informants) participated in the study. A review of the recent literature was also done and gaps filled by the study were identified. Descriptive statistics were used in the analysis.

Research findings revealed that PM&E played a great role in community empowerment of LCDP beneficiaries in Gomba district. The positive roles included helping community members to gain the capacity to operate and maintain services and facilities provided by the project in case they withdraw, ability to organise and influence change on the basis of their access to knowledge and ability to reflect on experiences and learn from them among others. A few failures were also reported by the project stakeholders including the failure to fulfil people's expectations and provision of low quality education among others. The challenges faced by the project staff in conducting PM&E were: Inadequate facilitation of the exercise, shortage of time, gender issues and the illiteracy of community members, others included having prior project implementation positions before involving the beneficiaries, lack of trained technical personnel, lack of the zeal to work on ones' self and being over dependent on others. The strategies for improving PM&E of LCDP in Gomba district were; creating awareness among the stakeholders, involving community members in initial identification and dissemination of programmes, providing transport facilities to the community members and, timely communication by the project staff.

In conclusion, the results revealed that PM&E played a great role in community empowerment of LCDP beneficiaries in Gomba district. In order to improve PM&E, however, this study recommends that project management should involve the community in project planning and implementation to ensure that the project is sustainable and answers real and urgent local needs. In addition, the government should provide adult education programmes to the local people to enable them get introduced to reading and writing and, increase community mobilisation by the project staff through local and religious leaders.

MABIRA RICHARD (2009-M092-20019)

Fisheries Management Approaches and Sustainable Fishing in Uganda: A Case of Community-Based Management Approach under Beach Management Unit at Zengebe Fish Landing Site, Lake Kyoga

The study was carried out in Nakasongola district from Zengebe landing site located on Lake Kyoga. The study investigated the extent to which the Beach Management Committee (BMC) at Zengebe landing site has played its role towards the management and development of the fisheries sector in Uganda. The specific objectives were, to assess the level of community awareness created by the BMC in the process of managing and developing the fisheries sector in Uganda; to investigate the extent to which the BMC has formulated and enforced byelaws in the process of managing fisheries at Zengebe landing site; to document the extent to which the BMC has arbitrated fisheries conflicts as a means of managing at Zengebe landing site; and to establish the challenges the BMC faces in the process of managing fisheries at Zengebe landing site.

The study applied a case study design and a sample size of 150 respondents was used. Both primary and secondary methods were applied, which included; in-depth interviews, a self-administered questionnaire and observation, while the instruments used included interview guides, observation guide and a self-administered questionnaire. The qualitative data generated were edited, coded and themes developed following the study objectives and the results were later analysed.

The study revealed that; though fishers share some commonalities, they are not homogeneous due to the varying amount of information especially regarding fisheries management. The study further indicated that fishing is mostly conducted by people aged between 18 and 60 years as this is when one is energetic enough to afford fishing. The findings also suggest that fishing is dominated by

males, the less and/or non-educated people for deriving a livelihood since they cannot get formal employment. Information on several issues is collected and disseminated by the BMC and used by the fishers and, hence, resulting into community awareness among fishers. The BMC has scored highest in the field of byelaws formulation and enforcement because it has provided a legal framework on most aspects that negatively affect the fisheries sector. Most respondents said that the BMC to a great extent successfully mediated fisheries conflicts which greatly led to the streamlining of the management of the fishing industry. The study further revealed that the BMC faces the challenges such as: lack of adequate resources, some fishers were doubtful of their level of confidentiality with regard to information, and lack of adequate skills and expertise. However, important to note is that the BMC has always addressed these challenges.

Finally, the study recommends several measures including; packaging policies, formulating and enforcing regulations, formulating approaches to fisheries conflicts arbitration and other management options that address these issues at local, national and international level and provision of scientific information and data to guide management decisions. Creating a clear and unambiguous understanding of the roles and functions of BMCs by all parties; changing the fisheries management style through integrating BMC management approach with Communal Area Management Programme (CAMP) to strengthen the current fisheries management under the BMC-CAMP management arrangement; intensifying extension in order to get the support of fishers not through coercion; and increasing channels of communication to include radios, phones, newspapers, magazines, and newsletters, for enhancing a nation-wide mechanism for fisher communities to access and utilise information regarding national and local management and development, among others.

MOGGA ALEX SIMON (2011-M091-10007)

Examining the Role of Jesuit Refugee Services in the Post-Conflict Education Programme in Nimule Payam, South Sudan

This study was based on examining the role of Jesuit Refugee Services (JRS) in the post-conflict education programme in Nimule Payam, South Sudan. The objectives of the study were: (1) to identify the major achievements realised by JRS during the post-conflict education programme in Nimule Payam, South Sudan, (2) to identify factors hindering the implementation of educational activities of the JRS in post-conflict Nimule Payam, South Sudan and (3) to suggest appropriate strategies that would help JRS to overcome the challenges faced by the post-conflict education programme.

Data collection for the study involved the use of both primary and secondary methods with research instruments that included: questionnaires, an interview guide, focus group discussion checklist and documentary analysis were used. Data collected were mainly analysed qualitatively according to the research objectives and presented in themes while quantitative data collected from the field were statistically represented using tables, frequency distributions and percentages.

The study findings revealed that: factors such as funding, coordination, management and community participation and involvement were hindering implementation of the JRS post-conflict education programme in Nimule Payam. Ignoring factors hindering the implementation of educational activities negatively affects the development processes. On the other hand, accepting and embracing the factors enables the South Sudan Ministry of Education, Science and Technology and JRS to practice good implementation of post-conflict education programme.

The study concludes that: JRS succeeded in implementing the post-conflict education programme in Nimule Payam, South Sudan through human capital development and community empowerment. Therefore, community leaders ought to make serious steps in order to sustain the post-conflict education programme in the area for the development of the people. Furthermore, in planning, decision making and implementation of the post-conflict education programme in Nimule Payam, all the stakeholders should be involved in identifying the challenges of education that would affect successful implementation of the JRS post-conflict education programme focussed at improving the livelihood of people.

The study recommends that: The challenges of the post-conflict education programme should be accepted and addressed by the JRS education team and ministry of education officials (at Nimule Payam level) in order to bring about growth and development in Nimule Payam. Furthermore, institutional policies and propaganda compromise workable policies and procedures which, thereafter, affect successful implementation process of the post-conflict education programme. Hence, such practices and tendencies should be strongly discouraged to safeguard the post-conflict education programme of improving the livelihood of the people.

MUGAMBWA EVEREST KIZITO (20011-M092-20025)

Effects of Climatic Variability on Pineapple Growing in Uganda: A Case Study of Pineapple Growers in Kangulumira Sub-county, Kayunga District

The study set out to establish the relationship between climatic variability and pineapple growing by looking at the effects of climatic variability on pineapple growing in Uganda. It took pineapple growers of Kangulumira sub-county in Kayunga district as a case study. The specific objectives of this study were: to find out the extent to which Climatic Variability affected pineapple yields in Kangulumira sub-county in Kayunga district; to find out some of the measures put in place to adapt to or mitigate Climatic Variability in Kangulumira sub-county in Kayunga district; and to find out the challenges of adapting to or mitigating Climatic Variability among pineapple growers in Kangulumira sub-county in Kayunga district.

The study employed a case study design, qualitative approach and was descriptive in nature. The study involved a sample of 32 respondents. The researcher mainly administered a semi-structured interview schedule to generate information. Convenience and purposive sampling techniques were adopted in selecting the sample size.

The findings revealed a positive relationship between climatic variability and pineapple growing in terms of quality, which were measured by the size and appearance which are determinants of price and the overall incomes to the pineapple growers. This is because different climatic conditions favour different pineapple pests and diseases. It was also found out that pineapple growing on the other hand can promote climate change because the most commercially grown pineapple variety in the area, the *Smooth Cayenne* does not do well under shades. Forests are cleared to create space for pineapple growing. Pineapple growers in Kangulumira were practicing mulching and planting of trees on the boundaries of their gardens to maintain soil moisture as some of the measures to adapt to the climatic variability. Some farmers have formed cooperatives to look for joint markets and add value to their produce. The low levels of climate/environment management awareness in the area as well as high levels of poverty have made it very difficult for the pineapple growers in Kangulumira to adapt to new technologies and practices to reduce the negative climatic changes. The study also

suggested that pineapples can be grown in places that are relatively dry since they were found to be somehow more resistant to drought when compared with many other crops.

The study concluded that extreme climate variability negatively affected pineapple growing in terms of growth rate, size, appearance, and sweetness. The study recommended that government should invest more in climate adaptation and mitigation, among farmers in general and pineapple growers in particular to encourage them to adapt to new technologies, to ensure sustainable growth of the sector.

MUHEEZANGANGO HILARY (2011-M092-20026)

An Assessment of the Catholic Church's Role in Marketing of Agro-products in Rural Areas: A Case Study of Katikamu North Sub-county, Kasana-Luweero Diocese, Uganda.

This research aimed at finding out the Catholic Church's role in the marketing of agro-products in rural areas, using a case study of Katikamu North sub-county, Luweero district, Kasana-Luweero Diocese, with a view of improving on the marketing sector of development in combating the challenge of poverty in rural areas.

The researcher used a sample of 96 participants selected by use of the simple random sampling technique and purposive sampling technique. The researcher used three data collection tools namely questionnaire, interview and observation to collect data.

The study found out that the Catholic Church is involved in a number of development programmes in Katikamu North sub-county. The Catholic Church has helped to mobilise communities, to form them into groups known as CBOs, to train them on sustainable agriculture techniques, to construct schools, and to operate programmes on health especially HIV/AIDS prevention. The findings also revealed that the Catholic Church is involved in marketing oriented initiatives. For example, in Katikamu North sub-county, the Catholic Church has built two markets, formed marketing associations, and has provided the associations with machinery that enhance marketing like moisture meter, weighing scales, and installation of a coffee hurler. These revelations are attributed to the mission of the Catholic Church of giving life to the full. In effect the findings have confirmed that the Catholic Church generally plays a historical role of offering moral guidance to individuals and institutions on matters pertaining to business oriented ventures, emphasising the dignity of a human person. In recent times especially in Uganda, the Catholic Church has also come up strongly on supporting rural farmers in marketing of agro-products. The findings have, however, contradicted the function of the Catholic Church in marketing agro-products in that most of the respondents showed a high level of ignorance of what the Catholic Church does in this area compared to other areas. This shows that the role of the Catholic Church in this area is not yet publically known in the society. Secondly, the findings revealed that there are still a lot of challenges in marketing agro-products namely: low quantity of products, high price fluctuations in markets, few marketing and collection centres, poor transportation systems and so forth. This is most likely because of the external factors that have affected the ongoing development like geographical location, high population versus resources, political instability, pests and diseases, low education levels, poor accountability and high corruption levels as well as the universalism of the Catholic Church which renders the local Catholic Church powerless in dealing with specific local social economic challenges. Furthermore, there were some limitations identified particularly regarding the Catholic Church's way of operation. These include the following: The Catholic Church uses more theoretical approaches rather than practical approaches in training communities; lack of markets and

warehouses/collection centres; failure of the Catholic Church to use its structure/organs as marketing networks; failure of the Catholic Church to collaborate with the local government and other stakeholders in planning and implementing their activities; and limited involvement of research.

Based on the findings, the researcher recommends that the Catholic Church should professionalise its staff especially the priests; the Church should invest in markets and warehouses; the Catholic Church should use its structures/organs as marketing networks; the Catholic Church should collaborate with the government and other NGOs in its development ventures; and finally, the Catholic Church should always engage in research for proper implementation of their development programmes.

MUKASA SAMUEL (2011-M092-30004)

Assessment of the Adoption of Solid Waste Management Measures in Sembabule Town Council, Sembabule District

This study focused on assessing the adoption of solid waste management measures in Sembabule Town Council, Sembabule district. The study was guided by three objectives which are, to find out the extent to which solid waste management measures have been adopted in Sembabule Town Council; to examine the challenges encountered in the adoption of solid waste management measures in Sembabule Town Council and; to find out appropriate strategies that can address the challenges encountered in the adoption of solid waste management measures in Sembabule Town Council.

The researcher reviewed literature related to the topic of study and discussed it as put forward by the various scholars. The literature was reviewed in three themes stemming from the three (3) specific objectives of the study. The literature provided a critique and identified gaps in literature related to adoption of solid waste management measures, challenges in adoption of solid waste management measures and strategies that promote adoption of solid waste management measures.

The research was conducted using a case study design through qualitative and quantitative approaches. The research design was used because it brought about a deeper insight and better understanding of adoption of solid waste management in Sembabule Town Council. Data were got through key informant interviews and individual questionnaires among 40 respondents that included key respondents (Sembabule Town Council staff, and Local Council III Councillors) and local residents. The sampling techniques used included; purposive sampling for key informants and random sampling for local residents.

Findings indicated that some effort has been made by the town council and residents of Sembabule town council in the adoption of solid waste management measures, especially, in solid waste collection and disposal. However, there are gaps that need to be addressed which include, among others, few collection sites, lack of a gazetted disposal site, ignorance among residents on other forms of solid waste management such as sorting, recycling and re-use, inadequate enforcement of the national laws on solid waste management, lack of by-laws and sensitisation.

The study recommends that Sembabule Town council should put in place strategies to address the gaps which include: establishing demonstrations on the use of bio degradable solid waste as manure and recycling of solid waste, conducting community sensitisation on solid waste management and

the dangers of poor solid waste management, formulating and enforcing by- laws and existing laws, increasing funding on solid waste management in the town council, and procuring a gazetted solid waste disposal site/landfill.

MUKASA SARAH (2009-M033-20021)

Assessing the Factors Influencing High Dropout Rate of the Girl Child in Universal Primary Education Schools in Sembabule District: A Case Study of Mijwala Sub-county

This study aimed at assessing “The factors influencing high dropout rate of the girl child in Universal Primary Education (UPE) schools in Mijwala Sub County Sembabule District”. The specific objectives of the study were; to examine the socio-economic factors influencing high dropout rate of the girl child in UPE schools of Mijwala sub county, to analyse the institutional factors that have contributed to the high dropout rate of the girl child in UPE schools of Mijwala sub county Sembabule District as well as to examine the impact of high the dropout rate of the girl child in relation to community development in Mijwala sub county Sembabule district.

The study adopted a descriptive case study research design and both qualitative and quantitative approaches were used. The study consisted of 83 respondents who included 36 school pupils, 20 parents/guardians, 20 teachers, 6 Head teachers and the District Education officer. A number of data collection methods and instruments were used and these included; interviews, focus group discussions, questionnaires and observations as well as documentary review. The data collected were tabulated, frequencies generated and converted into percentages and analysed basing on study themes.

The findings revealed that a number of socio-economic factors have influenced the high rate of girl child drop out from UPE schools in Mijwala sub county and these include among others; lack of financial support, forced early marriages and pregnancies, death of parents, negative attitude of parents towards education, long distances travelled to go to school, age of the child. In addition to these, were the institutional factors which were also highlighted by the study to include; corporal punishment, sexual harassment by teachers, bullying and teasing, absenteeism of teachers, failure of school to provide lunch, crowded classes, poor quality teachers and poor teacher/pupil relationship to mention but a few. The study also examined the impact of the high dropout rate of the girl child in relation to community development as poor standards of living, high illiteracy level, increased early marriages and pregnancies, poor health, increased spread of HIV infections, dependence burden, lack of employment, high crime rate, under development among others.

The study concluded that there is no single factor that leads to drop out of the girl child from school. All factors are interrelated to accelerate the dropout of a child from school.

The major recommendations of the study include: the government should improve on the well-being of teachers, build more schools to reduce on the distances pupil have to walk to access school, provide on-job capacity building to improve the teacher-pupil relationship, government should improve on the monitoring of rural schools, empower the communities with ventures that will improve the incomes as well as work on the household food security. Sensitise the community on the role education plays in the lives of the girl child and sensitise the community on the UPE policy to give a clear picture of the parents’ roles.

MULWANA MARTIN KIGOONYA ANTHONY (2008-M092-20076)

Assessing the Challenges of Indigenous Knowledge Usage in Sustainable Natural Resource Management in Rakai District: A Case Study of Small Scale Farmers in Lwanda Sub-county

The research assessed the challenges of using indigenous knowledge in sustainable natural resource management through indigenous farming practices in Rakai district. The specific objectives were: to determine the indigenous knowledge-based practices, and secondly to find out the challenges of using indigenous farming practices in natural resource management, while suggesting ways of improving the use of indigenous farming practices in natural resource management.

The study population included 97 respondents comprising of members from registered farmer groups in Lwanda sub-county and a few selected key informants. Simple random and purposive sampling techniques were used to select the respondents who participated in the study. The methods of data collection employed included questionnaires, in-depth interviews, focus group discussions and observation. The quantitative data from closed-ended questions in the questionnaires were analysed manually by putting together the frequencies, while the qualitative data obtained from the focus group discussions and key informant interviews were analysed manually by coding.

It was discovered that indigenous knowledge-based farming practices such as shifting cultivation, mixed cropping, land rotation, crop rotation and intercropping were commonly used in the district, although there were many challenges to these systems in natural resource management. The challenges included; negative attitudes towards the indigenous knowledge systems, lack of proven scientific procedural explanations, population growth and fragmentation of land, competition from modern scientific methods, increasing poverty levels and poorly enforced natural resource management policies.

The use of indigenous knowledge practices in natural resource management can only succeed with deliberate support and cooperation of all the stakeholders including the government, academic institutions, indigenous institutions and farmers who have direct interface with these natural resources.

MUSUNGU LYDIA CONSTANCE (2009-M053-20008)

The Effects of Child Labour on Academic Performance of Pupils of Bungokho Sub-county in Mbale District

The study dealt with the effects of child labour on educational performance of pupils of Bungokho sub-county in Mbale district. The thrust of the research was that Child Labour exists in different forms and in many ways affects educational performance of pupils in schools. The objectives under which this study was conducted included; to find out the different forms of child labour practiced in Bungokho sub-county, to find out the causes of poor educational performance of pupils in Bungokho sub-county, to find out the correlation between child labour and educational performance of pupils in Bungokho sub-county, to suggest viable solutions to the effects of child labour on educational performance.

The research used a case study design employing both qualitative and quantitative methods of data collection. Data collection tools such as interviews, observation, Focus Group Discussions (FGDs) using guiding questions, and documentaries were utilised to achieve the objectives of the study.

The research findings, therefore, established that there are several forms of child Labour in Bungokho sub-county manifested in form of stone quarrying, sand mining, working at construction sites, looking after rice gardens, hawking various merchandise as well as loading and offloading items from vehicles let alone domestic chores. Furthermore, the study revealed that pupils' educational performance is significantly affected by a complex of socio-economic factors such as absenteeism, late coming, household poverty that limits provision of scholastic materials, lack of midday meals at school besides inadequate supervision of school activities by school head teachers. The research findings, thus, confirmed that pupils under Child Labour are usually absent from school, have low concentration in class due to fatigue, rarely unstable at school to accomplish their school assignments and as such perform poorly in school hence a significant positive correlation between Child Labour and pupils' educational performance in schools in Bungokho sub-county.

Accordingly this research recommends that for pupils' educational performance to improve in Bungokho sub-county schools, collective and committed efforts from all stake holders to eliminate Child Labour practices are required. This should be done through sensitising community members about the ills of Child Labour, empowering households to improve on their incomes and food security as well as creating a friendly child learning environment at school. Parents inevitably should be seen to work and provide for their children and, teachers ought to recommit themselves to their vocation to the overall benefit of the growing children under their responsibility. So while the pride of training children to work as a growing responsible citizenry should remain a key tenet for pupils growth and development, parents and guardians alike, should not use this to abuse the children as it hampers their attainment levels in schools and indeed in life.

MUYINGO CHARLES (2011-M092-20028)

An Investigation into the Declining Number of Church Marriages in Kampala Archdiocese: A Case Study of Lweza Catholic Parish

The research aimed at investigating the declining number of Church marriages in Lweza Catholic Parish. It was noticed that there was a very big decline in the number of people who were contracting Church marriage in Lweza Parish. The specific objectives of the study were; to establish the people's perceptions of Church Marriage in Lweza Parish; to establish why there are less people getting married in Church; to find out what steps the Church has taken to encourage people contract Church marriage.

In conducting this research, a case study design was used. The study employed qualitative and quantitative approaches where questionnaires, interviews and focus group discussions were used to collect data.

It was found out that the great declining number of people contracting Church marriage is attributed to the big costs involved in the preparations of marriage, people fearing to take up responsibilities involved in marriage, Church marriage not being open to divorce and separation, the hard dictates of culture, the Church's stringent terms on the issue of marrying non-Christian partners.

From the findings, it is evident that people are aware and they do understand church marriage. This observation is based on the fact that people had various perceptions of what Church marriage is. For some, it seemed to be seeking God's blessing while to others, it appeared to be just a ceremony. The idea that marriage is a union, more so, a lasting one between two people did not seem to occur so much with what the people (under this study) believed it to be.

It is recommended that the Church should make more sensitisation to the Christians about the value of Church marriage. It is also recommended that Church leaders should encourage parents to allow prospective husbands or wives to be left to offer what they can afford as a token of appreciation to the family of their prospective husbands or wives. The Church should also encourage married couples to always celebrate their marriage anniversaries.

The researcher also calls for an investigation into the continued infidelity in Church marriages yet couples promise to be faithful to one another from the very time they make the vows in Church.

NABWIRE YVONNE KILAMA (2011-MO92-20053)

An Assessment of Orphanages as a Response to the Plight of Vulnerable Children: A Case Study of Watoto Bbira Children's Village

A situational analysis of vulnerable children in Uganda conducted in 2010 revealed that 8 million children were generally vulnerable and 1.5 million critically vulnerable (Uganda OVC status report, 2010). Overtime, different organisations both globally and locally have undertaken varied interventions focusing on vulnerable children. Some of these offer relief, family support and others are giving residential care, that is, caring for children in orphanages. The viability of the orphanage is something that has not quite been evaluated.

The major objective of this study was to assess the appropriateness of orphanages as a response to the plight of vulnerable children, using the case study of Watoto children's home Bbira.

A qualitative approach was considered suitable for this study because it is exploratory, flexible and context sensitive. In addition, the study was descriptive for purposes of providing an accurate picture of what is happening with the vulnerable children in orphanages. Purposive sampling was used to select the 50 respondents. The data collection methods used include interviews and observation.

It was revealed that Watoto rescues and raises vulnerable children, with well-organised and coordinated systems and facilities. They do provide for the children's basic needs such as feeding, clothing, medical care, shelter and education. Despite the fact that the Watoto administrative systems and facilities are well resourced and coordinated, there is a gap in the human development programmes. There is very little in terms of practical life skills development as a way to prepare children for life out of the orphanage. This limits their ability to fit within the rest of society after they have been transitioned out of the homes. Furthermore, the children in the orphanage are exposed to risk and abuse that endangers them. There is also a real socio-emotional disconnect between the children and care givers which implies that the orphanage can never be a complete replacement for the natural home. In view of these challenges, orphanages are largely not viable as a response to the plight of vulnerable children. Therefore, the removal of a child from his or her family should be considered an option of last resort with proper reason and for the shortest time possible; the first option should be the family and community.

NAJJUMA DORIS (2010-MO92-20028)

The Effect of Modernity on African Traditional Healing Methods in Budondo Sub-county, Jinja District

The study sought to investigate the effect of modernity on African traditional healing methods in Budondo sub-county, Jinja district. Three (03) research questions guided the study; what are the traditional healing methods practiced in Budondo sub-county, Jinja district? What are the challenges in the availability and usage of herbal medicine in Budondo sub-county, Jinja district? And how can survival of African healing methods in Budondo sub-county, Jinja district be revived?

The study used a cross sectional design with qualitative and quantitative research methodologies to collect and analyse data from 190 respondents including residents of Budondo sub-county, LC1 executive members, the police, religious elders, traditional healers, herbalists, representatives of Community Based Organisations and NGO's working in Budondo sub-county, Jinja district. A set of questionnaire and interview guides were used to gather data as well as observation and document analysis techniques. The data collected underwent content analysis through Excel computer programmes in order to quantify responses and generate frequencies and percentages where applicable which was later analysed and presented, using qualitative and quantitative methods.

The study found that the most common traditional healing methods practiced by communities in Budondo sub-county, Jinja district, were: use of local herbs like Namuvu/omwetango, katunkuma (eggplant), Iyombyo, ntulatula (Bitter amaruutuus and salanum-edsyphyslum) Mukasa/katwamusolo and Mukose (Simsim), Enkolimbo (French beans), Sere/olukakala (Bidden pillosa), Muyirikiti (Grypusisaab-yssia) and quail eggs among others and dieting practices like eating fruits such as; passion fruits, bitter lemons, pineapples, moringa among others. However, modernity had negatively affected the development of more research in these traditional healing methods whereby through their propaganda in formal education, Christian religion and mass media, the agents of 'modernity' continue to preach against the use of many of these items for instance, the use of *taaba* (tobacco) and herbal medicine moulded and dried in clay soil (*emmumbwa*) often being discouraged calling it satanic and not hygienic, hence negatively effecting on African traditional healing methods.

The study concluded that the greatest challenges in the use and survival of traditional healing methods in Budondo sub-county, Jinja district, were limited research and development in the medicines, poor hygiene associated with the medicines and negative attitudes towards the traditional healing methods, which come about due to influence of religions, negative propaganda, ignorance of users and lack of easy accessibility and wrong conditionalities attached to the practices of African traditional medicine practitioners.

The study recommended that more efforts be done towards improvement of traditional healing methods in terms of standardisation, regulation, hygiene and elimination of unnecessary conditionalities during prescription. Such measures could go a long way in developing positive attitudes of potential users towards traditional healing methods and ensure the use and continued survival of traditional African medicine alongside modern medicine.

NAKANWAGI .R. GETRUDE (2011-M092-20035)

Relationship between Disability and Sexual Abuse of Women in Uganda: A Case Study of Rubaga Division, Kampala District

The study set out to establish the relationship between Disability and Sexual Abuse of Women in Uganda: A Case of Rubaga Division. The specific objectives of the study were to establish the extent of sexual abuse among women with disabilities in Rubaga Division; to establish the relationship between disability and sexual abuse of women with disabilities in Rubaga Division; and to identify the challenges faced by women with disabilities in attempting to protect themselves against sexual abuse.

The study adopted a descriptive case study design both quantitative and qualitative in approach to study a sample of sixty two women with disabilities. These were selected using purposive sampling techniques depending on the various categories of respondents in the study area. Researcher administered questionnaires, interviews, and secondary data sources were the major methods of data collection. Data were analysed using the Statistical Package for the Social Sciences (SPSS) to derive the required descriptive statistics while the relationship between the variables was computed and tested using Pearson's correlation coefficient.

Study findings revealed that there are high levels of sexual abuse of women with disabilities. The findings also revealed a high and positive correlation between disability and sexual abuse of women with disabilities in Rubaga Division. It was concluded that the high level of sexual abuse of women with disabilities in Rubaga Division is due to disability.

It was recommended that authorities should track perpetrators of sexual abuse and be deterrently punished.

NALUNGA MARY (2011-M092-20037)

The Effects of Entrepreneurship Education on Youth Entrepreneurs: A Case Study of Luwero Town Council

This study set out to investigate the effects of Entrepreneurship Education on the Youth Entrepreneurs in Luwero town council, Luwero district. The importance of Entrepreneurship Education is crucial in the process of economic development and is widely recognised by scholars, researchers, governments, development agencies and policy Makers. With this change in mindset and relative knowledge in order to curb down unemployment and its far reaching effects, entrepreneurship should be encouraged, and thus, job creation. In secondary and tertiary institutions entrepreneurship and innovation have been developed and offered due to increased international and local demand in all sectors of the economy; this has led to emerging social entrepreneurs, business entrepreneurs and others. In this case entrepreneurship takes a wide range of explanation and importance in the economy's development

The major objective was to investigate the effects of entrepreneurship education on the youth entrepreneurs in Luwero town council Luwero district.

The study was both qualitative and quantitative following a case study design. A sample of 40 respondents was used and purposive, snowball, and volunteer sampling techniques were used.

The findings show that there is need for quality entrepreneurship education and streamlined policies to enhance this education and well thought about and laid down policies that are applicable and can suit the people thus having greater impact on young entrepreneurs for a quality sustainable living and reduced job seekers of this era. It is clear that entrepreneurship education is important because these relationships between the effects of entrepreneurship education and successful entrepreneurs can help to decrease the risks and challenges that young people face in becoming successful entrepreneurs or become involved in other activities, harmful to themselves and to society in Luwero town Council. It should also be noted that entrepreneurship education is part of lifelong learning; in it, entrepreneurial skills are developed and supplemented at different points in life. It is a question of life management, interaction, self-guided action, a capacity for innovation and an ability to encounter change. Education and training help entrepreneurship evolve into a mode of operation, in which attitude, will and a desire to take action combine with knowledge and advanced competence. This cannot be done in isolation but rather it is like a situation of a “delivering mother and a mid-wife”

Recommendation: Entrepreneurship Education should start early when children are young, should be practical centred, the policy of the government should be conducive for the study and students should be encouraged to innovate and sustain these businesses for the country’s development and better standards of living.

NAMARA DOREEN KAROKORA (2009-M092-20034)

Assessing the Performance of Uganda Youth Forum as an Agent of Youth Development in Uganda: A Case Study of Nakawa Division

This study assesses the performance of Uganda Youth Forum (UYF) as an agent of youth development in Uganda, using a case study of Nakawa Division. It explores the strategies employed by UYF, a Non-Governmental Organisation started in 1992, to address youth development needs in Nakawa Division, the limitations and challenges experienced in realising its objectives, the achievements it has registered and the strategies proposed to meet the challenges experienced.

Using both descriptive and exploratory research, data were collected from 28 study participants that were purposively selected from two parishes in Nakawa Division, i.e. Naguru II and Banda. Data were collected using mainly key informant interviews and Focus Group Discussions (FGDs). These methods were deemed adequate because the respondents were information rich considering their key role in UYF youth activities in Nakawa Division.

This study, therefore, indicates that capacity building, the peer-to-peer programme, and youth-adult and organisation partnerships were the major strategies UYF employed in implementing youth development activities. This was because UYF deliberately targeted key aspects of an individual’s developmental needs. This combination of strategies has the potential to significantly improve youth development in Nakawa Division. Visible achievements resulting from youth development activities included the provision of livelihood options to the youth, and sustained positive behaviour change among the youth. However, UYF faced challenges in implementing youth development activities. The main challenges were: Youth mobilisation difficulties greatly affected by the failure to easily separate the work of the patron of UYF and her membership to the ruling National Resistance Movement (NRM) party; dependence on donor funding affected the ability of UYF to adequately finance youth development activities as manifested in operational challenges such as transport

difficulties, and high turnover of peer facilitators. There was also an inadequate monitoring and evaluation system as highlighted by lack of adequate baseline data in UYF.

This study recommends that UYF should review its sensitisation or public relations strategy with the aim of strengthening its branding and visibility in the community, especially clarifying the role of UYF and of its Patron. UYF should also conduct a study to investigate the nature of the weaknesses in its monitoring and evaluation system with a view to improving its ability to gather appropriate data for programming purposes.

NAMUTAMBA BEATRICE (2012-M091-10003)

Assessing the Relationship between the Increasing Gender-Based Violence against Men in Relation to Women Empowerment in Bugiri Town Council, Bugiri District

The study was an assessment of the relationship between the increasing Gender-Based Violence (GBV) against Men in relation to Women empowerment with three objectives of; identifying forms of women empowerment in Bugiri Town Council, finding out the extent to which women empowerment influences Gender-Based Violence against men in Bugiri Town Council and, identifying better ways of addressing GBV against men in Bugiri Town Council.

The research was both qualitative and quantitative where the qualitative approach sought to describe people's values, norms, perceptions and understanding based on their opinions as backed up with their experience in the communities and provides explanations for quantitative data because it provided multiple realities with a case study. The data collection methods used were questionnaire method with the aid of questionnaire forms to eighty three residents of Bugiri Town Council selected randomly and the data were analysed by using the Statistical Package for the Social Sciences (SPSS). Qualitative data were collected using the interview method with the aid of the interview schedule from thirteen duty bearers purposively selected and the analysis was thematic and comparative. A sample size of ninety six was used to obtain the data with use of both probability and non-probability sampling procedures with the techniques of systematic and purposive sampling respectively.

The findings showed that; NGOs have played a very paramount role and function in facilitating women empowerment through women emancipation which takes various forms including social, economic and political for self-reliance, skills, knowledge as they all enhance access to information for informed decisions. Some of the activities and interventions being implemented by the NGOs/CSOs have some impact on GBV against men based on the way duty bearers approach communities during implementation which complement religious and cultural values and beliefs and the social structures of family, school and peers that contribute to the greatest extent thus depression of men. Moreover, there are no organisations directly working with men in protecting them and responding to GBV against them in Bugiri town council. In addition, men fear and are not motivated to seek support and services from duty bearers.

It was majorly recommended that; GBV should be addressed with a clear mind set to have strategies benefiting the community holistically; by equally catering for both men and women or boys and girls and reduce the possibility of women empowerment being a likely cause of GBV against men; Empowerment and GBV response packages of the development partners ought to be adjusted to antagonise the cohesion with in family, workplace and community as a whole; Men should also be integrated into the gender discourse to change the socio-cultural structures that give men more

powers which more often pave way for GBV and even establish male centred infrastructures to address men's call on GBV inflicted to them in communities; Organisations should specifically be designed to address men's concerns to achieve a big turn-up for services and support as it is the case with women's organisations. The necessary services for men would facilitate ease in accessing support and services, openness, address denial, destitution and the depressed caused by GBV.

NANYANZI ROSE JUSTINE (2011-M092-20040)

Solid Waste Management Practices and their Impact on the Urban Environment in Kampala City: A Case Study of Mulago iii, Kawempe Division

The high population size in urban areas of most developing countries gives rise to large volumes of solid and liquid wastes which are difficult to manage by composting, land filling, recycling and re-use, source reduction and incineration/burning. This study examined solid waste management practices and their impact on the urban environment in Mulago III, Kawempe division, Kampala district. Specifically, the study sought to identify the solid waste management practices used by the community, the problems encountered in solid waste management and, the effects of poor solid waste management on the quality of the environment in Mulago III.

A case study design was adopted and a total sample of 93 respondents was consulted. The primary data were collected using questionnaires, key informant interviews and observation. The time scope for the study ranged from 2009 to 2011.

Study findings indicate that dumping at Kiteezi land fill was the major solid waste management practice used by households in Mulago III. This was followed by incineration/burning, composting, recycling and re-use and source reduction. The problems encountered by community members in solid waste management were: high costs of collection, lack of waste bins, delay by KCCA trucks to collect garbage and lack of funds to purchase recycling equipment among others. Consequently, the negative effects of poor solid waste management on the quality of the environment were identified by the study as water and air contamination leading to waterborne diseases and blocking water drainage systems.

In order to improve solid waste management in the study area, the study recommended provision of adequate dustbins and skips by KCCA to residents for waste storage, undertaking community sensitisation and capacity building on proper solid waste management, regular waste collection by KCCA and private collectors in all parts of Mulago III and, encouraging the local people to use composting as a disposal method in order to reduce on the volume of waste generated and, waste differentiation before composting or disposal.

NANYONJO GERTRUDE (2008-M092-30034)

Perceptions of the Mentorship System (*Ssenga-Kojja*) in the Prevention of HIV and AIDS among Young People: A Case Study of Lyantonde District

The study was about the community perception of the mentorship system (*Ssenga-Kojja*) in the prevention of HIV and AIDS among young people in the community of Lyantonde. It mainly focused on exploring the community perception of the mentorship system in the prevention of HIV and AIDS among young people, sources of information on sexual behaviour, the contribution of the mentorship system to the prevention of HIV and AIDS and suggested ways of improving the system.

Both primary and secondary data were collected. The main methods used for collecting primary data included: In-depth interviews, Focus Group Discussions (FGDs) and observation. In-depth interviews were conducted among mentors, young people and key informants. FGDs applied to selected mentors and young people. The key study instruments included interview guide, FGD guide, and observation checklist. There were 38 mentors and 48 young people who were purposively, randomly selected.

The study found out several channels in which young people obtain sexual health information namely through the media, films, peers, television, Straight Talk, NGOs, parents, religious institution, mentors and schools while mentors identified hospitals, parents, radio stations, mentors, schools and NGOs. The recommended sources were NGOs, parents, religious institution, mentors and schools and hospitals, radio stations, as the top channels of communication. Seventy three percent (73%) of mentors and 44% of young people understood the mentorship system as a programme on counselling and guidance on HIV and AIDS, while behaviour change scored only 56% and 30% by young people and mentors respectively. Sixty seven percent (67%) of mentors and 74% of young people acknowledged the role of mentors as counselling and guidance. Mentors who identified the achievement of the mentorship system as being HIV and AIDS prevention and behaviour change were 73% and 60% respectively. Issues discussed with young people included; behaviour, sex and HIV and AIDS as key.

There should be continuous recruitment and training of new mentors and young people by SSF to replace those who died and shifted. Motivation was also strongly mentioned for sustainability purposes. For example, it was recommended that SSF should provide mentors with revolving loan capital. Young people should adhere to mentor advice; SSF should develop a clear exit strategy as a way of preparing mentors to continue with their work without expectations, and further study on the actual impact of the mentorship system. SSF and other NGOs should train young people as peer educators.

In summation, the main sources of information on sex were identified and recommendations were made on the best sources. Achievements were HIV and AIDS prevention and behavioural change among young people, the role of mentors was counselling and guidance. Sustainability strategies included: continuous recruitment and replacement of young people and mentors as well as recruiting new ones on board. All in all, all the research questions were answered.

NANZIRI MARIAM AKAMBIKIRA (2009-M092-30021)

Assessing the Perceptions, Practices and Role of Pastoralists' Indigenous Knowledge Systems in Managing Climate Change in the Drylands: A Case Study of Sanga Sub-county, Kiruhura District

Climate change is not only a threat to human freedoms but also a limit to development choices (UNDP, 2007). This has been recognised by development planners and policy makers both internationally and locally, based on which an interplay of innovative and more sustainable management strategies have been suggested. One of these being the incorporation of indigenous knowledge systems among key priorities in development planning. In Uganda, there is still a need to evaluate and document the indigenous knowledge systems among dryland pastoralists. This population is known to be well adaptive to the climate variability common to these regions. In this study, I aimed at establishing local perceptions in regard to climate change; the indigenous

knowledge systems employed by pastoralists and their role in managing climate change, with Sanga sub-county in Kiruhura district as the case study area.

A qualitative research was done involving a total of 5 parishes selected randomly, with a total of 150 participants. These were selected purposively and they consented to participate, that is, 30 people from each parish, of which 10 were elderly. A total of 50 elderly persons were interviewed, while the remaining 100 were administered open-ended questionnaires. Data were then entered into the Statistical Package for the Social Sciences (SPSS) and MINITAB computer packages, summarised into frequencies and percentages.

Among the key findings of this study is the fact that dryland pastoralists have clear understanding of the concept of climate change and the trend it has taken and as a result they have adopted mitigation and adaptation measures for climate change that they have integrated into their indigenous knowledge management systems. The majority of the pastoralists claim that climate change has been mainly human-induced through over grazing and massive deforestation among other causes. Therefore, they tend to practice re-forestation and afforestation as key mitigation strategies in as much as a few also mentioned selective clearing of farms as one of the measures. Also, cross-breeding, dams and building of wells as well as agro-forestry were reported as some of the adaptive measures. Noteworthy, their traditional adaptation measures are now more market-based than ecological or bio-physical. This is to help them cope with the increased costs of living mainly as a result of the effects of climate change. Although their indigenous knowledge systems have sustained them for generations through the climate variability characteristic of dry lands, the present climate change era has over-stretched these existing management systems and, thus, they acknowledge the acute necessity to adopt and integrate the science-based strategies. However, westernisation/globalisation and the present education system were reported as some of the leading threats to the sustenance of these indigenous knowledge systems.

In conclusion, since pastoralists' indigenous knowledge systems are functional and dynamic in nature, with proven relevance in addressing the present climate change, they should as much as possible, and where sustainable, be integrated into science-based strategies. This will ensure and enhance practicability; acceptability, cost-effectiveness and efficiency in local contexts which if modelled up-scale can contribute to sustainable development in the long run. In this regard, documentation of pastoralists' indigenous knowledge systems as well as acknowledging the role of children and the youth as important linkages between the traditional and modern knowledge systems should be prioritised and facilitated as much as possible by development planners and policy makers.

NSIIMIRE BARON (2011-M092-20041)

Education Level and Acceptability of Male Medical Circumcision for HIV/AIDS Prevention in Mityana District: A Case Study of Mityana District Referral Hospital

This study analysed education level and acceptability of male medical circumcision for HIV/AIDS Prevention in Mityana district, taking Mityana District Referral Hospital as a case study. Specifically the research investigated the drives that make people seek Male Medical Circumcision (MMC) services, the Knowledge ability about MMC by the clients, the attitude and perceptions of the clients on MMC and the challenges faced in implementing MMC for HIV/AIDS prevention in Mityana district.

A case study design was adopted to study the influence of education level on acceptability of Male Medical Circumcision. This design was ideal because it enabled the researcher to explore more about the subject under investigation at a minimum cost of time and financial resources. Data were collected by use of a questionnaire, interview guide and observation checklist. The data were mainly analysed qualitatively with the researcher often quoting selected respondents verbatim so as to buttress arguments raised in the course of discussion. This was substantiated by secondary data.

The study found out that people are driven to seek MMC services for HIV/AIDS Prevention because of a number of factors. These are the knowledge that MMC reduces the possibility of contracting a number of Sexually Transmitted Infections (STIs) including HIV/AIDS; the spirited campaign to promote the procedure; the influence of peers and spouses; and the availability and affordability of the procedure. The study also found out that knowledge ability of the clients about MMC promotes its acceptability. This is the knowledge that it is pain free; is carried out by trained surgeons and under sterile conditions. It was established that the educated easily comprehend, analyse, interpret and assimilate information about MMC more easily than the less educated. The study established that the attitude and perceptions of the clients on MMC determined its acceptability. Respondents had a positive attitude towards MMC that it was a safe procedure; with no side effects; being conducted by trained surgeons; and under sterile conditions. There were also some negative attitudes that it was aimed at converting people into Islam; that it would promote promiscuity in men; and that the foreskins cut in the process would be exported for monetary value. The study also found out that the implementation and roll out of MMC faced challenges such as opposition of some religious leaders; the distance to Mityana district referral hospital; and the low and delayed funding of the project from AMREF.

The study recommends that there is need to intensify the MMC campaign to remove all fears and doubts in the population; need to design a strategy to bring on board religious and cultural leaders in the promotion of MMC; including MMC on the menu of services and behaviours considered as healthy living; and rolling out of compulsory MMC among the soldiers, prison warders, policemen, since they are often considered as most at risk persons to HIV/AIDS, at birth and before joining post primary education institutions.

NTANDA IRENE (2008-M092-20090)

The Contribution of the NAADS Programme to Rural Development in Sembabule District: A Case Study of Mijwala Sub-county

The study set out to establish the contribution of the National Agricultural Advisory Services (NAADS) Programme to rural development in Sembabule district. It focused on the three parishes of Mijwala sub-county (Nsoga, Mabindo and Kidokolo). This study in particular skewed its attention to a three-year period (2010 to 2013) within Phase II of the NAADS programme that started in the financial year 2010 and ends in 2015. Phase II focused more on improvements in planning and implementation of the programme and was, therefore, expected to have a more harmonised approach to implementation and, as a result, be more beneficial to the targeted beneficiaries; the farmers.

The objectives of this study were to find out the interventions carried out by the NAADS programme; to find out how and if the interventions undertaken by NAADS led to changes in improved production, processing and marketing methods/practices of farmers; to identify the factors that either enhanced or limited contribution by NAADS in changing production, processing

and marketing practices; and to propose actions for district and national level planners regarding scaling-up good practices, based on lessons learned.

The study employed both a qualitative and quantitative approach and randomised sampling procedure for 60 farmer respondents, comprising of both male and female respondents and purposive selections of 6 others charged with the NAADS programme in Mijwala sub-county. The study gleaned information from the field by use of observation, key informant interviews, focus group discussions and face-to-face interviews, which were considered appropriate because of their flexibility for the respondents.

The key findings of this study show high expectations of the NAADS programme among the target communities. Capacity building among farmers is slow, unsystematic and not practical enough to enable adequate adoption of new technologies. Findings also revealed that there were few demonstration sites that were established and, as a result, this hindered the uptake levels of the farmers. New farming practices included, row planting, weed control, plant population density and the making of multi-mineral blocks as supplementary feeding for animals in the dry season. New skills included small-scale water drip technologies for irrigation, training in new farming techniques, improved livelihoods through working in groups and collaborations with other institutions. Although implementation is sluggish, the NAADS programme has benefited some farmers. The programme is also fraught with a number of challenges that include low co-funding, corruption, political interference, supply of inadequate and poor quality inputs, inadequate extension services, impractical training events, poor market linkages and poor post-harvest handling techniques. The NAADS programme plan was good but did not match the expectations of the majority of the farmers, leading to low production levels and incomes, which in turn, impacted the intended results.

The research study suggests various recommendations for district and national level planners as well as the farmers, which include but are not limited to: boosting the number and interaction time of extension service providers and the appropriateness of training events, clearly defined input supply systems and establishment of irrigation schemes/rain-water harvesting technologies. It is the researcher's desire that the findings will be made relevant in the implementation of the NAADS programme and enable it meet its objectives.

OGAMDHOGWA MOSES (2009-M033-20030)

Civil Society Organisations' Roles in the Promotion of Accountability in Service Delivery in Nebbi District

The study is about Civil Society Organisations' (CSOs) work and promotion of accountability in service delivery in Uganda with Nebbi district as a case study. Like all the districts in Uganda today, Nebbi district has adopted innovations that include the use of an Information Management System (IMIS), and an Output-Based Performance Tracking (OPBT) system that have been introduced by the Ministry of Local government (MoLG) to improve on management and performance of local governments. However, with all these innovations, there are still gaps in service delivery manifested by poor accountability. Therefore, with the growth in number of CSOs and their vibrancy as a non-state actor in the district, it was widely believed that they would undertake oversight and monitoring roles since it is one of their roles. However, this has not done much as there are still gaps in services being received by the citizens from local government in the district. As such, this scenario provided the basis of this study.

The main objective was to establish CSOs' roles in promoting accountability in service delivery in Nebbi district. Specific objectives were to establish the nature of engagement between CSOs and local government on promotion of accountability, examine the effects their engagements on accountability and to explore the challenges that affect CSOs' work on accountability.

The study was undertaken using a case study research design combining both qualitative and quantitative approaches. The instruments used for data collection included interview guide, focus group discussion, questionnaire and document reviews.

The findings show that CSOs' engagements have mainly been through meetings and dialogues. But their inadequate capacity has greatly affected their results. This is made worse by lack of effective communication between CSOs, and also between CSOs and local government as well.

In conclusion, CSOs' roles in promotion of accountability in service delivery has very little to do with one entity of CSO of NGOs type but CBOs and FBOs as well but it is the question of wrong, inappropriate strategies and policies as well. With CSOs distributed throughout the district, the bigger question remains, why can't they all act together using their numerical strength to promote accountability? This is a contradiction. And where is the problem rooted. It is about having the right diagnosis for this question to achieve the right results. CSOs should rethink their strategies and how they look at accountability in general while building their capacities.

This study, therefore, recommends the need for CSOs in the district to embark on the programme of institutional capacity building so as to effectively engage with local governments at all levels; CSOs and local governments should effectively collaborate to bridge the communication gap and existing laws to clearly provide operational guidelines to allow collaboration. When implemented, it is envisaged that cases where civil society organisations and local government conflict on duplication of activities and lack of transparency will be minimised.

OKELLO PETERS OQWIR (2011-MO92-40009)

Educating Women: A Strategy towards Improving the Socio-Economic Empowerment of Women in Adekokwok Sub-county, Lira District

The major focus of this study was to explore the role that education can play in the socio-economic empowerment of women. This involved a case study of women in Adekokwok sub-county in Lira district. The study focused on establishing the level of socio-economic empowerment of women in Adekokwok sub-county, their level of literacy and also explored other challenges to women's socio-economic empowerment in this area.

The study employed across-sectional paradigm which involved the use of both qualitative and quantitative methods in the collection, analysis and presentation of data. The main tools of data collection involved the use of a questionnaire and an interview guide for conducting the face to face interviews. However, other secondary sources of documented information also formed a crucial part in building the theoretical framework and perspective of the study where related works of other scholars were extensively reviewed. The presentation and analysis of the study findings involved the use of tables, percentages and other descriptive modes.

A summary of the major findings shows that the level of socio-economic empowerment among women in Adekokwok sub-county is still very low, the literacy levels among these women were also

found to be very wanting. The study also found out that apart from illiteracy, there were also other challenges/factors constraining the socio-economic empowerment of women in this area.

Because of the above findings, the study concluded that illiteracy, poverty, oppression by men, bad traditional practices and inadequate legal and policy protection among others were the major constraints to women's socio-economic empowerment. Therefore, because of the above finding and conclusions, the study recommended more enrolment of girls in schools through offering special incentives and also adult literacy programmes for women who missed formal education. It also recommended the formulation and execution of laws and policies which promote and protect women empowerment causes and above all the abolition of cultural practices that promote male superiority at the expense of women. Effort was also made to suggest some grey areas for future research in relation to the issue of women empowerment.

OKELLO TONNY AGAZA (2011-M092-40010)

The Impact of Alternative Basic Education for Karimojong Programme on the Socio-Economic Development of Nakapiripirit District: A Case Study of Lorengedwat Sub-county

The study sought to establish the impact of Alternative Basic Education for Karimojong (ABEK) programme on the socio-economic development of Nakapiripirit district in Lorengedwat sub-county. The study was guided by four specific objectives which include; determining what constitutes the ABEK programme, examining the effect of ABEK on the socio-economic development of the people of Karamoja, assessing the challenges faced in the implementation of ABEK and pointing out other factors influencing the socio-economic development of the people of Karamoja.

The study considered a cross-sectional research design where both the qualitative and quantitative approaches were used. The qualitative approach was used to assess the quality of the socio-economic development of the people. Qualitative data was done in a descriptive and narrative manner. Quantitative data thereon came in for the purpose of quantifying the qualitative data.

The study findings were that the major components of the ABEK programme are peace and security; the effect of the ABEK programme on socio-economic development of the people of Karamoja is mainly improved peace, stability and security; the greatest challenge encountered in the implementation of ABEK programme is inadequate instructional materials; and herding is the most common other economic activity in which people are involved other than ABEK programme.

The study recommends the need for additional instructional and play materials for children so as to facilitate proper learning and acquisition of literacy and numeracy; the number of facilitators needs to be increased to a minimum of four such that each handles a different grade; the learning facilities and environments require urgent attention; tents which could be dismantled in preparation for shifting to other grazing areas are highly recommended; children attending ABEK lessons need to be separated according to grade and/or age and be taught age specific topics and need to provide registers to facilitators.

OKURUT SIMON PETER (2009-M033-20031)

Assessment of Poverty Alleviation through Agricultural Modernisation in Uganda Learning from Farmer's Experiences: A Case Study of Bukedea District

The agricultural sector's productivity has stagnated; yields per capita for food crops have fallen and the market share for the major export crops, such as coffee, cotton and tea has fallen. Recognising the importance of a multi-sectoral approach to reducing mass poverty, the government of Uganda has since 2000 been implementing the plan for modernisation of agriculture (PMA) as a key policy initiative aimed at reducing poverty. The PMA whose overall objective is to enhance production, competitiveness and incomes, has an ambitious agenda of policy and institutional reform across seven pillars, a key one of which is improving delivery of agricultural extension through the new National Agricultural Advisory Services (NAADS) programme.

The general objective of this study was to assess the contribution of a new strategy for agriculture (NAADS) promoted by the Government towards poverty alleviation in Bukedea district Uganda.

The study revealed that over 90% of the farmers in NAADS perceived that the services provided by NAADS were relevant to their production needs.

The study recommends that there is need to increase the expertise of farmers to make logical decisions on what works best for them, based on their own observations of agricultural input development and multiplication site. Finally there was need to establish coherent farmer groups that facilitate a cost effective out reach of many subsistence farmers to promote farmer empowerment.

In a conclusion, though NAADS is making progress in promoting farmers progression from subsistence production to market oriented production, there is still a need to build farmers capacity to add value to their produce and make improved farm inputs more readily available and accessible to many farmers for better yields.

OLOYA PAUL (2009-M092-20042)

Implementation of Workplace HIV/AIDS Policies in Private Institutions in Uganda: A Case Study of Reproductive Health Uganda and Uganda Telecom Limited

Recent years have seen the emergence of workplace HIV/AIDS policies in many organisations either as an addition to the main human resource policy or as a standalone policy owing to the sensitivity of the subject matter. Implementation has, however, not been as effective. In this study, I assessed the implementation of Workplace HIV/AIDS policies in private institutions in Uganda, taking Reproductive Health Uganda and Uganda Telecom Limited as case studies. I sought to understand the level to which employees are familiar with their organisations' workplace HIV/AIDS policies, if the policies are functional, the implementation challenges and possible recommendations to improve implementation of workplace HIV/AIDS policies in private organisations. I undertook the study on the basis of the scanty literature available regarding its implementation, functionality and challenges, and I sought possible recommendations to improve implementation. I used mixed strategy specifically employing the case study research design in the assessment. The results show that most employees are only moderately aware of its existence and content; the policies are widely non-functional due to high levels of stigma and discrimination associated with HIV/AIDS and no special emphasis being accorded to the policy or the HIV/AIDS positive employees who disclose their status at work, which also constitute the main challenges to its effective implementation. I

recommended that more sensitisation should be directed against stigma and discrimination, and more deliberate efforts should be invested in implementing the otherwise very well intentioned workplace HIV/AIDS policies so as to fully harness the potential of the employees living with the scourge.

ONAMA INNOCENT (2012-M091-10006)

Assessing the Effect of some Employee Benefits on Employee Performance in the Private Education Sector: A Case Study of Selected Private Secondary Schools in Midia Sub-county, Koboko District

The purpose of this study was to assess the effect of some employee benefits on employee performance in the private education sector. The research questions are: What are the types of employee benefits in the selected private secondary schools in Midia sub-county, Koboko district? What is the level of employee performance in the selected private secondary schools in Midia sub-county, Koboko district? What is the extent to which employee benefits affect employee performance in the selected private secondary schools in Midia sub-county, Koboko district?

A case study research design was adopted majorly taking a qualitative approach. It involved two schools from Media sub-county, Koboko district that were selected by probability sampling. A total of 28 respondents were involved: 4 members of board of governors, 2 head teachers and 4 heads of departments were purposively chosen; 14 teachers and 4 parents were chosen using simple random sampling. Data were collected through interview guides, semi-structured questionnaires, documentary reviews and observation checklists and analysed both qualitatively and quantitatively.

The findings revealed that a number of employee benefits existed in these schools. Though the benefits were found to be motivating, they were considered to be insufficient, hence, the need for their improvement. It was also established that informal performance management processes and appraisal exercises took place in these schools. It was found out that where there were benefits in place, the employees felt more appreciated and, therefore, motivated to work hence performed better. The study then concluded that there is need for these schools to improve on the employee benefits in order to motivate their employees, adopt more formal performance management and appraisal processes, and find other ways of motivating the employees to work much more harder than what they were doing at the moment of this study.

OONYU JUDE (2008-MO93-10147)

The Impact of Farming in Wetlands on Ground Biodiversity in Gweri Sub-county in Soroti District

Wetlands are very important in the existence of human beings and ecosystem. Currently there has been encroachment on wetlands thus affecting the many advantages that they bring to both humanity and animal life. The study was conducted in Gweri sub-county in Soroti district to find out the impact of farming in wetlands on ground biodiversity. The study variables were: farming in wetlands and the environment.

Exploratory research design and purposive sampling were used because the research intended to explore new areas and because the respondents chosen at the Gweri sub-county were fairly knowledgeable about the subject. Questionnaires were developed and interviews were conducted to get the data.

The overall objective was to find out the impact of farming in wetlands/swamps to the environment. The specific objectives were: to find out the kind of farming activities in wetlands in Gweri sub-county in Soroti district; to find out how these farming activities impact on ground biodiversity in Gweri sub-county in Soroti district; and to come up with some suggestions to address the challenges brought about by wetland farming on ground biodiversity. The research questions were to find out: the kind of farming activities in wetlands in Gweri sub-county in Soroti district; how these farming activities impact on ground biodiversity in Gweri sub-county in Soroti district; and come up with some suggestions to address the challenges brought about by wetland farming on ground biodiversity. The gaps in the literature review were the positive and negative effects of farming on wetlands on ground biodiversity such as increased incomes and standard of living and the destabilisation of the eco-system, destruction of aquatic life and increased soil erosion thus leading to soil infertility.

The study revealed that farming on wetlands has adverse effects that affects the environment and are long lasting effects while the economic gains/benefits got are short lived and benefit only few people.

The Government needs to enforce its rules, regulations, policies and bylaws governing the use of wetlands, in-depth sensitisations need to be carried out and trainings should be conducted for local government field extension staff.

OTER JOHN DENNIS (2011-M092-40013)

The Impact of the Prevention of Mother-to-Child Transmission of HIV/AIDS on the Infection rate of Children: A Case Study of Kumi District

HIV/AIDS and its adverse effects continue to give serious threats to development in Kumi district. The HIV prevalence rate in Kumi is estimated at 12.9% against the national average of 6.7%. Due to the high prevalence rates in the country, Uganda AIDS commission is emphasising the principle where all stakeholders operating in the fight against HIV/AIDS should rely on a comprehensive plan, which is well coordinated. There should be close monitoring and evaluation for improved service delivery. As a result Kumi district has a complementary strategic plan developed through participatory planning methodologies as a response mechanism to curb down the prevalence rates. This study sought to provide an insight into the impact of Prevention of Mother-to-Child Transmission (PMTCT) on the infection rate of children in Kumi district. It focuses on the reality of HIV/AIDS and PMTCT, how PMTCT is implemented in the district, the HIV infection rate of children before the implementation of PMTCT and the HIV infection rate of children with the PMTCT intervention in place. The study also sought to establish some of the challenges that inhibit successful implementation of the intervention in the district.

The methodology used included, questionnaires with open-ended questions, focus group discussions and interviews conducted with key informants on the obstetric care, provision of antiretroviral prophylaxis for HIV positive mothers, ANC and PNC visits in regard to VCT and ARVs adherence in accordance with the PMTCT programme and the possible perceived challenges.

Results-the perceived results by the respondents were improvement in general obstetric care, accessibility of the ARVs for PMTCT, staff training for PMTCT and awareness creation in the communities. The major challenge was with the reluctance of some women to complete the follow-up process, the high loss to follow up, and poor turn up for VCT. Due to these reasons, the district

adopted a policy of compulsory couple testing during ANC visits. In some instances there is failure to adhere to the family planning and sex education guidelines. There are also instances of non-disclosure of HIV status to partners and difficulties in infant feeding for the HIV mothers. Most striking is the failure of the programme to engage all the categories of women of reproductive age to embrace the intervention strategies which aim to keep the women of reproductive age and their partners HIV negative, preventing unwanted pregnancies among HIV infected women and provide better integration of HIV care, treatment and support for HIV infected women and their families.

MACHULU OKUMU PIUS (2010-M092-40017)

The Challenges of Poor Financial Management among Members in Households to the Effectiveness of Savings and Loans Associations in Tororo County, Tororo District

According to Alvin Toffler (2008), the illiterate of the 21st Century is not those who cannot read and write, but those who cannot learn, unlearn, and relearn. This study, therefore, offered the researcher an opportunity to learn, unlearn, and relearn about the financial challenges Savings and Loans Associations (SLAs) go through, accruing from member's household needs. The purpose of this study, therefore, was to acquire knowledge, identify gaps about Savings and Loans Associations, to be able to justify the thesis that enhanced financial management is indispensable to achieving increased participation and performance of SLAs. This is possible through training members on good household financial management and home-based business skills.

Thus, the subject matter and methods by which this thesis was established was such that 217 SLAs members were studied through questionnaires given to members from two parishes each, in three sub-counties of Molo, Kwapa and Osukuru in Tororo County, 2 focus group discussions to 2 SLAs groups, and 4 interviews conducted with key service provider organisations and local government.

The major findings were: SLAs members have well-built traditional savings practices got from accumulated experiences of savings group practitioners and service provider organisations but they have limited knowledge and lack basic skills in managing their finances, gender related issues and household income. The cycle of saving and lending, training and supervision by service provider organisations are time bound and limited to one year before the members are left to operate on their own. This makes members not well established in managing their finances effectively.

The conclusions and suggestion made to these challenges are that the model be redesigned, members be monitored for more than two years, because the short period given to members is not enough for long term profitable investments. The approach of share-out after one year should be revisited and extended for members to realise impact of saving vis-a-vis the quality of life at household levels. But above all, the research is based on the challenges of SLAs members on effective and in-depth financial management skills to manage house social amenities.

MUSISI SARA (2008-M023-10007)

Examining the Contribution of the East African Integration towards Economic Development of Member States: A Case Study of the Ugandan Economy

Over the past decades, there has been a significant increase in efforts of developing countries to achieve regional economic integration despite the fact that people's welfare has remained low in partner states. One wonders whether regional integration has led to economic development of the member states. Consequently, this study sought to examine the contribution of the EAC to the

economic development of the people in Uganda. Specifically, the study examined the quantitative and qualitative benefits of the EAC to Ugandans as well as the problems that hinder the EAC from delivering tangible benefits to its people.

A cross-sectional survey design was adapted with a total sample of 66 respondents. The primary data were collected using questionnaires, key informant interviews and observation. Consequently, both qualitative and quantitative data were collected.

Research findings revealed various quantitative benefits of the EAC to Ugandans like increased cross-border trade, freedom of movement of Ugandans to partner states, increased employment opportunities and growth in transport infrastructure in the region. The qualitative benefits included success in establishing the organs of the community as stated in the EAC treaty, establishment of the EAC Customs Union, strengthening of an East African identity, attempt to harmonise the monetary and fiscal policies, increased tourism, ability to travel with minimum documentation, acceleration of industrial growth and promotion of peace and security between Uganda and other partner states among others. However, the problems that hindered the EAC from delivering tangible benefits to its people included: poor road network, corruption by officials, non-tariff barriers to trade and lack of a single currency for use in East Africa, restrictions on importation and/or exportation of foods and language barrier.

In order to enable Ugandans benefit from the EAC, the study recommended abolishing of non-tariff-barriers, ensuring free movement of persons and labour, involving the private sector in the identification, formulation, and implementation of integration policies and programmes. The development strategy should be changed from producing raw materials and being passive consumers of manufactured goods to dynamic, industrial and diversified economies. Adherence to good governance and implementation of market-driven economic policies were also recommended by the study.

WANYANA SYLVIA KAJUBI (2010-MO92-20042)

Factors Affecting Government in the Delivery of Health Services at Wakiso Health Centre, Wakiso District

The study sought to investigate the factors affecting government in the delivery of health services at Wakiso Health Centre, Wakiso district. Three research questions guided the study; how do government-provided human resources for health affect health service delivery in Wakiso district?; how does the availability of health infrastructure affect health service delivery in Wakiso District?; and, how does government-provided health care consumables and health service delivery in Wakiso district?

The study used a cross sectional design with both quantitative and qualitative research methodologies to collect and analyse data from 185 respondents including 152 patients, care takers and resident members, 20 Village Health Team (VHT) members and 07 medical workers at the health centre as well as 6 key informants using questionnaires, interviews and document analysis techniques. The key informants included District Chairperson LC V, District Health Officer, Chief Health Inspector, Clinical Officer (In charge Health Centre), Town Clerk and the Mayor to provide data. The data collected underwent content analysis in order to obtain descriptive statistics such as means, frequencies and percentages where applicable.

The study found out that availability of government-provided health personnel greatly influences government's effectiveness in the delivery of health services at Wakiso Health Centre in Wakiso town council. This is because since Wakiso health centre was inadequately staffed and lacking competent health personnel, inadequate staff supervision, coupled with poor staff remuneration packages (poor salaries and allowances), there was ineffective health service delivery by government since the doctor-to-patient ratio is overwhelmingly low, leading to patients making long lines to be attended to by a single health worker. This causes unnecessary deaths and complications of rather manageable ailments and diseases among the population. Health care consumables also greatly affected government effectiveness in the delivery of health services at Wakiso Town Council. This is based on the fact that when there is continuous stock out of key essential drugs such as antibiotics and antimalarials like Amoxilin, Zink, Sulphur, and Pain killer tablets such as paracetamol, Ibuprofen, Aspirin among others. There is also poor delivery chain of medicines, absence of mama kits for expectant mothers, lack of sanitary gloves and other essential items, leading to preventable deaths of people, hence impacting negatively on government's effectiveness in health service delivery at Wakiso health centre.

The study concluded that government was ineffective in providing health care to the people of Wakiso Town Council. This was evidenced from inadequate health staffing with few and poorly remunerated staff, poor health infrastructure characterised by inadequate staff houses, few buildings to accommodate all key health departments, and a poor delivery chain of health care consumables such as drugs, medicines and sundries at the only health centre in Wakiso Town Council. This led to escalation of diseases, ailments and occurrence of preventable deaths, hence indicating government ineffectiveness in health service delivery.

The study recommended that government should increase funding to the health sector to at least 15% of the GDP in order to have enough funds for procuring adequate health care consumables. This in line with the Millennium Development Goals and the Abuja Declaration of increasing budgetary contributions to the health sector if the development targets on health such as maternal health, child health, malaria and other areas are to be achieved.

ACOM KELEN (2006-M053-10001)

Constraints faced by Female Head Teachers in their Performance as Decision Makers: A Case Study of Selected Government Aided Primary Schools in Amuria District

The 21st Century is witnessing women defying the socio-cultural set ups that discriminate against them and are taking up leadership, administrative and management positions as decision makers with back up by "Affirmative Action" taken by many governments. This study sought to examine the constraints Female Head teachers face in their performance as decision makers in selected government aided primary schools in Amuria district in Uganda.

A survey method was used to collect data from a sample of 139 respondents from 10 female headed primary schools. Interviews, questionnaires, focus group discussions and observation techniques were used. The collected data were presented on frequency tables, interpreted and analysed using descriptive statistics.

The findings revealed that female head teachers face many constraints as they perform their decision making roles. It came out that the socio-cultural aspect is one of the constraints but not the major one to performance of female head teachers as revealed by the findings. The constraints include

infrastructural/resource inadequacy, inadequate support supervision, socio-cultural influence, inadequate knowledge and skills and unrealistic policies and they have significant effect on school performance in Primary Leaving Examination (PLE).

The study recommends that government appoints more women to head schools, build their capacity and give them more support, resources and facilities so as to boost their performance as decision makers. The study also recommends government to train head teachers in administration and management. The study recommends similar studies to be undertaken on male head teachers and in other parts of the country so as to get the general picture of experiences of all head teachers.

AKOL IRENE BIRA (2011-M092-40002)

Learners' Family Background and Academic Performance in Universal Primary Education Schools in Soroti Municipality, Soroti District

Government of Uganda has been implementing Universal Primary Education since 1997 but for a long time many parts of the country have experienced low levels of achievement in UPE. The study was conducted in Soroti Municipality, Soroti district, with the objectives of assessing the influence of economic status of learners' parents; education level of learners' parents; marital status of learners' parents and parents' relationship with the learners on academic performance in UPE schools in Soroti Municipality.

The study employed both quantitative and qualitative methods of data collection including review of existing literature, questionnaires, interviews, focus group discussions and observation. Quantitative data were analysed using the Statistical Package for the Social Sciences (SPSS) and the qualitative data were analysed by classifying into themes. Coding was then done to be able to come up with dominant views from the respondents.

The findings revealed that economic status of learners' parents explains up to 1.9%, education level of learners' parents accounts for 0.8%, marital status of learners' parents accounts for 12.5% and parents' relationship with the learners accounted for up to 7.6% of academic performance in Soroti Municipality UPE schools. Furthermore, 77.2% of academic performance remains unaccounted for in this study, implying that there are other factors that account for academic performance that need investigation. The immediate factor to study is the effect of the learner characteristics on academic performance. The researcher concluded that education level and economic status of learners' parents are less significant while marital status of learners' parents and parents' relationship with the learners are more significant in determining learners' academic performance.

To improve academic performance: Parents should uphold their role of supporting learners' education; increased community sensitisation; increased parents' engagement in policy formulation; guidance and counselling of both parents and learners; and provision of education scholarships to the poor. Key areas for future research include: contribution of learner characteristics to academic performance; contribution of mid-day meals to the academic performance and in-depth and comparative studies looking at learner characteristics, teacher-based factors and parent-based factors in influencing academic performance. Once these are done, it is probable that the academic performance will improve in the area.

TEREKA STELLA (2011-M092-20048)

Effects of Post-Armed Conflict Issues on Women's Agricultural Productivity in Gulu District: A Case Study of Palaro Sub-county Community

The objective of the study was to analyse the effect of Post-Armed Conflict on Women's Agricultural Productivity, using Palaro sub-county in Gulu district as a case study. Specific focus was given to three post-armed conflict issues that are evident and pronounced in the area of study. These include land disputes, gender-based violence and the HIV/AIDS pandemic. The study looked at land disputes and how they affect women's access to land. Availability and access to land has a tremendous bearing on the extent of agricultural activities that the women can do. With reference to gender-based violence against women and the unequal power relations that exist between men and women, the study looked at it within the context of how it affects women's access to financial credit which is essential for them to improve their farming and lead to their empowerment. HIV/AIDS and its effect on women in the context of labour availability for agricultural farming is the other issue the study explored. HIV/AIDS disproportionately affects women than men. From the analysis of the field data, over 80% of women in the area of study are actively engaged in agricultural farming.

Generally, a qualitative approach with a combination of other data collection tools and methods were employed for the study. These included the use of data from focus group discussions, household interviews and key informant interviews. The target group comprised of both men and women between 18 to 60 years.

The results of the study indicated that indeed women are faced with numerous challenges with regard to access to land for farming and these are exacerbated by disputes over land between men and women, men and men and among families and relatives. Gender-based violence that exists between families and the effects of HIV/AIDS also intensify the post-armed conflict situation in the study area. It was found that women can hardly access agricultural credit from commercial banks given their limited access or lack of properties like land for collateral which is a prerequisite for one to be availed with credit for agricultural purposes. In addition, the high rate of gender related violence directed at women in the community, coupled with limited sources of credit in Palaro sub-county further compound the problem. The study also revealed that HIV/AIDS has had a negative impact on women considering their reduced numbers affecting their ability to engage in agricultural farming. It should be noted that women in these communities play a pivotal role in the farming process with most times little or no support from their male counterparts

The main recommendations of the study are; Acholi cultural leaders in partnership with all stakeholders should review the customary land laws and practices that are discriminatory. There is a need for multi-dimensional and holistic approaches that address the root causes of women's vulnerabilities to land disputes, Gender-Based Violence and HIV/AIDS and as well as its impacts.

The principle conclusion is that coping with the post-armed conflict recovery has been very difficult for the women as they find it difficult to engage in meaningful farming or agriculture as a way of improving their livelihood and general standards of living. The post-conflict situation is always expected to be a resettlement, recovery and development phase where meaningful livelihood activities are supposed to be carried out.

TAMALE RONALD (2008-MO53-10017)

The Impact of Increased Enrolment of Students on the Quality of Teaching and Learning: A Case Study of Secondary Schools in Kakuuto County, Rakai District

The research is about the impact of increased enrolment on the quality of teaching and learning. The case study is Kakuuto County in Rakai district. The study is against a background of the continued need for secondary education in Uganda leading to an increase in enrolment in secondary schools. The research is based on causes of increased enrolment of students in secondary school, the salient characteristics of quality teaching and learning in secondary schools and the effects of increased enrolment on the quality of teaching and learning in secondary schools in Kakuuto County.

Qualitative and quantitative approaches to research were used during the study. Questionnaires, interview schedule, observation checklist and reviewing of relevant literature and documentary analysis were used while compiling data in the field.

In the findings, it was discovered that increased enrolment of students was caused by poor policies applied by government in the quest to ensure that secondary schools absorb as many students as possible. Parents also contributed to increased enrolment through their demand for education for their children. In the research findings it was discovered that the problem of increased enrolment has greatly affected the academic standards of many secondary schools, such as creating scarcity of school infrastructures, over working teachers amidst inadequate teaching materials like text books, laboratory equipment and chemicals. To make matters worse, teachers are among the least paid government workers who receive low salaries that cannot march with the high inflation rates in the economy of Uganda. The salient characteristics of quality teaching and learning included; coaching and mentoring by head teachers, using applicable approaches to students with different needs, and periodic assessment of students. They also include students' counselling, engaging students in group work among others.

The research was concluded by asserting that, measuring carrying capacity of secondary schools is crucial to reduce increased enrolment; there is a need of adopting ICT as a measure to deal with increasing numbers. There is need to create a higher education system with diversified institutions, responding to human resources requirements, funding, encouraging the setting up of quality-controlled private institutions and promoting quality assurance in public schools.

The key recommendations were that the government should increase resource allocation particularly to secondary schools. In order to achieve this, financial donations should be sought from multi-national organisations engaged in funding educational projects, so that construction of classrooms can be done to solve the problem of inadequate school infrastructures. Furthermore, stakeholders such as the Board of Governors should seriously play their supervisory roles; parents should continue assisting secondary schools by contributing more money to subsidise that money paid by government. Similarly, teachers as very important stakeholders should be paid reasonable salaries that are commensurate with Uganda's cost of living and inflationary tendencies and in that way, they will work very hard in order to contribute to the academic progress of secondary schools.

SEMATIMBA ISA (2011-MO92-40015)

The Challenges Posed by less-Involvement of Beneficiaries to the Success of Non-Governmental Organisations' Development Programmes: A Case Study of Bubulo County, Manafwa District in Uganda

Over the years, Non-Governmental Organisations (NGOs) have tremendously become very important and permanent institutions in the implementation of development projects worldwide especially in the third world countries of Africa. However, many NGOs have failed to successfully achieve their common goal of sustainably improving the lives of the under-served community. This study highlights the less-involvement of the beneficiaries as a major hindrance to the success of many NGO-development programmes in Manafwa district, with a case study of Bubulo County in Uganda. The major objective of this study was to establish the thesis that the full-involvement and participation of the beneficiaries is indispensable for the success of non-governmental organisations' Development Programmes in Manafwa district.

As regards the methodology, the study employed a qualitative paradigm because it focussed on the success of NGO-development programmes which is qualitatively measured, although the indicators were quantitatively measured not as triangulation but as direct combination. The study procedure commenced with a proposal followed by data collection and finally the dissertation writing. The geographical area was Bubulo County, Manafwa district in Uganda with the study sample being one hundred and forty respondents. The sampling technique was purposive-random sampling employing; questionnaires, interview guides and observations as the instruments, with data-quality-control highly considered.

The key findings of the study were that; although there are many NGOs in the district such as ARDI, LBA, World Vision, Red Cross Society and CHRISCO among others with commended work, they have generally not fully-involved their beneficiaries in the development programmes especially in problem identification, needs assessment, project planning and designing, and monitoring and evaluation. Although many beneficiaries are involved in the implementation stage, they are basically passive with limited contribution. The other key finding was that these NGOs have not generally succeeded in their ultimate goal of achieving lasting socio-economic transformation of the lives of their beneficiaries, through positive transformation of their livelihoods, behavioural change and sustainability. And the last key finding was that there is a thin line between the level of the beneficiaries' involvement and the success of these NGO-development programmes according to the respondents, and indeed the low levels of beneficiaries' involvement greatly affects their feeling of project ownership, addressing the real causes of the target problem and finding locally-replicable appropriate solutions which affects sustainability, translating into non-success.

From these key-findings, including the secondary findings from other literature, therefore, it can be concluded that; indeed the less-involvement of the beneficiaries grossly challenges the success of NGO-development programmes in Manafwa district, therefore recommending full-beneficiary participations and preferably beneficiary-led project/programmes.

ENAMU SIMON (2011-M092-20008)

The Monetisation of Citizen Participation: Motives and Implications of Non-Governmental Organisations Allowances on Service Delivery Monitoring in Akwang Sub-county, Kitgum District

This study focuses on the monetisation of citizen participation and seeks to explore the motives and implications of Non-Governmental Organisations (NGOs) Allowances on Service Delivery Monitoring in Akwang sub-county, Kitgum district. The specific objectives of the study are to establish the types of monetary incentives provided by NGOs; examine the factors for the adoption of monetary incentives by NGOs; and to identify the implications of the use of incentives on citizen participation in broader development initiatives.

This study used a qualitative research design. Qualitative data collected through individual interviews, observation and document review were subjected to thematic analysis.

The findings were that NGOs provide monetary incentives in various forms and names. The most common incentives identified by respondents are transport refund, lunch allowance, sitting allowance, per diem, other unclassified allowances and funding for income generating activities (IGAs). The findings also provide a number of reasons for the provision of incentives by NGOs including motivating monitors; compensating monitors for the lost time and helping them meet their basic needs. It was also discovered that the perception of NGOs as wealthy, the apparent disconnect between community and NGO interests and the rise of a materialistic culture were fuelling the demand for allowances. The study findings reveal that the practice of providing incentives has serious and wide ranging implications for sustained citizen participation in development interventions. In the short term, it has and will spur conflicts among development actors, increase project costs and divert resources from direct project activities and objectives. In the long term, it is likely to undermine project sustainability, alienate citizens from participating in development interventions as well as deepen corruption practices.

The short term recommendations are that citizens, NGOs, donor agencies and governments should open candid debate on the practice; NGOs should harmonise rates for various incentives; NGO umbrella organisations (Uganda National NGO Forum, DENIVA and district networks) should develop guidelines for provision of monetary incentives to citizens and that some of the unjustified allowances such as sitting allowance should be scrapped forthwith.

The long term recommendations are that NGOs ought to educate communities to appreciate the long term benefits of their activities; stop paying participants in return for their participation and that Uganda's Ministry of Internal Affairs should institute a law that prohibits NGOs from providing allowances to citizens.

MRUKA ARUWA SOLOMON (2011-M092-30011)

The Role of Radio Media in Conflict Prevention in Uganda: A Case Study of Local Radio Media Broadcasts in Mukono Municipality, Mukono District

The study was about examining the role of radio media in conflict prevention in Mukono Municipality, Mukono district. It was guided by three specific objectives which were aimed at finding out whether radio media play any role in conflict situations; examining the main challenges radio media face in helping prevent conflicts; and suggesting new strategic roles that could improve the

radio media in conflict prevention. Literature review was done in themes which were identified and developed in line with the objectives of the study.

The case study design was chosen in order to locate valid representation of respondents as well as provide better understanding of the study area by focusing those few individual informants through in-depth interviews and by questionnaires.

The study showed that radio media broadcasts could influence conflict situations negatively as well as positively. The study confirmed a strong correlation between radio media role and conflict prevention. It confirmed that radio media messages and programmes have the capacity to contribute to conflict prevention. It found that radio media was not so interested in uniting the society, even though it had the capacity to facilitate social cohesion. Respondents urged radio media to take prevention of conflict as a moral obligation. Likewise, the study found that although radio media had also the capacity to turn off public sentiments from turning violent, they were more interested in politics and antagonistic issues. Above all, the findings indicated that the main challenges that hindered radio media in conflict prevention were politics, unprofessionalism, and conflict of interest, among other things.

The study further suggested eight distinct strategic media roles that would improve the radio media role in conflict prevention as: the role of facilitating dialogue, the role of early warning, the role of social cohesion, the role of sensitisation, the role of informing, the role of whistle blowing, the role of advising, and the role of being government's mouth-piece, hereby with an acronym 'fessi-wag'.

This study finally recommended urgent integration and mainstreaming of radio media role in conflict prevention for improving national security environment framework and public policy making; the need for national language development as a unification tool for the country's security and social cohesion off tribal excesses; the media new outlook training and sensitisation framework incorporating the aforementioned strategic media roles 'fessi-wag'; the need for radio media messages and programmes censorship framework in order to avoid conflict escalation; the creation of a partnership framework that would enhance the smooth relationship between media practitioners and security personnel when handling conflict situations; the legal framework to handle media proprietors, advertisers, or politicians who use media to cause insecurity; to establish the Truth, Peace and Reconciliation body that would foreclose the imminent fears of bloody violence, wars and conflicts in Uganda.

SSALI ANDREW (2011-MO92-40016)

Challenges Faced by Communities in Combating Malaria in Tororo District: A Case Study of Nagongera Sub-county

This study was set to establish the challenges faced by rural communities in combating Malaria in Tororo district as per the sixth millennium development goal of the United Nations. This study aimed to achieve three main objectives that are: establishing the knowledge levels of the people about Malaria, finding out people's treatment seeking behaviour and Malaria's economic implication to the population.

The study used a case study strategy. The approach used was triangulation applying both qualitative and quantitative data collection methods. The instruments used for data collection were mainly interview guides. The researcher also consulted secondary data which were compared with the data

that were collected for this study from the field and conclusions were made. The sample size of the population was 180 respondents. The tools were tested for reliability before the real data collection exercise was started. Random and non-random sampling techniques were employed for sampling study participants. The data were managed and processed for analysis preparation. The ethical considerations were followed. The study faced some challenges but measures to minimize them were devised. Data from the key informants and from the focus group discussions were used to supplement the data that were extracted from the survey using interviews.

Majority of the respondents were female ranging from the age of 15 to 84 years. Furthermore, majority of the respondents were subsistence farmers and all the respondents were Christians. It emerged that Malaria is indeed a problem in this area. Peoples' knowledge about the disease is also scanty because one may give a cause and fails to give a symptom or even how to prevent the disease. Various sources of information about first line treatment of Malaria were mentioned ranging from school to health centres. The treatment seeking behaviour varied from visiting a health facility to praying. There are various reasons for doing that. The economic implications of the endemic were also identified. These included prevention of people from doing their usual tasks hence reduced productivity, discouragement of savings for investments, making people move long distances in search for treatment for the sick household members and also making children of school-going age miss their lessons. This affects their performance as well.

SSEMAKULA PAUL (2011-M092-30013)

Impact of Agricultural Training on Sustainable Development in Kabonera Sub-county, Masaka District

This study focused on the impact of agricultural training on sustainable development in Kabone sub-county, Masaka district. It is a study centred on the dialectical relationship between training and sustainable development. If agricultural, environmental and livelihood sustainability are to be pursued, illumined and enhanced, for the transformation and uplifting of people, training is central to this development process. The study had three objectives namely: To find out the impact of agricultural training on sustainable agricultural development; To find out the impact of agricultural training on environmental sustainability; To find out the impact of agricultural training on farmers' sustainable livelihoods.

The study followed a descriptive cross-sectional case study research design and used four methods to collect data namely: interview method, questionnaire, focus group discussion and observation method. Data were analysed using both descriptive statistics and thematic narrative analysis.

The major findings were that: training has impacted sustainable agricultural development by enhancing the adoption of science and skills of organic farming, practicing of commercial and integrated farming, learning skills of resource utilisation, pest control, records keeping and group formation. These have resulted into improved production, food security and women empowerment among others. Secondly, training has also impacted environmental sustainability. Farmers have been trained to eliminate use of harmful chemicals, soil erosion, water contamination and air pollution through running their farms as ecosystems, practicing agro-forestry, soil, lands and water preservation and management plus waste management. As a result, environmental conservation and fuel saving practices have been adopted; health, hygiene and sanitation have improved in households. Thirdly, the findings revealed that training has also positively impacted farmers' sustainable livelihoods by training them in livelihood strategies and innovative skills to diversify into

non-farm enterprises. As a result, their household income base has widened leading to improved incomes, capacity to work on their household needs and problems plus improved standards of living. In conclusion, training has proved to be an effective approach in the pursuit of sustainable agriculture, livelihoods and environmental sustainability. Although there is progress, the findings revealed various constraints and low percentages of achievement.

The study, therefore, recommended that for more sustainable agricultural growth, Government and NGOs involved in training should come up with new ways of bringing most farmers on board and doing effective monitoring. For greater environmental sustainability, more training at all levels on the looming environmental crisis plus government enforcement of available legislations are called for. To enhance greater livelihood the recommendation goes to Parliament to come up with better, meaningful and effective livelihood strategies to boost rural capacity, income and well-being especially in areas of value addition, food processing, and coffee marketing. The study concludes with some areas for further research.

SSEMAKULA EMMANUEL (2008-M043-10011)

An Evaluative Study on the Contribution of Microcredit Schemes to Rural Development in Uganda: A Case Study of BRAC Soroti Branch

This study focused on evaluating the contribution of microcredit schemes to rural development in Uganda. The overall purpose was to assess the extent to which microcredit schemes have influenced rural development taking a case study of BRAC Soroti branch. Specifically, the study examined the level of access to BRAC microcredit schemes, the contribution of micro-credit facility of BRAC to rural transformation and the challenges faced in utilising microcredit facilities. The study was carried out with BRAC Soroti branch.

A case study design was adapted in combination with the analytical research design. The study targeted BRAC beneficiaries within their groups of which most were women. A sample of 116 respondents was obtained while data were collected using interviews and an administered questionnaire as well as a focus group discussion guide.

The study thus found the respondents knowledgeable about BRAC services which enabled them to seek them. Generally the requirements for accessing microloans were relatively fair as most beneficiaries simply had to belong to a group. Microloans offered range from two hundred thousand shillings to six hundred thousand shillings for those in groups while individual borrowers may receive up to one million shillings. The microloans were mostly used to establish small scale ventures more so in the agriculture sector with a few cases engaging in businesses. The findings also pointed to most beneficiaries earning less than fifty thousand shillings before obtaining the loans but after using them, the incomes improved fairly to not more than five hundred thousand shillings. Not many beneficiaries reported increase in assets though a substantial number reported saving part of the incomes. Challenges faced related to untimely processing of loans, a high interest rate in comparison to business operations, a short repayment period and group dynamics. Fewer reports of defaulting were reported not forgetting poor loan management skills. The study, thus, recommends BRAC to address the challenges through *direct* community involvement in policy adjustment, improve on loan management skills among borrowers and re-developing its model in order to include men on the scheme.

TABU JUSTIN (2007-M093-10129)

An Evaluation of the Effectiveness of Farmer Field School Extension Approach in Promoting Sustainable Agriculture Among the Rural Farmers in Agago District: A Case Study of Parabongo Sub-county

Farmer Field School (FFS) is a popular education and extension approach worldwide. Such schools use experiential learning and a group approach to facilitate farmers in making decisions, solving problems, and learning new techniques. This study evaluated the effectiveness of the Farmer Field School extension approach in promoting sustainable agriculture among the rural farmers in Parabongo sub-county, Agago district. The specific objectives of this study were: To establish the functions of FFS Extension Approach in promoting sustainable agriculture, to find out to what extent FFS approach is boosting sustainable agriculture and to craft strategies that will improve the implementation of FFS approach methodology as one of the agricultural extension approaches.

This study used on a case study design; both quantitative and qualitative methods of data collection were employed. An interview guide was used to collect data through key informants; focus group discussions and questionnaires were used to gather data from the other selected respondents.

The major findings of the study are the following; on its functions in the life of a rural farmer, FFS methodology has the ability to build the capacity of the farmers to become experts because it is farmer lead, it encourages farmers to experiment, empowers the farmers to think independently, it builds self confidence in the farmers especially for the women due to equal participation and it encourages the formation of the cooperative working groups. As regards the extent to which it interacts with the key component of sustainable agriculture, the research found that the approach is also effective in boosting the sustainable agriculture by strengthening the key element of sustainability through the practical training integration of environmental protection in production, emphasis on economical sustainability and contextualising the social sustainability. The FFS is an experimental, participatory learning methodology, it promotes new learning without compromising the experiences of the farmers, uses the problem solving approach based on the a specific location, therefore, the study concludes that: FFS as a model is the most effective and appropriate extension methodology for validation and dissemination of agricultural technologies and practices which eventually lead to people-oriented and sustainable agriculture amongst the rural farmers. However, the study also discovered that there has been a gap in the FFS in the way the FFS extension approach is being handled by the different implementers, the training duration and ideology behind.

The study recommends that the government and her line department of Agricultural extension should prioritise the adaptation of the FFS extension for knowledge and technology transfer; NGOs and other stake holders active in FSAL sectors not to take FFS as a means of securing funds from donors but should treat it as one of the extension approaches that needs to be adopted by the framers for their survival; rural farmers to embrace the FFS extension approach and its evolution into the FFS network as the best and the only way through which the farmers are empowered to access markets for their produce at an affordable cost; need for future research on how FFS extension approach can be used to train the local farmers on other non-crop products.

TALAGABOINE JOHN (2010-MO93-10042)

The Contribution of Uganda Primary Education to the Socio-Economic Development of Primary Seven Leavers in Rural Areas: A Case Study of Kibaale Town Council.

The study topic was “The contribution of the Uganda Primary Education to the Socio-Economic Development of Primary Seven (P7) leavers in Kibaale Town Council, Kibaale district”. The general purpose of the study was to establish the relationship between the Uganda Primary Education and the socio-economic development of P7 graduates by studying its contribution to the socio-economic development. Specifically, the study focused on the contribution of Primary Education, challenges that retard its contribution and if improved Primary Education would increase its contribution to the socio-economic development of P7 leavers.

The study was conducted using a case study design applying both qualitative and quantitative approaches to collect and analyse raw data. These approaches were preferred because they enable thorough investigation of a single case; ease the generation of attitudes, opinions, and experiences besides enabling the interaction between the researcher and respondents. Raw data were collected using interview guides and questionnaire forms because they enable interaction of the researcher with the respondents, and clarification of the questions. The sample included 60 P7 leavers, 12 teachers, 40 other community members, 4 local leaders, and 1 community development officer. These categories of people were preferred because they are implementers of government programmes for socio-economic development. The other community members and P7 graduates are directly affected by the prevailing situation in the study area.

The study findings revealed that Primary Education contributes to the socio-economic development of P7 leavers but to a smaller extent hence, reducing the relationship between Primary Education and the socio-economic development. One hundred percent (100%) of the respondents subjected to questionnaires agreed on this and so were those subjected to interviews. The contributions of Primary Education include, availing P7 graduates with simple skills of leadership at a family level(17%), clearing access roads(33%), engage in small scale projects for a moderate living (50%) and somehow some skills to relate well with others in the society (25%). Primary Education in Uganda is faced with several challenges that retard its contribution to society. They include inadequate curriculum, infrastructure and capital, lack of parent support, poor implementation strategies, inefficient leadership, and generally lack of concerted effort among the different stakeholders. Improved Primary Education can raise its contribution to the socio-economic livelihoods of P7 leavers though not to an advanced level as it is in other developed countries. However, it would provide a basis for better livelihoods in developing countries.

The researcher concluded that many people have received Primary Education hence, accessibility has been achieved. However, their socio-economic development still leaves a lot to be desired because of the poor quality of education being rendered now. Therefore, the extent to which Primary Education has contributed to the socio-economic development of P7 graduates is smaller due to some challenges faced. Primary Education in Uganda requires some interventions in order to raise its benefits in as far as Primary School leavers’ socio-economic development is concerned.

The researcher, therefore, recommends; the curriculum should be redesigned to become more relevant to people’s needs. The Primary Education curriculum should be complete in itself to enable primary school leavers be useful to themselves and to the community at large even when they have

not continued with Post-Primary Education. This should be done through a blend of strategies, innovations, and reforms in the education system especially at primary level.

ADUDE ONYOKOR VINCENT (2006-M033-10006)

Assessing the Contribution of Informal Cross-Border Trade to Household Poverty Reduction in Malaba Town Council, Tororo District

Informal Cross-Border Trade (ICBT) has become a source of livelihood for border communities both employed and unemployed amidst the difficult socio-economic conditions which have affected living standards of the people. This study has explored the contribution of ICBT to household poverty reduction. The overall objective of this research was to assess the contribution of informal cross-border trade (ICBT) to poverty reduction in Malaba Town Council, Tororo district. The specific objectives were: to explore the extent and nature of ICBT in Malaba town, to examine the derived socio-economic benefits from ICBT and to examine the challenges and constraints faced by informal cross-border traders.

The data for this research were collected from people engaged in ICBT, the study of written records and review of literature, key informants and observation. The written documents on ICBT, and scholarly works provided the background knowledge and conceptualisation of the study. In the survey methods of data collection, we interviewed 25 informal cross-border traders. The established informal traders gave us important insights into their experiences with ICBT.

The study established the existence of a robust ICBT in Malaba town. It also identified the need for sources of livelihood as the key motivation for ICBT. The majority of the informal cross-border traders lack wage employment. The social economic profiles of these traders are not important in this business enterprise. The traders' levels of formal education do not determine the nature of cross-border trade. The study demonstrates that the sources of funding for launching and, sustaining cross-border trade are usually drawn from the personal and family savings. A small number of these traders apply and qualify for loans from financial institutions. Given the fact that family savings are meagre, the ICBTs import small quantities of goods. They transport their merchandise by public transport such as buses or coaches and/or on foot. The traders, most importantly, import essential and scarce commodities into their countries. Because the traders need income, they import goods that sell quickly in the markets and bring money quickly. The study has shown that the ICBT is a safety net for the unemployed people in border towns like Malaba. The trade provides sources of income to people without wage employment. More importantly, ICBT promotes entrepreneurship skills of people without formal education. The ICBT has a potential of transforming the traders into formal businessmen and women. The study has implications for those who view ICBT as merely a survival mechanism and strategy. The ICBT activities are significant and contribute immensely to household welfare.

The study recommends the designing of appropriate policies to guide traders involved in ICBT which would impact positively on the local food security situation, attract investments in agro-processing, develop markets and transport infrastructure which could greatly contribute to poverty reduction.

WANDERA STEPHEN (2011-M092-20051)

Push and Pull Factors for the Commercialisation of Street Begging in Kampala City: A Case Study of Central Division

Commercialisation of street begging has become one of the social menaces in Kampala City Central Division due to its consequences such as child abuse and night robbery. Despite these consequences, little effort has been undertaken to study the causes of proliferating rates of this practice. This study, therefore, set out to examine factors influencing the commercialisation of street begging in Uganda taking Kampala City Central Division as a case study. The specific objectives of the study were to identify the push factors that influence the commercialisation of street begging, to identify pull factors that influence the commercialisation of street begging, and to identify the challenges faced by street beggars on streets of Kampala City Central Division.

The study adopted a descriptive case study design basically qualitative in approach to study a sample of 98 respondents. Data were collected using interviews, observation and self-administered questionnaires. These participants were selected using convenient sampling technique with the exception of key informants from government ministries and institutions who were purposively selected.

Findings identified a range of push and pull factors that influence the commercialisation of street begging in Kampala City Central Division. The factors basically included wars, land conflicts, and domestic problems on the push factors' side, and high income expectations, social amenities and peer pressure on the pull factors' side. It was further established that street beggars face a lot of challenges on the streets and these basically included lack of basic necessities of life such as food, clothing, shelter, and security.

It was concluded that the factors influencing the commercialisation of street begging in Kampala City Central Division were multidimensional, hence it is recommended that a multidimensional approach to tackling the problem of street begging would be ideal.

NALUBANGA WINFRED IRENE (2009-M092-20030)

Investigating the Major Causes of Lack of Financial Sustainability among Savings and Credit Cooperative Societies: A Case Study of Selected Savings and Credit Cooperative Societies Supported by the Microfinance Support Centre Limited-Mbale Zone

The study was carried out among the management, leadership and shareholders of five selected Savings and Credit Cooperative Societies (SACCOs) supported by The Microfinance Support Centre Ltd-Mbale Zonal Office based in Eastern Uganda. The purpose of the study was to investigate the major causes of lack of financial sustainability of SACCOs supported by The Microfinance Support Centre Ltd. The content scope of the study focused on; revenue sources that SACCO management and leadership are depending on to generate incomes/finances that are sustaining the administrative functions, shareholders related causes contributing to lack of financial sustainability, social environmental causes to lack of financial sustainability and management related causes contributing to lack of financial sustainability.

Despite the fact that the research is a case study, the research design employed was cross sectional in nature. The researcher adopted both qualitative and quantitative research approaches. SACCO management, leadership and shareholders were involved in the study because their routine activities

and attitudes towards the SACCO directly affect the financial sustainability of the SACCOs. These were purposely selected and a total of 210 questionnaires and interview guides were used.

Study findings indicate that there are various causes of lack of financial sustainability in SACCOs which range from; Gender (majority of SACCO shareholders/key respondents were men (60%) with a small proportion of women (40%) while SACCO management and leadership/interviewees were mainly men (56%) with only (44%) of women; education levels (both SACCO shareholders/key respondents and management and leadership/interviewees) were basically of diploma/certificate level (40% and 38%), secondary level (32% and 26%), primary level (18% and 22%), postgraduate (6% and 8%) and degree level (4% and 6%) of education respectively. Whereas only 54% of SACCO shareholders/key respondents had access to SACCO services for more than 1 year, 90% of SACCO management and leadership/interviewees had access to SACCO services for more than 1 year. Likewise, only 8% of the SACCO shareholders had access to SACCO services for more than 5 years while 52% of the SACCO management and leadership had accessed SACCO services for more than 5 years. On the other hand, research findings indicate that revenue sources like savings deposits (98%), purchase of shares (94%), membership fees (92%), interests charged (85%), pass book fees (68%), soft loans (59%), commission/fines (51%), donations (44%) and other business enterprises (33%) for supporting day to day activities of the SACCOs contribute to lack of financial sustainability. Additionally are shareholders' related causes to lack of financial sustainability like; resistance to adopt new technical advice (91%), poverty mindset (89), deliberate refusal to service loans (81), dependency syndrome among the family members of the shareholders (77%), illiteracy among the shareholders (73%), hostilities in households (67%), lazy shareholders (63%) and addictive lifestyles (54%) contribute to lack of financial sustainability. These are coupled together with household challenges which include; poverty (20%), school fees (16%), illiteracy/ignorance (14%), extended families (14%) (many children), lack of food (12%) and behavioural related challenges.

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MASTER OF ARCHITECTURE

NIWAMARA THOMAS (2009-M011-10001)

In urban areas, multi-storey multi-unit housing presents itself as an appropriate response to housing needs. This is because multi-storey multi-unit housing utilises scarce and expensive land resources in a more prudent way as compared to less dense housing systems. A critical look at traditional architectural practice in relation to the design of multi-storey multi-unit housing reveals that there is a disconnect between end users of the housing and designers—the individuals charged with the responsibility of ensuring that designed spaces meet users' needs. The research study shows that Post Occupancy Evaluation can be utilised as a tool to gather useful information regarding the extent to which multi-storey multi-unit housing design solutions satisfy end users' needs. It can also be used to collect design data that can be useful in generating improved design solutions that appropriately meet end users' needs.

School of Diplomacy and International Studies

MASTER OF INTERNATIONAL TRADE POLICY AND LAW

TWINAMATSIKO AMBROSE (2010-M162-20008)

The Impact of Foreign Direct Investment on Employment: A Case Study of the Manufacturing Industry in Uganda

The study was about the impact of Foreign Direct Investment (FDI) on employment in manufacturing industry in Uganda basing on the following objectives; to investigate the factors that attract FDI inflow into Uganda, to examine the factors that determine quality and quantity of labour supply as stimulated by FDI in the manufacturing industry and, to document and analyse the employment trends in the manufacturing companies in Kampala district.

The study design comprised of both qualitative and quantitative data. Stratified sampling was used to determine the sample size. A sample size of 114 respondents computed using the Kish (1965) formula for cross sectional and case study designs was used. The formula takes into account the amount of error that can be tolerated by the study. Primary data were collected by the use of questionnaires which focused on the research questions. Secondary data were got from journal reports and internet which are in relation to the study objectives. Data entered into excel were presented using frequency tables.

Uganda has remained ahead of several other African economies in offering incentives and creating a favourable environment for foreign investors. It presents answers to questions such as; what is the level of FDI in Uganda? How many people are employed in the foreign companies? The type of foreign investments in the country as well as which sectors receive most investment. The quality of labour, standard of living, skills, human resource retaining capacity of the local market, wages, etc. determine the success of employment generation.

The study concludes that additional comprehensive research should be carried to answer the research questions satisfactorily as there seems to be conflicts in perspectives of its effects on local employment.

ACHATO DANIEL (2011-M172-20001)

Assessing the Impact of Uganda's Participation in the African Union Mission in Somalia on its Foreign Policy Performance

In recent years, Peace Keeping Missions (PKMs) have attracted attention throughout the world especially on the issue that states which participate in PKMs are interfering in the sovereignty of other states and, therefore, contradicting the basic principles of international law and attracting unnecessary hostility towards themselves. Previous research into effect of PKMs on foreign policy

performance has yielded mixed results and in the Ugandan context has been minimal. What is clear, however, is that the foreign policy implementers in Uganda have embraced the idea of PKMs as is evidenced by Uganda's participation in the African Union Mission in Somalia (AMISOM). There are still questions though, on how participating in PKMs affects the foreign policy performance of a state. This descriptive research study sought to answer the question and provide information to various stakeholders on the effect of participation in PKM'S, on a countries foreign policy performance.

A survey questionnaire was used to collect primary data on factors that influence PKM practice, and its effect on Uganda's foreign policy performance. An analysis of the survey has indicated that Uganda's participation in AMISOM has a positive effect on foreign policy performance especially when it comes to the fulfilment of Uganda's foreign policy objectives such as the promotion of regional security. Results of the study further indicated that PKMs is just one of the myriad factors that affect foreign policy performance as there are many other factors that a country like Uganda needs to take into consideration regarding performance. The insights obtained from the study are of relevance to stakeholders and managers of foreign policy.

YIGA NAKACHWA FRANCISCA (2010-M172-20008)

The Influence of the Discovery of Hydrocarbons in the Albertine Graben on the Diplomatic Relations between Uganda and the Democratic Republic of Congo and the Rest of the World

In a region which has long been affiliated with war, a potential blessing such as the discovery of hydrocarbons has brought in hurried efforts to pacify and rehabilitate the vicinity in the hope of easing access to the discovered potential wealth. Historically, the discovery of oil and gas has always been a curse to the beneficiaries of moribund economic businesses, dragging the feet of pessimism and optimism to a fragile peak of debate. When the shores of Lake Albert were singled out as having just more than fish, salt and perhaps sand, expatriates suddenly began seeking affiliation and stomped into the region to acquire shares. Infrastructure is in the process of being developed, land has been cleared, houses demolished as preparations are underway for the establishment of a refinery, camps for oil companies and other establishments necessary for the successful execution of an environment conducive for an oil rich region. For the greater part, the natives in the Albertine region have become so engrossed in grabbing entrepreneurial openings that they have lost count of the damage that is manifesting in the environment as plot after plot of land has been marked off for exploration. The region has since known degradation, conflict and more losses than gains as various opportunists have continued to lay strategies that have placed Uganda against the Democratic Republic of Congo (DRC) and the rest of the world.

This study examines these interactions and serves as an eye opener to the reality that Uganda and DRC are continuously drawing close to the fangs of a potential 'Resource Curse'. The researcher learned that the discovery of hydrocarbons has impacted more negatively than positively on the political, social, economic and environmental aura of the Albertine Graben, in as much as the researcher unveiled several benefits. Thus, it was only seemingly fit to conclude that the future of the Albertine Graben is not secure, rather, there is a significant likelihood that Uganda and DRC will most likely end up as oil-cursed countries if government, oil companies, Civil Society Organisations, administrators and the masses do not take the initiative to avoid the foundational propelling factors likely to lead these countries into becoming oil-cursed.

The researcher recommends that actors participant in the oil game ought to unite and operate as transparent, dialogue-friendly, accountable and cooperative if the best is to arise out of the discovery of hydrocarbons in the Albertine Graben.

BBAALE MATTHIAS (2010-M172-20003)

International Law and Politics: The Case of the Right to Freedom of Assembly in Uganda

The Right to Freedom of Assembly is sometimes taken to be a derogable right due to the nature of politics and the Law under play in Uganda. Consequently, this has resulted in loss of human life and property, as a result of constant violations caused by misinterpretations of some International Human Rights instruments and Treaties, and Constitutional provisions ratified to protect and promote the Right to Freedom of Assembly in the world, and Uganda in particular. The overall objective of the study was to investigate the relationship between International Human Rights Law and Politics in Uganda, in relation to the Right to Freedom of Assembly. The specific objectives were: to examine International and Municipal Law concerning the Right to Freedom of Assembly, to assess the challenges faced by the Uganda Human Rights Commission in promoting and protecting human rights in Uganda, and to investigate the politics and the law of protecting and promoting the Right to Freedom of Assembly in Uganda.

The literature reviewed in support of this study was based on international legal theories, basing the arguments from the positivist and realist schools of thought. It predominantly focused on international legal approaches concerning human rights abuses, protection and promotion. Much of the literature was obtained from a variety of sources including books, local and international journals, newspapers, general articles, whistleblowers, related reports, research dissertations and assessment reports. A cross sectional research design was used because it helps a researcher to get quantitative and qualitative description of trends, attitudes and opinions of the population. This involved the design of research instruments in a qualitative and quantitative nature. The methodology employed was largely secondary sources found in books, document review, general articles and the use of questionnaires, formal and informal interviews. A purposive sampling strategy was adopted for this study and it involved selection of those specific respondents that were believed to be key parties to the issues being studied.

Findings indicated that the Right to Freedom of Assembly in Uganda was being infringed upon in all forms. It was also found out that this right was mostly infringed by security agencies led by the Uganda Police Forces by trying to crack down political rallies organised by political parties. However, further findings indicated that the international community can influence the government's decisions to improve on the Right to Freedom of Assembly so as to have a peaceable and more prosperous Country.

The research concluded that despite the constitutional changes which have taken place in Uganda since early 1995, and which have resulted in, among other things, entrenchment of bills of rights, including provisions relating to Freedom of Association, Assembly and Expression, there is need to adhere to the standards provided for under international standards on human rights.

The research recommended that the state should intervene urgently to secure conditions permitting the exercise of the Right to Freedom of Assembly and Procession, and this may require positive measures to be taken to enable lawful demonstrations to proceed peacefully. The study recommended a democratic system of governance that allows for the independence of the judiciary,

good governance embedded on economic, social, political and corporate governance calling for the rule of law, fighting corruption, and observance and implementation of national, regional and international Human Rights Instruments and Treaties ratified to protect and promote the Right to Freedom of Assembly.

MWASE GODFREY JESER (2011-M172-20012)

An Assessment of the Effectiveness of Diplomatic and Military Interventions in Conflict Prevention: A Case Study of the M23 and Democratic Republic of Congo Conflict

This study was about the effectiveness of diplomatic and military interventions in preventing and resolving the Eastern Democratic Republic of Congo Conflict. The study sought to establish the contribution of diplomatic and military intervention in conflict prevention of the M23-DR Congo conflict. The study also sought to find out the relationship between military and diplomatic intervention in conflict prevention.

A qualitative research design was used to help the researcher to collect data and information by using a number of secondary sources such as the media, publications and literature. For addressing questions of this research, past studies and researches conducted on similar and related topics were comprehensively evaluated and examined by the researcher. Interviews and focus group discussions approaches were used to collect qualitative data. Using Pearson correlation coefficient, there was a significant relationship (Pearson correlation value = 0.891^{**}) between diplomatic intervention and conflict prevention in the M23-DR Congo conflict. This was an indication that conflict prevention can be enhanced with diplomatic intervention. However, there was a less significant relationship between military intervention and conflict prevention.

It was recommended that there was need for a grassroots strategy to address the Congo conflict which should include enhancing control of customary powers, setting up impartial land management institutions and initiating inter-communal dialogue projects.

OKELLO FRANCIS (2011-M172-20014)

The Contradictions of the International Criminal Court Justice System in Africa: A Case Study of the Indictment of Joseph Kony of the Lord's Resistance Army in Northern Uganda

This dissertation is about the contradictions of the International Criminal Court Justice System in Africa, taking a case study of the Indictment of Joseph Kony of the Lord's Resistance Army (LRA) in Northern Uganda. The International Criminal Court (ICC) was embraced with enthusiasm by a wide range of people, NGOs and government when it came into force on 1st July 2002, and the majority of those who initially welcomed it were African. Despite an auspicious start, the ICC has run into considerable controversy and it has turned out to be one of the unsavoury manifestations of globalisation with what appears almost an exclusive focus on Africa.

The major objective of the research is to assess the ICC's role in contributing towards the development of a system of global governance with particular focus to Africa. Specific objectives are to assess the ICC's contradictions towards indictment of African leaders and in particular Uganda; assess the alternatives to the ICC in Africa and provide recommendations to the challenges faced by the ICC in Africa.

This research is analytical using the qualitative research methodology. The study respondents consisted of former LRA abductees and survivors, amnesty commission and human rights commission staff, government executives, legislators and judiciary, academia, NGOs, CSOs, cultural leaders, religious leaders and the public. The research uses both primary and secondary data collection tools. Primary tools include questionnaires used for 100 respondents, interviews and focus groups and purposive sampling techniques used for other categories. Secondary data include reviews from published and unpublished materials like reports, journals, government publications, recent books and substantial information from the internet; and data collection and analysis involved primary and secondary data.

Key findings are that the Rome Statute came into existence in no small measure, because of strong support from Africa in its formative stages. Africa is well represented in numbers and real influence at the ICC. Apparently, it now turns out that having helped write the Rome Statute, African leaders now feel they have lost to the West in the establishment and influence at the Court. However, do not be misled by the high-minded rhetoric about colonial injustice and African solutions to African problems advocated by the African Union. It is a matter of fact that most war crime and crime against humanity are from the African continent and we cannot deny the fact that African leaders are taking the lead in international criminal justice. Africa is in no position to administer its own criminal justice against war criminals and human rights violators. The African Human Rights Court, still in its infancy, might one day hold states accountable in practice and in law, but individuals are another matter entirely. Right now, there is no African alternative to the ICC, and there will not be one for the foreseeable future. If we want the continent's criminals and warlords tried and convicted, our leaders will have to cooperate with the ICC to bring fugitives to justice and fight impunity regardless of one's position, status and profession.

The key recommendation is that for Africans to defend their independence and sovereignty, African leaders should respond and entrench democracy in their countries, protect human rights, and ensure that our countries are governed properly, in the interest of the masses of our people. Secondly, Africans have to strengthen the continent's cohesion, and capacity of the AU to act in unity, around a broad, progressive agenda as contained in the policies of the African Union and OAU. Finally, Africa needs to strengthen its capacity and ensure that African's voices are heard and treated with seriousness in handling her affairs. Africans must also strengthen the links between Africa and other developing countries to enhance its own ability to impact on the contemporary global affairs through mobilisation and activation of the forces on the continent.

OPIKA OPOKA PETER (2011-M172-20016)

An Assessment of the Impact of International Criminal Court Intervention in Peace Making, Justice and Conflict Resolution in Northern Uganda: A Case Study of Kitgum District

The study was intended to investigate the impact of the International Criminal Court (ICC) intervention in peace making, justice and conflict resolution in Northern Uganda with particular emphasis to the war in Kitgum district between the years 2002 to 2012. The study was guided by the following objectives; To identify the root causes of the war in Northern Uganda especially Kitgum district; To investigate the impact of ICC intervention in containment of conflicts in Northern Uganda and; To suggest policy recommendations to the ICC and Government of Uganda in comprehensive containment of conflicts in Northern Uganda.

The research used a descriptive design and this entailed both qualitative and quantitative methods in investigating the impact of the ICC intervention in the Northern Uganda war, peace, and justice and conflict resolution in Uganda with a particular reference to Kitgum district. The predetermined questions of the interviews were used to verify the reliability of the data collected. The study population involved a total of 320 respondents selected randomly from three sub-counties, and Kitgum Government Administration District and NGOs' representatives were interviewed. The tools of data collection used included; Questionnaires with simple and clear questions were administered to respondents in each category of the study population and were answered in relation to the objectives. Observations were also used to physically determine the level of business operations.

It was, therefore, understood according to the findings of this study that conflicts in the Northern part of Uganda especially Kitgum district were as a result of the anti-government parties and individuals who were not supporting the local government. This was supported by a large number of respondents 178 out of 320. It was also concluded that the war in Northern part of Uganda was as a result of the revenge of the supporters of the earlier northern political leadership supporters who could not feel comfortable with the current government in power and so looked for a way of revenge to bring back power in their hands. It was also concluded that tabling reconciliation of the LRA surrenders was a great impact of the ICC intervention in Northern Uganda.

It was recommended that the international community should facilitate a series of meetings involving local, national, and international stakeholders to develop an integrated and comprehensive strategy for peace and justice in Northern Uganda. The Ugandan Government should reform the amnesty process so that it is more inclusive and better meets victims' expectations.

Faculty of Education

MASTER OF ARTS DEGREE IN EDUCATION AND DEVELOPMENT

MANGBI JOSEPH (2011-MO71-10005)

The Impact of Students' Laboratory Activities on the Learning of Science: A Case Study of Students in Selected Secondary Schools in Magwi County, Eastern Equatorial State, Republic of South Sudan

This study investigated and described the impact of students' laboratory activities on the learning of science taking a case study of students in selected secondary schools in Magwi County, Eastern Equatorial State, Republic of South Sudan. The study was conducted with the guidance of specific research objectives: to find out how science teachers and students utilise the laboratories in Magwi County; to investigate how students' engagement in laboratory activities enhances the mastery of given science concepts; and to examine if participation/engagement in laboratory activities leads to application of learned concepts in real life situations. It addressed a problem in which observation shows that the government of the Republic of South Sudan through partner organisations such as the JRS, NCA, DOT, USAID, & UNICEF implemented programmes to encourage student laboratory activities with the hope of improving learning of science in secondary schools in Magwi County. However, the S.S.C.E results and continuous assessment of some schools could still show little change in performance despite continuous engagement of students into laboratory activities and continuous in-service training for teachers during Holidays.

The researcher, therefore, adopted a case study design in which quantitative and qualitative methods were used for gathering research data and analysis. The researcher did so with the help of research instruments such as the observation guide, questionnaire forms, interview guides and documentary analysis.

The research findings generally indicated that the implementation of students' laboratory activities by the Government of the Republic of South Sudan, through Her State Ministry of Education, Science and Technology and Partner Organisations had greater impact on learning of science in secondary schools in Magwi County. The findings also showed that students' engagement in laboratory activities enhanced learning of sciences and improved retention as students are actively involved in constructing knowledge.

Basing on the findings, the researcher strongly concluded that the implementation of students' laboratory activities by the Government of the Republic of Southern Sudan through its state Ministry of Education, Science and Technology and Partner Organisations in a bid to improve science education has greatly created a positive impact and set a new direction towards inquiry into the general education system and inquiry in learning of science. Some students' failure to pass science subjects as evidenced in the research findings could be attributed to the differences in teachers' competences which made it difficult for some of them to effectively engage students into laboratory activities and other factors beyond the scope of this research. For this reason, the research, therefore, recommended that; Based on the conclusion that portrayed that students' laboratory activities have great impact on learning of science subjects, head of secondary schools

needed to put in place strategies of ensuring that science teachers engage students into effective inquiry oriented laboratory activities because of its great impact on learning of sciences. Continuous follow-up and sharing of good practice should be encouraged among subject specialists. More still, head teachers need to organise on-job training to emphasise the importance of inquiry in general education system and inquiry in science education.

MUGUME PATRICK (2011-MO7I-10006)

Sanitation Facilities and Pupils' Health in Four Selected Primary Schools in Kabarole District

This was a research conducted in Kabarole district primary schools. The topic of the study is, "Sanitation facilities and pupils' health in four selected primary schools in Kabarole District." The objectives of the study were: To find out the common sanitation related diseases in the four selected primary schools in Kabarole district, to examine how the management of the existing sanitation facilities influences pupils' health in the four selected primary schools in Kabarole district, to examine the influence of the state of the existing sanitation facilities on pupils' health in the four selected primary schools in Kabarole district.

The study sample size was 323. Respondents for the study were: head-teachers, teachers, PTA staff, SMC, District Health Officer and pupils. Data collection instruments used include: questionnaire forms, interview guide, observation checklist and focus group discussion guide.

According to this study, the main sanitation related diseases common in the selected primary schools in Kabarole district include: malaria, typhoid fever, yellow fever, cholera, trachoma, candida, encephalitis, dengue fever, diarrhoea, filariasis and bilharzia.

The study found out that sanitation facilities are poorly managed (waste is disposed of by incineration, dumping in sanitary landfills, draining into pit latrines and nearby water sources). The sanitary landfills, poor waterlogged drainages and uncovered pit latrines become breeding sites for disease-carrying flies, mosquitoes and worms, and when pupils were exposed to such facilities, many suffered from diseases like typhoid fever, diarrhoea, cholera, malaria, bilharzia, filariasis, yellow fever and dengue fever. The study also found out that the state of the existing sanitation facilities in the four selected primary schools is pathetic or horrible (latrines without covers, no washrooms, schools have unclean urinals, contaminated water sources such as wells, dustbins are located close to play grounds, schools have no sanitary pads offered to girl-pupils and schools do not provide gloves to pupils during in-school cleaning activities). Dangerous-disease causing flies, mosquitoes and worms breed in uncovered pit latrines, contaminated urinals, uncovered dustbins and contaminated soils in the immediate school environment. This state of the existing sanitation facilities is associated with a variety of diseases such as typhoid fever, dengue fever, yellow fever, malaria, diarrhoea and cholera while bacteria and virus in contaminated sanitary pads are also associated with candida. Therefore, the four selected primary schools in Kabarole district have poor and inadequate sanitation facilities that are dangerous to pupils' health.

It is, thus, recommended that Primary Schools in Kabarole district should build adequate and good sanitation facilities to protect pupils' health. It is also recommended that Government, community and schools should manage effectively the existing sanitation facilities in Kabarole district. Finally, it is recommended that Government, District Health Officers and schools should identify specific causes of, prevent and cure sanitation related diseases.

School of Diplomacy, Governance and International Studies

MASTERS DEGREE IN INTERNATIONAL TRADE POLICY AND LAW

AGABA JAMES BANYENZAKI (2010-M162-20009)

The Role of Trade on Economic Development in Ibanda District, Uganda

The study covered a period of 12 years (2000/12). The study was to establish the role of trade on economic development in Ibanda District-Uganda. The objectives were: to ascertain the major economic activities carried out in Ibanda district, to establish the relationship between trade and economic development in Ibanda district, and to ascertain the major challenges faced by the Ibanda district business community.

The study found that the economic activities were classified as in the encyclopaedia and were revealed as professionals such as Doctors, Lawyers, Engineers and all the others who were involved in specialised services in return for fees and were self-employed, who were involved in the production and distribution of goods and services with the aim of earning profit.

Despite the challenges differing by sector and geographical location within the study area, the study efforts discovered a number of constraints common to Ibanda, and key among these uncovered by the study were: Insufficient working capital, insecurity, lack of qualified human resources, lack of technology and information, high transportation costs, cumbersome and costly bureaucratic procedures. The linear regression analysis demonstrated that there was a positive relationship between financial trade activities with economic development in Ibanda district.

Therefore, the study confirmed that trade activities were the greatest contributor with 73.7% to area economic development compared to other areas of economic development. For that reason, improving trade activities in this area would meaningfully move the district economic development higher and the reverse would happen if trade activities in this district are deterred.

NAMARA ANDREW (2010-M162-10010)

The Role of Uganda Revenue Authority in Trade Facilitation: Study Period 2002-2012

This study titled “The Role of Uganda Revenue Authority in Trade Facilitation” was carried out because there was a real need to bridge the knowledge gap in this field of great relevance in our present times. Trade is a key driver to economic development and, therefore, it ought to be carried out with as little hindrances as possible especially from regulatory and implementing bodies. In

Uganda, URA is the sole government agency which impacts most (positively or negatively) on Trade Facilitation. The study was, therefore, carried out to assess the role played by Uganda Revenue Authority in Trade Facilitation during the last ten years (2002-2012). It was also guided by specific objectives namely: to highlight the various Trade Facilitation measures undertaken by Uganda Revenue Authority in the area of its customs operations and their successes and shortfalls; to examine the legal framework on the basis of Uganda Revenue Authority's Trade Facilitation measures; and to assess Uganda Revenue Authority's Trade Facilitation measures on the backdrop of the WTO and WCO Trade Facilitation instruments.

The nature and pattern of this research was descriptive, interpretative and evaluative with a purely qualitative approach. Besides, legal text interpretation is very central in this research. I used a sample size of 50 respondents who were selected using both random purposive sampling techniques, drawing respondents mainly from URA, KACITA, and the Ministry of Trade/Industry and Cooperatives. In collecting data for this research I used a questionnaire composed of open-ended questions soliciting for deep qualitative answers. The same questions were also used for the in-depth interviews I conducted with key informants. Moreover, a literature review and legal text analysis and interpretation were vital to this exercise.

The research findings revealed that URA is continuously engaged in different Trade Facilitation schemes and procedures such as the use of information and communication technology mainly through the different versions of ASYCUDA and RADDEX. URA further implements border management measures such as 24-hours customs operations at borders, increased use of risk management techniques, One-Stop-Border shop on some borders, Single Window concepts, and Time-Release Studies. It also uses pre-arrival information, risk-profiling and assessment, coupled with the three-channel system. Lastly, URA has gradually begun using simplified procedures for compliant economic operators and tries to build capacity of its employees.

The main challenges/bottlenecks remain corruption, lack of affirmative action, high volume of illicit trade, disharmony and sabotage from various agencies, staff incompetence and lack of sensitisation.

And for a better way forward I suggest: strengthening monitoring and evaluation activities e.g. through Time-Release Studies; creating a formidable Trade Facilitation department for serious coordination; enhancing audit and risk management; investing in quality assurance programmes; upgrading the IT systems; restraining from over-emphasising "revenue targets"; and investing considerably in capacity building.

ATWINE EMMANUEL (2011-M162-20011)

The Impact of Non-Tariff Barriers on Intra-Regional Trade Performance: The Case of Trade between Uganda and South Sudan

The study sought to investigate the impact of Non-Tariff Barriers (NTBs) on the performance of intra-regional trade between South Sudan and Uganda. The study was guided by the following study objectives; identify and categorise the various Non-Tariff Barriers; examine the relationship between NTBS and intra-regional trade performance and identify the other challenges facing intra-regional trade performance between Uganda and Southern Sudan.

The study adopted a cross sectional design with a population of 36 respondents from which comprised the sample size. Data was collected from both public and private officials, and traders using self-administered questionnaires and an interview guide.

The findings on the various Non-Tariff Barriers between South Sudan and Uganda proposed corruption, harassment of traders and truck drivers, insecurity across borders, multiple revenue collection centres, extortion of money from truck drivers at border crossings, poor road infrastructure, delays in clearance at border entry points, theft of cargo in transit among others as some of the NTBs. In regard to the relationship between Non-Tariff Barriers and performance of intra-regional trade a significant relationship was observed. Among the challenges facing intra-regional trade performance were poor infrastructure, lack of mutual recognition of standards, non-liberalised foreign exchange regime in South Sudan, bureaucratic business registration processes, language barrier, large influx of counterfeit goods from China and lack of a critical export business database necessary for policy and market development.

The study recommends, therefore, that the two countries promote infrastructure development, capacity building among traders, commit standards, support each other to enforce security, establish a liberalised foreign exchange regime in South Sudan among others. To study the true nature and quality of the effect of NTBs on the performance of intra-regional trade, a longitudinal study is more appropriate.

KABASINGUZI BRENDA (2010-M162-20003)

The Effect of the East African Community Customs Union on the Performance of Uganda's Agricultural Exports: A Case of Maize.

Support for regional economic integration in Africa runs high amongst the continent's international development partners and African elites (OECD, 2010). However, there are mixed views on whether the blocs are a blessing to the economies or not. This study examines the effect of the East African Community Customs Union (EAC CU) on Uganda's agricultural exports performance with specific focus on Maize exports covering the period (2009-2012). The objectives of the study are: to identify the relationship between customs procedures and the performance of maize as an agricultural export, to establish the relationship between trade creation and the performance of maize as an agricultural export and to determine the relationship between non-tariff barriers and the performance of maize as an agricultural export.

The study employs a correlational research design with both quantitative and qualitative approaches and the Pearson correlation coefficient and regressions where tables are adopted and applied for data analysis.

The findings indicate that there is a significant relationship between customs procedures in the EAC and performance of Uganda's maize exports; trade creation and performance of Uganda's maize exports as well as non-tariff barriers and performance of Uganda's maize exports to the region. The study revealed that non-tariff barriers were the key factors hindering the exportation of maize within the region and identified them as Sanitary and Phyto-Sanitary measures, roadblocks and weigh bridges.

The research recommends taking a holistic regional approach towards the establishment of a coherent and agreed-upon vision for promoting and managing standards to improve maize export competitiveness in the region as well as fast tracking of the EAC Sanitary and Phyto-Sanitary (SPS) Protocol and to further harmonise food and agriculture trade standards in order to encourage trade creation and increase returns to producers, traders and processors alike. In addition, simplification of customs procedures and implementation of the Single Window policy is highly recommended to

reduce the costs of doing business that come with cumbersome and time consuming customs procedures. Re-echoing the member states' commitment to complete abolition of NTBs to trade within the region as stated in Article 13 of the protocol establishing the EAC CU. The research also emphasises the need to eliminate all Non-Tariff Barriers to trade within the region in order to enhance economic gains through exploitation of economies of scale among the member states hence realising the major objectives of the Customs Union. Lastly, the research recommends that government should have an upper hand in regulating the maize sector to resolve issues of segregation that are cropping up in the East African Grain Council (EAGC) as complaints state that the Council favours Kenya's interests at the expense of Uganda's hence affecting Uganda's maize export performance.

SSEKUBUNGA CHARLES (2011-M162-20005)

An Assessment of Uganda's Legal Framework on Trade in Counterfeit Products: Study Period of 2008-2013

This study was carried out to assess Uganda's legal framework on trade in counterfeit products, with the aim to enhance the existing knowledge on the subject matter and even widen the government of Uganda's understanding while designing policies and measures to combat trade in counterfeit products. The study examined why there is increase in trade in counterfeit products in Uganda, the roles and responsibilities of both public and private sectors in combating trade in counterfeit products and analysing the current legislations in combating trade in counterfeit products.

A descriptive case study design that employed both quantitative and qualitative approaches was used. The study used purposive sampling techniques to select study participants while semi-structured questionnaires and in-depth interviews were used to collect data. The data were analysed with the help of the Statistical Package for the Social Sciences (SPSS 16) for quantitative data, and thematic and content analysis approaches for qualitative data.

The study showed different factors leading to increase in trade in counterfeit products, many factors were revealed, for example, ignorance, poor implementation and enforcement of existing laws on counterfeit, inadequate laws, high cost of genuine products, corruption and greed, illegal products importation and demand exceeding supply. The results further revealed the roles and responsibilities of both the public and private sector in combating trade in counterfeit. It was concluded that, both the public and private sectors have roles and responsibilities to play which include among others, public's responsibility of informing customs authorities whenever they are suspicious of counterfeit, public's role in collaborating with Uganda National Bureau of Standards helps in enforcing standards and the public are also mandated to work with the police and the judiciary in providing information regarding counterfeit products whenever there is suspicions of counterfeits to help in investigations to combat trade in counterfeit products.

The results revealed gaps in the current legislations; the laws need to be amended to enhance the penalties and improve on their enforcement by the responsible institutions working together with the public and the intellectual property rights holders. In order to develop appropriate countermeasures it becomes necessary to understand the phenomenon of counterfeiting as a whole and, in particular, the reasons why people buy counterfeit products. Manufacturers should also join other stakeholders in the fight against trade mark infringement by the counterfeiters. Further, all cases of counterfeiting should be reported to the regulatory authorities for action.

LUTEETE MIKKA (2011-M162-20001)

Application of Business Ethics in International Trade: A Case Study of Rwenzori Bottling Co. Ltd and Diffusion Engineers Ltd

Uganda is at a stage when industrialisation and investments are on the increase because of its available raw materials and ready market. In the course of their duties, however, various ethical issues come up due to their minding about profit maximisation. Ethics has been attracting heightened attention throughout the World. Different Stake holder's expectations of the business have increasingly ranged from maximisation of profits to strong levels of Ethics. Research on Ethics in the Ugandan context has been minimal. Therefore, there is a need for international businesses in Uganda to actively embrace application of ethics.

This descriptive research sought to check the application of ethics in international trade organisations, the relationship between ethics and trade development, analysis of ethical laws and judicial precedents. The researcher employed multiple research methods, which were qualitative and quantitative. The field data were collected through questionnaires, interviews and observations. The secondary data were obtained through extensive literature review of documents.

The results of the study showed that ethical applications in Ugandan corporations are very minimal since there is no government body for its enforceability.

The report recommends a fact that in order for the application of ethics to be a success in our trade corporations, there is need for the government to liaise with the Ministry of Trade, Tourism and Industry and the Uganda Investment Board to come up with strict procedures on the practices of business in Uganda. This will help regulate on the relationship between employers and their employees.

MUKIIBI EMMANUEL (2011-M162-20002)

The Impact of Socio-Political Factors and Pineapple Farming on Pineapple Trade in East African Region. A Case Study of Luwero District, Uganda

Pineapple is one of the fruits that are commonly grown in many parts of East Africa and Uganda in particular. This study was done to ascertain the impact of socio-political factors and pineapple farming on pineapple trade in Uganda with specific objectives that included; determining the socio-political factors, the relationship between socio-political factors and pineapple trade, challenges in pineapple trade as well as finding out the solutions to pineapple trade.

The primary data were collected among 150 pineapple farmers and traders using the purposive sampling technique in the sub-counties of Kikyusa, Zirobwe, Kamira and Bamunanika of Luwero district. Data were entered using Epi Data and analysed using the Statistical Package for the Social Sciences (SPSS). Different levels of analysis were performed, that is, at univariate level one variable was analysed while at bivariate level two variables were analysed. The hypothesis was tested with Pearson Chi-Square test to establish the relationship between socio-political factors and growth in pineapple farming and trade in Uganda.

The major findings indicated that socio-political factors were paramount in boosting pineapple farming and trade. It was found out that interventions of market construction, road networks, security and reduction in taxes were significant in boosting farmers' activities. It was also found out

that Luwero district had a comparative advantage in pineapple farming and trade unlike other districts in Uganda because of fertile soils and her proximity to major markets of Southern Sudan.

In conclusion, the study noted that pineapple farming and trade is very instrumental in improving the incomes of farmers in Luwero district hence it is recommended that pineapple farmer groups be established to strengthen their marketing opportunities as well as benefiting from government subsidies and programmes especially with the East African Community protocol in place.

OGWAPUS ANNET KASIRYE (2011-M162-20004)

The Impact of Exemption Regimes under the East African Community Customs Union on Revenue Collection in Uganda

The study set out to assess how the East African Community Exemptions Regime affects revenue collection of respective countries with a case study of Uganda Revenue Authority. The research titled, *The Impact of Exemption Regimes under the East African Community Customs Union on Revenue Collection in Uganda*, had its objectives as: to establish reasons for various exemptions; to evaluate the administration of exemption regimes and to examine the relationships between exemption regime and revenue collection.

The study methodology was both qualitative and quantitative, with the use of a cross section survey design to cover a range of respondents who gave raw data that was exhaustive to the study in understanding the various relationships existing between exemptions and revenue collection. The study used stratified sampling and purposive sampling for Uganda Revenue Authority and Ministry of Finance respectively. The research instruments were self-administered questionnaires. There were 56 respondents from the Customs Department of Uganda Revenue Authority and the Tax Policy Department of the Ministry of Finance and Economic Development. The study analysed the data with the aid of MS Excel and the Statistical Package for the Social Sciences (SPSS). The analysis was illustrated by use of graphs and tables. The study also used the Pearson's correlation which revealed significant relationships between exemptions and revenue collection. The ranges used illustrated relationship strength between the East African Community Customs Management Act and revenue collection.

Amongst the key findings the researcher established that: there were various reasons upon which exemptions are granted among which is the need to support specific sectors that are relevant to the development of the county's economy; stakeholder consultation is crucial in determination of categories to be included in the exemption regime; the respective officials involved did not understand exemptions under the EAC CMA fully; exemptions are too general making interpretation hard to implement, and; that the laws need to be harmonised. Furthermore administration of exemptions involves procedures and involvement of several stakeholders.

From the findings it can be concluded that exemptions have a strong relationship with revenue collection due to social, cultural, economic and political factors. It can also be noted that irrespective of exemptions, government should consider sectors important to the economy for support and that there is need to stream line the entire exemption process to involve all stakeholders to ensure efficiency.

RWEKUUTA REUBEN (2010-M162-20007)

The Impact of the East African Customs Union on Intra-East African Trade: A Case Study of Trade between Kenya and Uganda

The study sought to assess the impact of the East African Community (EAC) Customs Union framework on intra-regional trade between Kenya and Uganda. The study was guided by the following objectives; to analyse the nature of the operations of the EAC Customs Union framework; to examine the performance of the intra-regional trade between Kenya and Uganda; to examine factors critical and influential to a successful implementation of the EAC Customs Union framework; and to assess the contribution of the EAC Customs Union framework to the intra-regional trade between Kenya and Uganda.

The study adopted a cross sectional design with a sample size of 33 respondents. Data were collected from both public and private officials, and traders using self-administered questionnaires and an interview guide.

The findings on the nature of the operations of the EAC Customs Union framework revealed that Partner States in the EAC Customs Union advocated for a Single Customs Territory, supported elimination of NTBs and advocated for identical rules of origin among others. According to the findings on performance of the intra-regional trade between Kenya and Uganda, intra-regional trade among EAC Partner States continues to grow substantially since the commencement of the Customs Union which is an indication of the positive trends in EAC trade. From the findings on factors critical and influential to a successful implementation of the EAC Customs Union framework it was disclosed that commitment to unified trade laws, mutual recognition of product standards by member states and enforcement of governing laws and regulations by member states enhanced the successful implementation of the EAC Customs Union Framework. The findings on contribution of the EAC Customs Union framework to the intra-regional trade between Kenya and Uganda revealed that realisation of zero tariff rates on most of the goods originating and traded within the Community, removal of tariffs on most of the capital goods, agricultural inputs, medicines and medical equipment, raw materials and chemicals, protection of agricultural products and elimination of non-tariff barriers among others, had contributed to the EAC intra-regional trade between Kenya and Uganda.

KALEGA ZACKEY (2011-M162-20010)

East African Community Common Market and Competitiveness of Agricultural Processing Micro Small and Medium Sized Enterprises of Member States: A Study of Uganda's Participation in the EAC

This study aimed at assessing the impact of East African Community (EAC) Common Market on the competitiveness of Agro-processing Micro Small and Medium sized Enterprises (MSMEs), taking a case of Uganda's participation in the EAC. The objectives of the study were; to establish how the EAC Common Market had facilitated Agro-processes of MSMEs, identify the challenges faced by MSMEs and possible solutions. The assessment was done in border posts of Mutukula, Malaba, Busia and Katuna where 120 respondents were purposively chosen from Agro-processing Micro Small and Medium sized Enterprises. The researcher held discussions with officials from the Ministries of Trade Industry and cooperatives, Agriculture Animal Industry and Fisheries and East African Community Affairs.

The study employed a multifaceted data collection approach using both qualitative and quantitative data collection methods. The data were analysed using Ms Excel and the Statistical Package for the Social Sciences (SPSS).

The findings of the study revealed that there is significant facilitation of MSMEs competitiveness by the EAC Common Market through creation of a bigger market, reduction in tariffs and Non-Tariff Barriers, improvement in infrastructure, sharing of skills and better production technology amongst the partner states and free movement of goods within the EAC among others. However, the findings established that there is limited awareness about the freedom, rights and opportunities arising from the EAC Common Market protocol.

The respondents recommended the need for Government of Uganda to strengthen outreach programmes on EAC Common Market, enhance linkages between large corporations and MSMEs, provide Business Development Services, quality and standards improvement, lower tariffs on power, rehabilitate and maintain community access and feeder roads among others. These efforts by government will empower the MSMEs to improve their internal processes to enable them to compete and benefit more from the EAC Common Market.

The researcher in conclusion agrees that the EAC Common Market can enhance the benefit and competitiveness of Agro-processing MSMEs in the regional and international markets if efforts are put in place to strengthen their operations and processes.

East Africa School of Diplomacy, Governance and International Studies

MASTER OF ARTS IN LOCAL GOVERNANCE AND HUMAN RIGHTS

ADONG BEATRICE OCAYA (2008-MOO83-10002)

Determinant Factors for HIV Infection and Vulnerability among Married Returnee Internally Displaced Persons: A Case Study of Amida Sub-County in Kitgum District, Uganda

The study focused on exploring the determinant factors for HIV infection and vulnerability among married returnee Internally Displaced People (IDP) in Amida sub-county in Kitgum district in Northern Uganda. The study applied a descriptive and exploratory approach into the phenomenon. The sample size was eighty (80) respondents (47 males and 33 females) from 7 villages in Amida sub-county.

The study established several factors that make married couples among IDP returnees at risk and vulnerable to HIV infections in Amida sub-county. These factors include risky sexual behavioural practices among couples, attitudes, community beliefs, multiple sexual partners, poverty, divorce, prostitution, search for sexual satisfaction, ignorance, submissiveness of women, alcoholism, domestic violence, religious differences in the family, peer pressure, love for material things, unemployment, lack of self-control and discipline among HIV positively living persons. The effect of the risks and vulnerability to HIV is a human rights issue. Article 16 (1) of the African Charter on Human and People's Rights (ACHPR) states that human health is an inherent human right, and 'every individual shall have the right to enjoy the best attainable state of physical and mental health'. The right to health contains freedoms and entitlements. The freedoms include the right to control one's health and body, including sexual and reproductive freedom and the right to be free from interference (Ssenyonjo, 2003). According to the study, the factors for married IDP returnees being at risk and vulnerable to HIV are because human rights were not fully protected. Fourteen percent (14%) said that the infections were due to poverty and the LRA war, as a failure to protect civil and political rights. Eight percent (8%) of the respondent said the main reason for HIV infections was drunkenness and misunderstanding among married couples (men & women); 10% said that the infections were due to unfaithfulness, unprotected sex, domestic violence among married couples; 9% said the infections were due to wife inheritance; 22% said it was due to unprotected sex and mother-to-child transmissions (breast feeding); 17% said it was due to all the reasons given above. The national IDP Policy (2004) focuses on protection of the rights of IDPs to have better livelihoods after resettlement. In addition, the Uganda Human Rights Commission report¹ (2008) to

parliament highlighted HIV/AIDS as a human right issue and advocated for a human rights based approach in fighting the pandemic, more so with attention on mitigating the factors that cause increasing risky behaviours and vulnerability especially among the most at risk population, IDPs being inclusive. The study revealed that 46.25% of the respondents said the main mode was unprotected sex & mother-to-child transmission and 3.75% said they thought the main mode was unprotected sex.

The UHRC recommendations include legislation of HIV/AIDS factors aggregating the transmission of HIV/AIDS, ART, freedom of expression, violation of right to education, inhuman and degrading treatment, privacy, discrimination. In comparison, the recommendations would help reduce on risk and vulnerability. In conclusion, human rights protection cuts across many spheres of life, protecting humans from the effects of HIV/AIDS are one of them (Mwagiru, 1997). The study specifically identified at least four or more activities done to fight HIV infections and spread of HIV/AIDS such as condom use, PMTCT, ART, ABC approach among others and attributed some achievements made to key factors such as donor supported projects in the region such as Northern Uganda Malaria AIDS and Tuberculosis (NUMAT) and the government of Uganda, in addition to requests for spearheading more initiatives and efforts to mitigate the risk and vulnerability to HIV/AIDS infections among IDP returnees.

AGUTI BETTY ROSE (2010-M083-10003)

Right to Health: Factors Leading to Inadequacy of Medicine in Government Health Units and its Consequence on People's Lives-A Case Study of Toroma Sub-county, Katakwi District

The right to health is a fundamental human right through which all other Rights enjoyment is based. When the Right to Health is fulfilled, it's most likely that all other rights can then be made a reality and the reverse is true. To achieve the full realisation of this right, it is necessary for all Governments to take steps for the prevention and treatment of diseases. Despite all endeavours by the Government of Uganda to provide effective and quality health service delivery, there has continued to be challenges of inadequate medicine in the Government Health Units, hence, negatively affecting the rural population that has no extra money to afford themselves treatment at the private health clinics.

This study aimed at assessing factors that lead to inadequacy of medicine in Government Health Units, Consequences of such inadequacies on people's livelihoods and possible solutions to ensure availability of medicines in Government Health Units in Katakwi district-Toroma sub-county. Specifically, the study was set to; identify the factors leading to inadequate medicines in government health units, analyse consequences of inadequate medicines in the government health units on people's lives and suggest solutions to improve availability of medicine in the government health units in Katakwi district.

Key Informant Interviews, Questionnaires, Focus Group Discussions and Document review were among the methods used during the study. These were accompanied by Questionnaires, Interview guides and Focus Group discussion guide as instruments of data collection. A total of 67 respondents (Top district and sub-county leadership, selected Health Unit managers and community

members) of Katakwi district and Toroma sub-county were purposively selected to participate in the study.

Increased population of the community compared to the quantity of medicines delivered in the various health units was the biggest cause of inadequacy of medicines in the government Health Units, followed by increased disease incidences and embezzlement/stealing of medicines by health workers. The push system of medicines delivery to the health units, poor planning, lack of up-to-date data, inadequate budget for Health Units among others were the causes of inadequate medicine in the Government Health Units in Katakwi district as revealed by the study. As consequences, these were then seen to lead to; high cost of living, death, and drug resistance. Other consequences included; increased school dropout rates, low productivity, poverty, loss of trust in government and its leadership, and increased family violence.

To try to improve availability of medicines in the government Health Units, the study suggested the following; prioritisation of research to provide the correct population numbers to be served by the health units and the disease incidences among the community members. Community sensitisation on healthy living, strengthening of supervision and monitoring by different stakeholders, curbing drug theft by health workers, increasing on the health sector budget and improving the procurement procedure of medicines are among the possible remedies to improve availability of medicine in Government Health Units.

Conclusively, therefore, the study has found out that there is a close relationship between people's health and their socio-economic and political relations. This therefore means that for meaningful harmonious and dignified living in community, there should be all efforts directed to improving health service delivery by all stakeholders.

AKENYA OCHWO JENNIFER (2008-MO83-10003)

An Assessment of Factors Affecting Utilisation of Family Planning Services among Women in Tororo District: A Case Study of Paya Sub-county

This study was carried out on family planning services utilisation among the populace of Paya Sub-county in Tororo District, Eastern Uganda. The research sought to analyse the nature of family planning services used the sub-county; the extent to which women utilise family planning services; the factors that affect utilisation of family planning services and suggestions for ways through which access and effective utilisation of the services can be improved.

The research adopted the case study exploration design and utilised focus group discussion, interview, observation and documentary analysis data collection methods to gather data.

The study established that the traditional methods of family planning were the most used within Paya sub-county followed by natural means. A number of women were not using any family planning methods while others simply abstained. Among the modern family planning methods used in the sub-county, condom use took the biggest share followed by pills, injectable, Norplant and Tube ligation respectively. The major factors affecting utilisation of family planning were mainly the need for more children and the general lack of information, fear for side effects, religious beliefs, myths and rumours.

It was, however, suggested that provision of free family planning services, involving men in family planning activities and sensitisation of the communities could improve utilisation of the services in Paya sub-county. From the study, factors affecting the utilisation of family planning services are a combination of historical, social, economic, and religious factors. A number of approaches are needed to enable access and effective utilisation of family planning services. Further studies are suggested in the areas of the quality of family planning services rendered, the best practices in providing family planning services to rural people, and the extent to which health services are accessible to people in rural areas.

AKOL JOSEPH (2009-MO83-10001)

An Assessment of the Effectiveness of Public Accountability Mechanisms in Primary Education Service Delivery in Lower Local Governments: A Case of Bukedea Town Council, Bukedea District

The study set out to assess the extent to which public accountability mechanisms in education service delivery are effective in Bukedea Town Council of Bukedea district. The major concern was that while there are many known public accountability mechanisms such as public meetings, display of public information, the media and demand driven mechanisms such as protests and petitions, they seem largely ineffective in local governments. Meetings are irregular and are not well facilitated even when they take place, public information is not regularly displayed and when displayed it is not accurate and up-to-date and the media has not been utilised to provide information to the public.

The objectives of the study, therefore, were to: establish whether those in authority in Bukedea Town Council provide sufficient and timely information about resources, plans and service delivery in education to citizens; assess whether the Town Council (TC) authorities provide citizens opportunities to participate in decision making through consultation and debate on education issues on a systematic and inclusive basis and; examine whether there has been any improvement in education service delivery in the TC since being carved out.

The study that was both quantitative and qualitative was conducted at the TC and school levels. Views and information were obtained from elected councillors, TC residents, staff of the TC, head teachers and SMC chairpersons of schools in the TC and opinion leaders. Methods used were questionnaires, focus group discussions, unstructured key informant interviews, desk reviews and observations. Qualitative techniques were used to analyse data as it was being collected while quantitative data were analysed after completing data collection.

The general finding of the study is that public accountability mechanisms in this TC are not very effective at both TC and school levels. While there are attempts to display public information, it is not accessible to the general public, complete and up to date. Public meetings such as budget conferences at the TC level are attended on invitation – not open to the general public. At school level, there are good attempts to regularly hold meetings of SMCs and PTA executive committees and parents' Annual General Meetings (AGMs), but these meetings, especially AGMs are very poorly attended and SMC and PTA executive meetings are supply driven – agenda and discussions driven by conveners – those in authority. The media has not been utilised to account to the public. There are no mechanisms to receive complaints, feedback or even compliments from the public such as suggestion boxes. Service delivery improvements that have taken place are not known by the members of the public. There is no deliberate attempt to inform members of the public about plans,

budgets, programmes, projects etc—other than those invited to attend budget conferences. There are serious man power gaps in the district, TC and in schools that impact on public accountability.

The study concludes that the traditional model of local governance, in which representatives are elected to take decisions on behalf of citizens with little input from citizens between elections, is still the one that prevails in this TC as well. Those elected are assumed to be able to assess the detailed needs and priorities on behalf of those they represent. Although some consultations are held with residents, it is usually through representation—LCs, Parish Development Committee members and through meetings especially at school levels. Such consultations are haphazard, biased and supply driven.

The study recommends that in order to improve public accountability, the TC should provide more information and in more creative ways to community members; government should officially allow parents to contribute towards their children's education despite the existence of the UPE policy; communities need to be empowered with the necessary skills, tools and information to enable them engage with those in positions of responsibility; SMCs should be empowered to be effectively involved in the management of primary schools and manpower gaps that exist at the district, TC and school levels should be plugged.

ODIKHOR JOVANS HOME PETER (2010-MO83-10039)

The Effects of Law Enforcement on the Rights of Street Children: A Case Study of Soroti Municipality

The study on the effects of law enforcement on the rights of street children, taking a case of Soroti municipality, was done using a qualitative case study design conducted in the Eastern division with a sample study population of 50 respondents that was strategically and purposively selected. Data collection involved use of questionnaires, focus group discussion and observation methods.

The study objectives zeroed on the analysis of the legal implications of law enforcement on the rights of street children to parental care, investigating the effects of law enforcement on street children's right to freedom from torture and examining the coping mechanisms of children on the streets of Soroti municipality.

On areas where abuses are commonly perpetrated against the street children, field data indicated that police ranked high at 68.42% with the children claiming that the police instead descended on them calling them all sorts of names and suspecting them to be a group of criminal gangs who snatch women's bags, rape them and break into people's shops. Prison and rehabilitation centres, however, ranked second with 13.15% and while those serving a sentence accounted for 10.53% and 5.26% respectively in Soroti municipality among others. Findings from the duty bearers, however, showed that the right to freedom from torture took centre stage as it accounted for 76.92% and the other right which was most likely to suffer abuse was revealed to be the right to parental care accounting for 23.08%. They quashed claims of being problematic in society and instead accused a section of police and their parents especially the step mothers for their fate on the streets much as observation revealed that, these children behaved in such a manner suggestive of hooliganism.

In order to cope up with life, they continue to be used in homes, restaurants and other public places like bus/taxi parks to do menial works like garbage disposal, selling food stuffs among others. The children spend their time picking from rubbish pits and sleeping on the verandas and the bushy

areas of Soroti municipality where their tormentors descend on them sending them scampering for their dear lives. Hence, there is a need for further research into the area of street children's livelihoods especially on torture and the effects of urbanisation on children.

LUJANG JOHN JANGALING (2010-M083-10025)

An Assessment of the Personnel challenges in the Decentralised Service Delivery in Juba County, Central Equatoria State Government in South Sudan

The study sought to assess the personnel challenges in the decentralised service delivery in Juba County. The study aimed to examine the personnel status in terms of experience, skills and training. It also focused in analysing the factors affecting the effectiveness of personnel; and made recommendations to improve personnel management in the decentralised delivery of services.

The study design was descriptive and adopted both qualitative and quantitative techniques of data collection. It was carried out on two payams of Rejaf and Tijor and targeted 150 respondents. A total of 129 respondents participated in the study implying 86% response rate.

The study established many factors affecting the effectiveness of the personnel. The study found that since 2005 to date Staff were inadequate in number and skills since most of them don't have qualifications and there were only few active personnel which hindered the decentralised service delivery. At the county level, there were many unclassified personnel with no experience, skills and competencies and there were only few trained personnel who were classified staff seconded from the state government to work for a time being in the county. The reasons as to why the majority were not qualified and skilful were because most of them are secondary school leavers and from Arabic speaking background and don't understand English well enough to enable them to deliver services effectively and efficiently.

The study revealed factors like the threat of personnel and local authorities with guns from the former soldiers, the delay and no salaries, Vastness of the areas of operations of the local authorities, lack of documentations to run the services and lack of rule of law among others which affected the personnel effectiveness.

The study recommended that in order to improve the quality of personnel, there is urgent need for the central government, state government and the County authorities to strengthen the lower administrative units (payam, boma) to increase the effectiveness and efficiency of personnel on performance goals. This will enhance the personnel's ability to know their job expectation thereby improving their service delivery. To enhance the personnel quantity, quality and accessibility, urgent action is required from the state government and the County local government to proportionately recruit personnel based on merit across the whole county. Similarly, there is urgent need to allocate personnel to perform duties for which they are qualified to give citizens the quality of service for which they pay taxes. The state ministry of local government needs to build the capacity of the local government administrative officers by organising regular workshops, seminars, ongoing training, provision of training modules and materials that cover a wide range of fields including financial management, planning, budgeting, good governance, project appraisal and management, human resource management. In that way, the problem of low skills may be minimised and so on.

LWANGA ANTHONY CLARET (2010-M083-10026)

Assessing the Coping Mechanisms of Local Government to Inadequate Funding for Efficient and Effective Service Delivery: A Case Study of Kibaale District

Uganda adopted the decentralisation strategy way back in 1993 but there have been persistent cries and concerns about inadequate funding to local governments and its impact on efficiency and effectiveness in service delivery. This study was about establishing and documenting the coping mechanisms of local governments with specific focus on Kibaale district in the face of inadequate resources resulting from the abolition of graduated tax.

The variables treated in the study included staff morale, revenue sources, and governance in relation to effective service delivery in local government. The researcher used questionnaires which had both closed and open ended questions which were administered to members of the executive, members of the technical and planning committee, Community Development Officers, and members of the finance committee. Focus Group Discussions for selected support staff from the district and lower local governments were conducted and there was critical documentary analysis where records were analysed and scrutinised with the help of research assistants.

The findings revealed that there is inadequate remuneration of staff to run the district effectively, limited budget, inadequate accommodation, low pay and incentives, effective planning and budgeting. However, in spite of the aforementioned, there was reported high performance, effective appropriation of funds, transparency and accountability being taken seriously, participatory decision making, effective finance standing committees and political support.

The study concludes that better remuneration packages for employees, budget expansion, best practices, provision of accommodation for staff, pay rise, identifying appropriate revenue sources, effective collection of revenue, encouraging participatory decision making, provision of accommodation for staff and good working relations between policy makers and technical staff are key to enhance efficiency and effectiveness in local governments.

It is highly recommended that the good practices exhibited by Kibaale local government should be improved into best practices for efficient and effective service delivery in the District.

MUGERA ISAAC (2010-MO83-10031)

The Role of Access to Information in Deepening Good Governance in Rural Communities in Uganda: A Case Study of the Ssesse Islands, Kalangala District

This research sought to examine the role of access to information in deepening good governance in the Ssesse Islands, Kalangala District. It intended to establish whether the people in these Island communities are aware of their right of access to public information, and whether they have the capacity to use this information for purposes of promoting good governance in the district. The research studied people's experiences and challenges in accessing information as well as leaders' experiences and challenges in releasing and disseminating this information. The research dwelt more on the capacity of the people to use information because it directly determines people's demand and leaders' compliance to principles of good governance. The researcher explored the available alternative avenues that facilitate the accessibility and dissemination of information alongside the district initiatives, for purposes of comparison in effectiveness and efficiency.

The research design adopted both qualitative and quantitative methods of data collection with questionnaires and in-depth interviews as the key research instruments. The study was carried out in the Ssesse Islands in Kalangala district and targeted 104 respondents. Key categories of respondents were District leaders, Civil Society leaders, Village leaders, and Community members.

This study found out that the level of awareness on the right of access to information, as well as the level of literacy among the communities in Kalangala is very low, and, therefore, hindering their capacity to access and use information to promote good governance. There is also limited will among the leaders to release or disseminate public information, in addition to inadequate resources to facilitate the dissemination of public information.

This research recommends that more sensitisation should be carried out among the communities and their leaders on the right of access to public information. It also recommends that Functional Adult Literacy programmes be promoted as well as encouraging parents to take children to school, to reduce the illiteracy levels among the population. Local governments should also devise ways of increasing budget allocations to the information sector to facilitate dissemination of public information.

MUMBERE JAMES CLETO (2010-M083-10034)

The Role of Local Governments in Ensuring Sustainability of Agricultural Projects: A Case Study of Nagojje Sub-county, Mukono District

The report investigating the role of local governments in ensuring sustainability of agriculture projects sets out the findings of a study to answer five specific research questions: How Nagojje sub-county local government ensures sustainability of agricultural projects; how government disburses funds for Agricultural projects to Local Governments; whether communities participate in sustainability of Agricultural Projects in Nagojje sub-county; the challenges faced in ensuring sustainability of Agricultural Projects in Nagojje sub-county; and what could be the possible solutions to the challenges affecting the sustainability of agricultural projects in Nagojje sub-county. The research was conducted in Nagojje sub-county, Mukono district.

The study used both quantitative and qualitative methods for data collection. Data were collected from 60 respondents through household interviews, focus group discussions and key informant interviews. Both manual and computer packages (SPSS) were used to analyse the data.

The findings from this research found out that community members not being involved in prioritisation of needs and problems, not able to demand physical and financial accountabilities, a good number being school drop-outs, corruption tendencies and not being in position to make their action plans while the local leaders fail to monitor projects as some of the factors having substantial influence on the sustainability of agriculture projects. Secondly, the politicisation of the programmes and the inadequate funding that even limits the local governments to plan for agriculture projects. All the above justify the big role local governments still have to do if they have to ensure sustainability of agriculture projects.

The research offered key recommendations to both policymakers and practitioners. These include: Improving coordination, monitoring, inspection and evaluation of government programmes at all levels, Strengthening the accountability and anti-corruption institutions; specifying the timelines for clearance of contracts and building a committed and responsible citizenry able to partake of projects

as their own and to ensure proper accountability is given by the local leaders. Conclusively, the research found that the role played by local governments in ensuring sustainability of agriculture projects is still minimal and so calls for local governments to use all their concerted efforts to see to it that agriculture projects are sustainable.

NANGIRO PATRICIA (2009-M083-10007)

Migration and Development: Examining the Development Impact of Out-Migration on Bokora Communities in Karamoja

The purpose of this research was to analyse the development impact of out-migration on Bokora communities in Karamoja. From 2005 at the height of forceful disarmament, thousands of Karimojong from Bokora ethnic clan, especially women and children out-migrated to Kampala and other bigger towns in Eastern Uganda and have continued to do so in an attempt to escape misery, uncertain survival and violence at home. The study attempted to answer how continuous out-migration of the Bokora people impacts on development in the same area. Hence the study adopted a descriptive research design, using both qualitative and quantitative data collection and analysis methods.

The findings reveal that, out-migration in this community presents a development challenge, where a combination of social, economic and political development gaps such as acute poverty, insecurity and loss of cattle, poor infrastructure and social service delivery, limited marketing opportunities, natural resource degradation, and social-cultural marginalisation are clearly at the centre of decisions by individuals and/or households to out-migrate as they find themselves vulnerable and unsure of survival within their own land. Whereas out-migration has had some positive impacts on community development in instances where out-migrants have acquired new business skills and ideas, improved household incomes as a result of remittances, nevertheless it remains a challenge for development affecting human and social capital, economic growth, poverty reduction efforts, and societal fragility. Because of this, national and local governments recognise it as a problem and have occasionally tried to resettle migrants back to their land. However, it is unsuccessful as the casual factors remain unaddressed resulting in a sort of cyclic out-migration process.

The implication is that, out-migration is only a coping strategy employed by individuals and households in distress. Survival is a focal issue as they make decisions to migrate. Unfortunately, women, girls and children are the most migrants, some of whom are victims of child and human trafficking. While majority are illiterate rural people with limited or no skills to engage in meaningful jobs that would otherwise help reduce their levels of vulnerability to human rights violations and exploitation in receiving areas, there is little or nothing being done in those communities to ensure their human rights and dignity is protected. This, therefore, calls for policy makers and practitioners to ensure, policies and projects aim to impact on out migration, migrants and development of their communities of origin. Interventions should focus on addressing the root causes rather than dealing with the symptoms.

ONGEI FRANCIS (2010-M083-10042)

The Impact of Socio-Economic Status of Rural Women on their Health: A Case Study of Panyango Sub-county Nebbi District

This study was undertaken to establish the effect of socio-economic status of rural women on their health. The main purpose of this study was to establish the relationship, if any, which exists between

socio-economic status of rural women and their health. Three facets of socio-economic status were selected, namely; education, income levels and socio-cultural practices. Research objectives were used to guide the study as guiding tools. The specific objectives were, to find out the effects of women's level of education on their health; to establish the impact of income of women on their health and to assess how socio-cultural practices affect women's health. One of the major justifications to the study is that, it will prompt the policy makers and other stakeholders to address the socio-economic needs of rural women in a bid to improve their health conditions and make them aware in defending their rights. Related literature works were sought to establish the efforts put in closing the gap between socio-economic status and the health condition of rural women on hand.

The study took both qualitative and quantitative designs. The study subjects were purposively selected using cluster sampling method and simple random sampling technique. Interviews, questionnaires, observations and Focus Group Discussion were used as data collection tools.

The findings of the study revealed that the various socio-economic facets had impact on the health and general wellbeing of women especially rural women.

It is, therefore, recommended that relevant and basic learning curriculum, relevant competent facilitators and appropriate investing and financing options should be devised by the policy makers and other stakeholders to improve on the socio-economic wellbeing of rural women so as to enable them earn a better living, where their rights and status are respected and observed by other members of the society.

ORISA JOSEPH (2010-MO83-10043)

Effects of Poor Communication on Development in Local Governments: A Case Study of Kotido District Local Government

Applying the single case study method to investigate the effects of poor communication to development in Local Governments will help improve the performance of Local Government Communications. The purpose of this case study was to gain a deeper understanding of how poor communication impacts on development in the local government context.

The results revealed the lack of adequate political and administrative support for communication posing a number of constraints to strategic and effective communication leading to underdevelopment. There was also inadequacy of communication staff as the district has only one staff to man communication in the district headquarters and in all the six sub-counties. He quadruples as the Information Officer, Public Relations Officer, Cameraman, and Reporter for the Local Government, Civil Society and Private Sector as the entire district has no single Journalist resident in the area due to its remoteness and underdevelopment. The study also found out that Kotido district Local Government lacks an official Telephone Number and E-mail address to receive communication and feedback from communities and other stakeholders within and outside Uganda. The district's website, www.Kotido.go.ug is inactive and has never been updated for the last five years. Shockingly it still bears names of staff that either left the service long ago or even died as active staff. The study further revealed that the main medium of communication was through writing of letters because the district has no single Radio Station and yet 88% of the people there are illiterate. The study found that effects of poor communication led to delay in service delivery, mistrust amongst Local Government staff, corruption, suspicions and confusion. Negative media

reports depicting Karamoja and Kotido as barbaric and backward has made the district fail to attract staff especially those in the health sector. The study found out that Kotido has only One Medical Doctor qualified as a gynaecologist who doubles as the District Director of Health services to cater for over 200,000 people.

There is urgent need to address the above communication issues if development is to be realised in Kotido. This study also revealed interesting implications for further study, including exploring public relations theory related to the need to develop a communication strategy for Local Governments.

OSODO PHILIP (2008-M083-10019)

Assessing Local Perceptions and Commitments to Peace Building, Conflict Resolution and Conflict Transformation: A Case Study of Teso and Karamoja Sub Regions

The study set out to investigate the local perceptions and commitments to peace building, conflict resolution and conflict transformation in and between the cross-border resettlement communities of Iteso, Thur and Karimojong at Kapelebyong, Lokopo and Nyakwae sub-counties in Amuria, Napak and Abim districts in the Teso and Karamoja sub regions in North Eastern Uganda. It used a case study as its research design which employed both quantitative and qualitative approaches to data collection. The study was guided by the following specific objectives; to establish the perceptions and commitments to peace building, conflict resolution and conflict transformation between and among pastoral communities in north eastern Uganda, especially the Karimojong and Iteso; to assess the attribution of different initiatives undertaken by different stakeholders to address the conflict between and among the Karimojong and Iteso of north eastern Uganda and; to suggest recommendations and best practices that could guide the future processes of addressing conflicts between and among pastoral communities especially those in north-eastern Uganda.

The study found out that, telling the truth about wrong things committed, reconciling the conflicting parties, regular interactions through holding of dialogue meetings to discuss issues of common effect to the concerned communities, demystifying attitudes, beliefs, animosities, prejudices that create hatred and divide people in and between communities, offering and sharing of available material, moral, skill and spiritual assistance to and between people in need is crucial for sustainable peace building, conflict resolution and conflict transformation.

The study concluded that, through combined efforts of government of Uganda and Non-Governmental Organisations, well-wishers, international community and the local communities, there is now relative peace; reintegration of the conflicting parties, restitution, restoration, rehabilitation, among people and the communities. However, there is need to sustain peace building capacities and structures that can prevent the conflict re-occurrences in the future.

The study recommends that, the government of Uganda should mobilise resources locally and globally to facilitate the post-conflict re-construction programmes for Teso and Karamoja sub-regions. The government of Uganda should also demystify the growing cross-border land/line tensions between Teso and Karamoja.

TUMWINE (2010-MO83-10046)

The Impact of Public-Private Partnership on Service Delivery: A Case Study of the Health Service Sector in Kasese District, Western Uganda

The impact of Public-Private Partnership (PPP) in health service delivery in Kasese district is not well understood. This study, therefore, was undertaken to investigate the impact caused by government and private partnership in effective health service delivery. The general objective of the study was to assess the impact of public-private partnership on the health service sector in Kasese district over the period of 2006-2012 and specific objectives were to establish the extent of public-private partnership in increasing infrastructure in the health service sector; to investigate the undertaking with regard to personnel development in the health service sector; and to examine the contribution of public-private partnership on the increase of health equipments and drugs in the health service sector in Kasese district.

Kagando hospital was purposively selected as a case study. The facility income, infrastructure, personnel and drugs plus equipment and how this support affected health service delivery was investigated. I also selected Kilembe hospital using similar methods for purposes of comparing and contrasting findings from Kagando hospital. It was discovered that although Kilembe was ravaged by floods in May 2013 and 70% of the hospital destroyed according to Dr. Edward Wefura the hospital superintendent, Kagando is well established as far as public-private partnership is concerned.

The study used both quantitative and qualitative techniques. The study used Kagando hospital records from hospital documents for the fiscal years 2006-2012. Tables and charts were used to analyse and determine government financial, equipment/drugs, infrastructure and human resource support to the hospital and the efficiency in resource utilisation. In Kilembe I could not access the records; however, the management provided the necessary information, filed the questionnaire forms and participated in focus group discussions.

The findings show that there was a general increase in government funding to Kagando hospital over the six years of study. Government-seconded staff to the hospital increased and these were doctors and nurses. Other services like outpatient also show increase. Outputs increased due to increase in financial and human resource support to the hospital from government and other donors. Other areas like staff training did not get enough funds. Infrastructure, equipment and drugs procurement increased. The overall trend of the hospital in terms of finance and human resource shows a growing trend and staff motivation did not change. When comparing Kagando to Kilembe hospital, both private hospitals working with government, I discovered that Kilembe is almost 100% government supported. This left Kagando hospital in a comfortable position as a well-established public-private partnership. The findings further reveal that the government of Uganda through PPPH extended grants worth Ug.Shs.1.4 billion to Kagando hospital. As regards the staff, 18% overall accounted for staff seconded by government. Trends show staff efficiency for over the six years period.

The study made some recommendations i.e. increase and maintain grants to Kagando hospital. Government should increase professional staff i.e. doctors, nurses and specialists. Government should increase on-job training of Kagando hospital and supporting Kagando hospital school of nursing. Government should act quickly to rehabilitate Kilembe hospital and harmonise ownership of the hospital. Increase Kilembe hospital staff and rehabilitate hospital facilities plus conducting a

study to establish the cause of the floods in Kilembe. The government should compensate the nurses and doctors who lost their property during the May 2013 floods.

Faculty of Business Administration and Management

MASTER OF BUSINESS ADMINISTRATION

BITAKARAMIRE PIUS (2011-M102-20015)

Effect of National Agricultural Advisory Services on Income Levels of Households in Uganda: A Case Study of Mateete Town Council, Sembabule District

This study investigated the effect of National Agricultural Advisory Services on house-hold income levels taking Mateete Town Council as a case study in Sembabule District. National Agricultural Advisory Services (NAADS) is a programme of the government of Uganda, the planning framework for the transformation of subsistence agriculture to market oriented commercial production, put in place to increase the efficiency and effectiveness of agricultural extension services. It is a semi-autonomous body formed under NAADS Act, of June 2001, with a mandate to develop a demand driven, farmer-led agricultural service delivery system targeting the poor subsistence farmers, with emphasis on women, youth and people with disabilities.

The study was intended to find out why the status of farmers in Mateete Town Council was not improving regardless of lots of money that had been injected in the NAADS programme by the Government of Uganda with an aim of uplifting farmers' standards of living and thereafter make recommendations on strategies on how to improve the situation. .

The researcher used the case study approach while conducting this study and data were collected in July and August 2013. Using the questionnaire, document analysis and observation data collection tools, data were collected from 03 NAADS technical staff and 39 households that were selected from a population of 45 households using systematic sampling methods. The data collected were analysed using the Statistical Package for the Social Sciences (SPSS) technique and presented in tables and figures.

The study established that received trainings had helped to increase the income levels of the NAADS beneficiaries; that farmers had received major achievements as a result of using technology inputs from NAADS and, therefore, inputs had led to increased productivity and income levels; that many of the farmers were not certain whether the establishment of the demonstration sites within their area had contributed to the increase in their income levels and that there was a relationship between different levels of government funding and household income levels.

In general, it was, therefore, concluded that National Agricultural Advisory Services had a positive effect on household income levels in Mateete Town Council and these results were attached to Uganda as a whole.

BYANTWALE TIBEIJUKA STEPHEN (2011-M102-20018)

Compliance with GlobalGAP Standards and Access to Agricultural Products Export Markets among Fruit and Vegetable Producers in Luwero and Wakiso Districts, Uganda

The purpose of this study was to investigate the effect of GlobalGAP standards on access to agricultural products export markets among fruit and vegetable producers in Luwero and Wakiso districts, Uganda. Its objectives included: finding out the level of awareness about GlobalGAP requirements, assessing the level of compliance with GlobalGAP requirements, determining the relationship between the level of compliance with GlobalGAP standards and access to the export markets, and establishing the factors hindering compliance with GlobalGAP standards for effective access to agricultural products export markets among fruit and vegetable producers in Luwero and Wakiso districts.

The study was based on a cross-sectional survey in which data were collected through structured questionnaires and interview guides from a sample of 191 individuals including fruit and vegetable farmers, managers of export firms, and supervisors of fruit and vegetable farmers selected using random and purposive sampling techniques. The data were analysed using frequencies, percentages, and correlation and regression techniques.

The findings revealed that the level of awareness about GlobalGAP standards among the producers was high, but the level of compliance with GlobalGAP standards among the producers was low mainly because of high compliance costs that are highly restrictive. There was a positive relationship between the level of compliance with GlobalGAP standards and access to the export markets. The major factors that were found to hinder compliance with GlobalGAP standards for effective access to agricultural products export markets included: Lack of finances in constructing the required buildings and facilities, complexity of the standards, unrealistic requirements, lack of training time, high cost of paying involved labour, low prices of produce, high cost of recommended inputs, low production hence little returns and high rate of pests and disease attacks.

The study concludes that if fruit and vegetable producers in Luwero and Wakiso districts are to effectively access the lucrative agricultural products export markets, they must increase their level of compliance with the GlobalGap standards. The study recommends that the government and private sector stakeholders should intensify campaigns aimed at creating more awareness about the standards, and support efforts aimed at reducing cost of compliance with the standards.

KEMIGISHA CATHERINE (2011-M104-40041)

National Agricultural Advisory Services and Performance of Dairy Farming in Uganda: A Case Study of Selected Dairy Farmers in Mbale District

The study focused on the contribution of National Agricultural Advisory Services (NAADS) and the performance of dairy farming in Uganda using Mbale district as a case study. The study was based on the following research objectives; to analyse the contribution of training and provision of inputs towards performance of dairy farming in Mbale district. The other objective was to establish the relationship between provision of the NAADS and performance of dairy farming in Mbale district.

The study employed a co-relational research design and both quantitative and qualitative approaches. The sample of the study had 100 respondents who included NAADS extension staff and farmers. The researcher used both primary and secondary sources. The data collection methods used included a questionnaire and interviews, and were analysed using Pearson correlation coefficient and regressions.

The study findings revealed that: there is a significant relationship between training and performance; inputs and performance are significantly positively related and, limited availability of resources is crippling the National Agricultural Advisory Services. On the whole, the study concluded that there is significant influence of NAADS services (IV) on performance of dairy farming (DV). This is indicated by ($r^2=0.433$) and ($\text{sig}=0.000<0.005$), meaning that performance of dairy farming in Mbale district is influenced by NAADS services by at least 43.3%. However, the challenges that affect maximum contribution of the NAADS services to effective performance of dairy farming include; inadequate funding, late or delayed release of funding.

The study recommended that the agricultural programmes should go beyond the group level - which is where many traditional extension service delivery mechanisms are carried out- and be practiced on the individual level, so as to benefit both women and men. Furthermore, it was recommended that farming programmes, to best serve people's needs to further achieve economic empowerment, should coordinate with other development efforts to enable investments and development of businesses, for example, coordination with infrastructural programmes, PSD programmes, and energy saving programmes.

KAMULI MASAKALA CHRIS (2011-M104-40014)

Budgeting Process and Financial Performance in Cooperative Societies: A Case Study of Bugisu Cooperative Union Ltd, Mbale

The study sought to examine the relationship between the budgeting process and financial performance in Bugisu Cooperative Union Ltd. It was guided by the following objectives: to examine full employee participation in the Budgeting Process, to examine the level of budgetary control and, to establish the relationship between the budgeting process and financial performance in Bugisu Cooperative Union Ltd

The study used a case study design where both quantitative and qualitative approaches were applied. Both primary and secondary data were used in the study and data were collected using self-administered questionnaires. The instruments used were given to two experts to comment on the ambiguity, difficulty and relevancy of questions to ensure construct content and face validity. Data collected from the field were edited, coded, and categorised into themes. Thereafter, it was entered into a computer programme known as the Statistical Package for the Social sciences (SPSS). The population was selected using the Sloven's formula on 80 staff who actively participate in the budgeting process of Bugisu Cooperative Union Ltd. These were selected using a proportionate stratified and simple random sampling technique and determined using the data from responses to 67 questionnaires which were analysed using SPSS Version 10 and Regression analysis.

From the results in the regression coefficient table it was observed that financial performance is influenced by budgeting process. This was indicated by (Beta of 0.268) and ($\text{Sig} = 0.033 < 0.05$), meaning that financial performance is influenced by employee participation by 26.8%. This implies that other factors that affect financial performance are 73.2%. The results suggest that the budgeting

process was appropriate, financial performance was acceptable and that there was a positive relationship between the budgeting process and the financial performance.

Basing on the findings the researcher recommended the following: the level of participation be upheld and strengthened, have regular and periodic meetings to provide feedback, budgeting process for the different units be conducted in a workshop/meeting to enhance participation, much emphasis to be put on budgetary control and creation of a self-governance framework that subdivides the hierarchical structure into a smaller self-managing unit.

MURAA CONSTANCE (2010-M102-20039)

The Role of Employee Motivation on the Performance of Donor Funded Organisations: A Case Study of World Food Programme Uganda

This research explores the effects that motivation has on the performance of a donor funded organisation with World Food Programme (WFP) as a case study. The study objectives were; to examine the various ways employees are motivated in World Food Programme, to examine the relationship between employee hygienic factors and organisational performance in WFP, and to examine the influence of employee expectations on organisational performance at WFP.

The study adopted a case study design with quantitative and qualitative methods of data analysis and employed the stratified random sampling technique to select a sample size of 153 respondents. Self-administered questionnaires and interview guides were used to collect the data which were analysed using descriptive statistics, Pearson's Correlation coefficient and simple linear regression analysis.

The findings indicate that there was a positive significant relationship between employee motivation and the performance of an organisation meaning that to realise a high degree of organisational performance; the employees need to be motivated.

The study recommends that staff should be motivated by recognition of their achievement to the organisation; managers should assign responsibilities to the employees as a way of trying to improve the employees' level of responsibility to rise up to challenges. Employees should be given opportunities of career development and advancement to boost their morale in order to achieve a high level of performance.

MAENA DANIEL (2011-M104-40036)

Accounting Information Management and Performance of Small Business Enterprises: A Case Study of Mbale Municipality

The study sought to establish the relationship between accounting information management and performance of Small Business Enterprises (SBEs). The study undertook three objectives: to identify the effect of book keeping on SBEs performance, to identify the effect of accounting information use on performance of SBEs and finally, to ascertain the effect of accounting information storage on performance of SBEs.

A cross sectional and correlational quantitative design was used with a sample of 134 respondents. The respondents were chosen from the SBEs operating in Mbale Municipality. Data were collected using questionnaires. Analysis was done using Pearson's correlation and regression analysis and conclusions were thereafter drawn.

The first objective of the study was to identify the effect of book keeping on performance of SBEs. It was revealed that book keeping has a significant relationship ($p < 0.01$) with performance of SBEs and predicted about 12% ($R^2 = 0.12$) of the observed variance on the performance of SBEs. Identifying the effect of accounting information was the second objective and it was revealed that it also has a significant relationship with SBEs performance and accounts for about 32% (Adjusted $R^2 = 0.32$) of the observed variance on the performance of SBEs. Finally ascertaining the effect of accounting information storage was the third objective and it was ascertained that accounting information storage also has a significant relationship ($p < 0.01$) with SBEs performance and also predicted about 16% ($R^2 = 0.159$) of the observed variance on the performance of SBEs.

The study, therefore, concludes that book keeping, information use and information storage as dimensions of accounting information management have a significant relationship on profitability as a measure of performance on SBEs.

It is recommended, therefore, that there should be an introduction of computerised accounting system which will enhance proper book keeping and storage of data. It is also strongly recommended that SBEs should make use of accounting information in operation of their enterprises since it has a greater effect on their performance.

MANANA DAVIS (2011-M104-40007)

An Analysis of the Financial Systems and Resource Management in the Anglican Church: A Case Study of Mbale Diocese

The study carried out was an analysis of the financial systems and resource management in the Anglican Church taking a case study of Mbale diocese. The researcher assessed the effect of budgeting, book keeping and financial reporting on the resource management in Mbale diocese.

Purposive and simple sampling techniques were used in selecting respondents from the six archdeaconries with a stratified population of the synod, secretariat, clergy and parishioners enabling the researcher to explore the population of Mbale Diocese. The diocese covers the districts of Bududa, Manafa and Mbale where data were collected using the pre-tested self-administered questionnaires distributed to a sample size of 80 respondents. The analysis of data was done using frequency tables, bar charts, correlation and multiple regressions.

It was observed that any changes in the dependent variable were explained by 51% of the variations in bookkeeping, financial reporting and budgeting. The $R^2 = 0.508$ which shows that the independent variables explain the variations in the dependent variable by 51%.

Study findings further revealed a positive correlation between the independent constructs and resource management, with financial reporting being the strongest ($r = 0.663$), followed by budgeting ($r = 0.604$) and book keeping ($r = 0.539$).

The study indicated that budgeting, book keeping and financial reporting exists in Mbale diocese as reflected by the needs assessments made, counting and recording of income as well as feedback in terms of financial reports. However, there is need for strengthening of these variables in order to improve on the resource management in the church through more sensitisation about these variables to all stakeholders.

NAMAGANDA LINDA EDITH (2010-M102-40021)

Recruitment and Employee Performance: A Case Study of Manafwa District Local Government

This study was about recruitment and Employee performance in Manafwa District Local Government. The main objective was to find out how recruitment affects employee performance. Specifically, the study was to establish the factors affecting recruitment and performance; and establishing the relationship between recruitment and performance. The study was conducted in Manafwa district which is located in eastern Uganda. The problems affecting recruitment among others include not taking independent decisions, misinterpretation of legal provisions and inadequate funding. These problems have a bearing on the performance of the district but unfortunately the effect of recruitment on employee performance has not been studied before and hence, the need for this study.

Data were collected through use of two questionnaires of which one was used to collect data from civil servants, and the other from the community. The civil servants' questionnaire collected information on recruitment, employee and organisation performance; while the community questionnaire collected information on service delivery which measures organisation performance (service delivery). The simple random sampling technique through use of random tables was used to select the samples. The sample for the civil servants and community were studied independently. Data analysis was done by using the Statistical Package for the Social Sciences (SPSS), a computer software to establish frequencies for variables and tests of associations.

The findings are such that recruitment is from external and internal sources. Recruitment positively affects employee and organisation performance. There is a positive correlation between age, sex, and qualifications, with employee performance and hence organisation performance. Time keeping, availability, team spirit and commitment are positively correlated with employee performance and hence organisation performance. The factors that affect recruitment include merit, motivation, management and context. However, other factors both internal (salary, facilitation, equipment, employees' education level, skills, experience, ethnic background, political interference age and management) and external (competitors, service institutions like newspapers and government regulations), also play an important role. These factors enhance staff performance other factors remaining constant. Organisational performance depends on employee performance and the employees are subject to recruitment. Therefore, recruitment significantly affects performance in Manafwa district.

The recommendations are policy implications towards enhancing employee and performance. These include improving staff welfare, provision of staff accommodation and medical care, provision of adequate salaries and allowances. In order to retain employees for performance, organisations should put in place various strategies in form of incentives and rewards. To improve on services delivery and employee performance, Manafwa district needs to explore all venues, thus, the need to motivate the employees, ensure socio-economic infrastructure is equally distributed.

TWONGYEIRWE ELIZABETH (2011-M102-20089)

The Impact of Employee Motivation on Organisational Effectiveness: A Case Study of Centenary Rural Development Bank, Nateete and Rubaga Branches

In this research, the researcher analysed the impact of employee motivation on organisational effectiveness and in particular, in Centenary Rural Development Bank (CRDB) branches in Rubaga division (Nateete and Rubaga branches). For a company to survive, it must have a motivated workforce because employees are the key driving resource of any organisation. Therefore, managers need to focus on the key intrinsic motivational factors, that is, empowerment and recognition in order to achieve this. The main purpose of this study was to assess the impact of employee motivation on organisational effectiveness with specific objectives of analysing the value of empowerment and recognition on employee motivation and their relationship to organisational effectiveness. The study was conducted from CRDB Nateete and Rubaga branches which are located in Kampala District, Rubaga municipality covering a period of five financial years, 2007-2012. It was hoped that the study will enable policy makers and other managers to address issues of poor employee motivation through recognition and empowerment for their organisational effectiveness to avoid the costs that come from a de-motivated workforce.

KYABAKAYA SAMSON ENOCH (2011-M104-40038)

Management Systems and the Growth of Law Firms: A Case Study of Law Firms in Mbale Municipality

The study focused on the effects of management systems on the growth of law firms in Mbale municipality. The study was guided by three objectives which interalia included; finding out the client effects on the growth of law firms, to establish the effects of the environment on the growth of law firms and, to examine leadership effects on the growth of law firms.

The research design was cross sectional in nature. The target populations in this study were law firm partners, law firm associates, and long term clients accessing legal services. Lottery simple random procedure was used to select 180 clients, 20 from each of the nine law firms in Mbale Municipality. Selection of the law firm Partners and Associates was based on purposive and convenient sampling techniques. Two basic instruments were used to collect data and these included; interview schedules that were administered to law partners and self-administered questionnaires that were responded to by the Associates and law firm clients.

The study found out that clients are not periodically updated about the changing legal trends in the globe, clients with diminishing legal business do not pay for the legal services, and the lawyer-client relationship is not well maintained. Law firm partners and associates lack the necessary expertise to handle complex legal matters. It was discovered that political temperatures, fluctuating market prices and the infiltration of legal practice by non-lawyers is a thorn to the growth of law firms. It was discovered that law firms lack vision, mission and objective and that management systems have not been put in place; causing challenges of resource mobilisation, human resource motivation and lack of job description of associates

The study concludes that law firms in Mbale Municipality are facing increasing competition, and shrinking demand for legal services as a result of environmental factors, fluctuating market prices, and availability of service substitutes. The electronic marketing of professional legal services is hitting them hard. Without electronic brain power, strategic planning, resource mobilisation skills,

and human resource management, it has become a huddle for the law firm partners to attract and retain clients and talented lawyers.

The study recommends that Law firm partners need to acquire technical skills on cliental retainer, strategic planning, resource mobilisation, and human resource management that would empower them to redefine the vision, mission, write critical goals, come up with action plans, develop monitoring and evaluation tools so as to make law firm programmes more achievable.

OKELLO GEORGE PATRICK (2011-M104-40028)

Internal Controls and Financial Reporting Quality: A Case Study of Soroti Municipal Council

This study addressed the relationship between Internal Controls and Financial Reporting Quality looking at the case study of Soroti Municipal Council (SMC). The specific objectives of the study were to find out how effective segregation of duties is in SMC; how effective authorisation of transactions is in SMC and; to examine the relationship between Internal Controls and Financial Reporting Quality. Empirical data were collected on variables that included segregation of duties, authorisation of transactions and financial reporting quality.

The researcher used a case study research design. Information was collected from respondents in the departments of Administration, Finance, Internal Audit, Council and other workers within SMC. Respondents were selected using purposive and systematic sampling techniques. Data were collected using questionnaires and documentary reviews. The study used both quantitative and qualitative methods of data analysis, with the help of the Statistical Package for the Social Sciences (SPSS) version 16.0.

Empirical data revealed that there is effective segregation of duties and effective authorisation of transactions in SMC. The study showed that although segregation of duties and authorisation of transactions is exercised in SMC, adherence to their enforcement is limited. The study further revealed that implementation of segregation of duties and authorisation of transactions has a negative influence on the quality of financial reports prepared by SMC.

The regression test performed on the relationship between segregation of duties with R square of 2% and authorisation of transactions with R square of 1.3% indicated that financial reporting quality is dependent on internal controls. The test also revealed that the factors that affect the financial reporting quality are; having payments made with proper authorisation, existence of a separate independent procurement and disposal unit and only the right people authorising transactions. The test revealed that improvements in internal controls directly contribute to improved financial reporting quality. The result of the Linear Regression performed revealed that there is a strong relationship between Internal Controls and Financial Reporting Quality. In addition, the ANOVA test was also performed and result showed that Internal Controls significantly affect Financial Reporting Quality.

The study recommended that SMC puts in place measures that ensure that internal controls are implemented with strict adherence. The Senior Law Enforcement Officer and all those involved in the daily running of SMC should fulfil their job descriptions and most especially ensure that the policies of segregation of duties and authorisation of transaction is enforced and adhered to. Soroti

Municipal Council should also establish mechanisms to ensure greater accountability, transparency and faithfulness.

GODFREY MONDAY (2011-M102-20050)

The Effect of Interest Rate Changes on the Performance of the Loan Portfolio: A Case Study of Stanbic Bank Uganda Limited

Interest rate changes have been in existence since time immemorial, however, in recent times there has been increased volatility in interest rate changes especially the period from July, 2011 to date. It has also been noted that in recent times, banks have experienced increase in loan defaults as well as stated by (Hoque 2004, World Bank 1993 and Calomiris and Himmelberg, 1993). There has been hardly any bank or Development Financial Institution (DFI) in developing countries which has not experienced persistent loan default. This is evidenced by the under-capitalisation and illiquidity of 160 DFIs in 33 developing countries. The loanable funds theory (Black and David, 1998), Classical theory of interest rates, and the liquidity preference theory of interest rates (Keynes, 1936)-all the three theories agree that interest rates are as a result of forces of demand and supply.

This study aimed at establishing the effect of interest rate changes on the performance of the loan portfolio taking a case study of Stanbic Bank Uganda Limit. The objectives of the study were used as a guide to the study and the research questions and conceptual framework was developed to answer the research objectives and research questions. The review of existing literature on the subject was done and a case study research design was used to carry out the research. Questionnaires were developed and used to collect data from 57 respondents out of a population of 72 staff of the credit department.

The research established that inflation, high demand for funds, costs of operation, profit motive, and the monetary policy are all determinants of interest rate changes. It was also established that interest rate changes are a major determinant of loan demand and loan repayment. It was further established that there is a strong positive relationship between inflation, interest rates, demand for loans and loan repayments. It was concluded that interest rate changes have a very big effect on the performance of a loan portfolio, both positively and negatively.

It was recommended that, therefore, there is need to invest into research to find a solution on how to deal with volatility of interest rates

BIZIBU IGA GODWIN (2011-M102-20028)

The Effects of Computerised Accounting Systems on Production of Financial Reports: A Case Study of Infectious Disease Institute

This research aimed at an evaluation of the effects of computerised accounting system in relation to production of financial reports at Infectious Disease Institute (IDI). This was because despite the existence of the computerised accounting system, financial reports are not produced on time. The objectives of the study were; to examine the extent of use of a computerised accounting system, to examine the effects of the computerised accounting system on production of financial reports, to identify the challenges encountered in using a computerised accounting system and to suggest possible solutions to challenges identified.

The study was carried out at Makerere and Mulago centres with a sample size of thirty respondents. The purposive sampling technique was used to select the sample size. The researcher used descriptive and correlation research designs while carrying out the study. Questionnaires, observations and interview guides were used to collect data.

Research findings revealed that 98% of the sample size used a computerised accounting system to generate financial reports. Reports generated are on average reliable, complete, and accurate but not on time. The computerised system is more efficient than the manual system. The challenges identified included; few system licenses, internet failure, inadequate skills, power failures, system errors, incorrect system setup, computer viruses, slow network, low staffing, work overload and huge costs of training.

Recommendations to avert the challenges include; purchase of more licenses, system upgrade, training of users, power backups, correct system setup, use of anti-viruses, close supervision, getting reliable software vendors and recruiting more staff.

UWIZEYE ISMAIL (2011-M102-20090)

Business Challenges Effect on the Performance of Small and Medium Entrepreneurial Initiatives in Uganda: A Case Study of Manufacturers in Rubaga Municipality, Kampala

This study analysed the effect of business challenges on the performance of small and medium entrepreneurial initiatives in Uganda. The focus of the researcher was on the effect of lack of business skills, poor production infrastructure and lack of financial capital on the performance of small and medium entrepreneurial initiatives.

A case study and the cross-sectional survey design were used on a sample of 165 respondents. Data were collected by use of a questionnaire and interview guide. Data were analysed quantitatively and qualitatively using the Statistical Package for the Social Sciences (SPSS) version 17.0. Frequency percentages, tables and figures were the basis of analysis for quantitative data. Qualitative data were interpreted by composing explanations and substantiating them using the respondents' open responses.

The study established that lack of business skills affects performance of small and medium entrepreneurial initiatives. Poor production infrastructure affects performance of small and medium entrepreneurial initiatives. Lack of financial capital affected the performance of small and medium entrepreneurial initiatives. It was, therefore, concluded that lack of skills hinders the performance of small and medium entrepreneurial initiatives. Poor production infrastructure impedes the performance of small and medium entrepreneurial initiatives. Financial capital challenges limit the performance of SMEs entrepreneurial initiatives.

It is, thus, recommended that there is need for enhancing the business skills of staff of SMEs to promote entrepreneurial initiatives. The government should come to improve production infrastructure. Financial capital problems should be alleviated by the government, financial institutions and development partners.

MAWULULU JAMES PATRICKSON (2011-M104-40023)

The Contribution of Training on Employee Performance: A Case Study of Mbale District Local Government

This research focused on the contribution of training to employee performance in Mbale district local government. The topic was chosen due to the existing poor service delivery by employees despite their high qualifications and some of them benefiting from the district training programmes which are supposed to empower them with skills for improved performance.

The findings show that majority of the respondents agreed that the district has effective training programmes which is reflected in: carrying out of training needs assessments, drawing work plans, and therefore, enabling them to meet the employee needs by way of imparting necessary skills to employees which enables them to perform their duties efficiently leading to improved service delivery. The findings on the relationship between training and employee performance was found to be positive because employees who have benefited from the training programmes in the district were reported to have improved their performance by being able to meet deadlines, acquired new relevant skills that have enabled them to adjust to new trends of technological demands and hence they provide quality and timely reports.

Although the above view was held by many respondents, those who differed with it argued that there is a limited relationship between training and employee performance considering other factors like political influence, poor attitude towards work, failure to involve workers in determining training needs; relating it with examples of employees who are trained outside their areas of occupation.

It was found out that there were several challenges that are encountered in carrying out training and the most dominant challenge was underfunding the training programme and late release of funds for the same. In addition, political influence and poor attitude towards work were found to be cause of poor performance of employees.

It is against the above challenges that the respondents suggested the strategies to address these short falls to include: conducting proper needs assessments prior to the training, need to scale the role of political leadership in determining the beneficiaries of the training programmes, raising funds locally to step up the Conditional Grants for capacity building and improving working conditions through promotions, salary increments in order to motivate beneficiaries to work better--this was found out to be one of the ways of increasing a number of beneficiaries besides being able to retain highly trained staff after the training.

BINTUBIZIBU JENNIFER .N. (2011-MI02-20014)

The Effects of Advertising on Performance of a Small and Medium Enterprise in Uganda: A Case Study of Mutima Best Quality Feeds

This study was undertaken to establish the effects of advertising on performance of a Small and Medium Enterprise (SME) in Uganda. The study was guided by the following objectives; determining the relationship between place advertising and performance of SMEs, establishing the extent to which the interior advertising is helpful in enhancing performance of SMEs and analysing the effect of electronic advertising on the performance of SMEs.

In the research design, triangulation of both the qualitative and quantitative approaches was used whereby the researcher undertook a case study at Mutima Best Quality Feeds in Natete in Kampala

district. Questionnaires and interview guides were used to collect data and the obtained data were analysed using the qualitative data analysis method (content analysis) and quantitative data analysis approach (statistical data analysis). The number of respondents was 102 which included 5 managers, 14 employees and 83 customers.

The findings of this study are that advertisement is a very important aspect for boosting SMEs' performance in Uganda; place advertising is still widely used and has a positive effect on performances of SMEs; interior advertising is helpful in enhancing performance of SMEs since it would reach a cross section of potential customers as it is multi-pronged and electronic advertising was also discovered to have become an inevitable factor in the performance of SMEs in Uganda.

The conclusions to the study are: the researcher ascertained that there was a relationship between place advertising and performance, interior advertising to some extent is helpful in enhancing performance of SMEs and that electronic advertising has an effect on the performance of SMEs.

The researcher recommended that SMEs should invest more in advertising, more so, in those driven by ICT because it was efficient and effective in boosting performance of SMEs. SMEs needed to explore more the use of indoor advertisement because of its heterogeneous nature, and with higher chances of reaching out to bigger audiences. Since the relationship between advertisement and SME performance is apparent, all SMEs should embrace advertisement.

ACUTI JOHN BOSCO (2011-M102-20001)

Effect of Leadership Styles on Employee Performance in Public Regulatory Authorities in Uganda: A Case Study of National Forestry Authority

Leadership styles have been posited to have a great impact on the work environment and work outcome, but their relationship to employee performance had not been established within National Forestry Authority. The research was, therefore, conducted with the aim of establishing the relationship between transactional, transformational and laissez-faire leadership styles and employee performance; and whether employee commitment moderates in the relationships.

A quantitative research employing correlation design was employed, and findings confirmed that the three leadership styles (transactional, transformational and laissez-faire) were all significantly and positively related to employee performance in the case study organisation. It was also found that employees' affective commitment partially moderates in the relationship between leadership styles and employee performance.

The study, therefore, concluded that all the three leadership styles are significant for influencing the performance of employees, and strength of the influence is greater in the presence of affective commitment to the organisation by employees. The study also had limitations that included among others, the use of self-rating research tools which could promote bias among respondents because of the desire to portray the good side only that may arise. The second limitation was that the study population was small and generalisation of the research results would, therefore, be affected.

The study recommends that the three leadership styles be employed variedly by managers, where they can apply appropriate styles that favour the performance of employees under a given situation. The human resource policy and practice should also be geared towards promotion of affective

commitment of employees. Further research would, therefore, be required to determine the drivers of affective commitment by employees.

KAYENDA JOHN (2010-M102-40008)

Local Revenue Management and Service Delivery: A Case Study of Pallisa District

The study under investigation was on the effect of local revenue management on service delivery in Pallisa district. To solicit data, questionnaires were used because the sample size of the population was big and with a large number of literates, who could read and write. The objectives of the study included the following; 1) To find out the extent of local revenue management in Pallisa district, 2) To find out the level of service delivery in Pallisa district, 3) To find out the relationship between local revenue and service delivery.

The results of the study revealed a positive correlation relationship (person correlation 0.58, sig = 0.13), between revenue management and service delivery were a twist in the level of revenue management would lead to either a positive or negative outcome of service delivery as revealed from the findings of the study.

The data collection method involved the use of self-administered questionnaires which were close-ended and were filled by the respondents. Questionnaires were used because the sample size of the population was big and with large numbers of literates who could read and write. This helped to gather quantitative data regarding the topic under investigation as independent variables and service delivery as the dependent variable.

Basing on the findings the researcher concluded that there is a significant relationship between revenue management and service delivery and which is that revenue management is paramount if service delivery is to be realised.

The researcher recommends that the leaders should ensure that policies are communicated to the grass root sectors in order to realise service delivery and follow-up be made if proper service delivery is to be attained. There is also a need for capacity building to equip the staff and leaders of the district local government with necessary skills and knowledge required for effective revenue management and service delivery, among others.

LOMONGIN JOSEPH (2011-MI04-40021)

The Role of Empowerment on Job Satisfaction among Employees in Local Governments: A Case Study of Sironko District

The purpose of this study was to examine the role of Employee Empowerment (EE) and its three (3) dimensions (autonomy, information sharing and self-directed work teams) on Employee Job Satisfaction (EJB) in Sironko district. The objectives were: to examine the effects of autonomy on job satisfaction among employees in Sironko Local Government, to find out the relationship between information sharing and employee job satisfaction among employees, to establish the relationship between self-directed work teams and employee job satisfaction among employees in Sironko Local Government and lastly, to determine the overall relationship between empowerment and employee job satisfaction among employees.

The study used a descriptive research design. The questionnaire was the main tool used to gather accurate, less biased, and better quality of data collected (Sekaran, 2003). The questionnaires were sent to 52 respondents. The participating respondents represented a return rate of 100% of the questionnaires sent to 52 respondents. Exploratory research method consisted of the use of the combined primary and secondary research methods. Descriptive statistical tools such as mean and standard deviation at stratified data level as well as aggregate level along with correlation were used for analysing the data.

The findings were that Sironko district employed more males (67.3%) compared to females who constituted 32.7%. Secondly the majority of employees were graduates (69.2%). It was also noted that 44.2% of the employees were above 41 years of age. The findings also indicated that employees in Sironko generally agree that empowerment influences job satisfaction. There is significant correlation between the dimensions of empowerment and job satisfaction. Results further indicated that when employees are empowered with autonomy, information and opportunities to work as teams with provisions to influence decision making in their jobs, they are satisfied and motivated to perform even better.

Based on the findings, it is concluded that much as results indicated that there was a positive and significant impact of empowerment on job satisfaction, employment in Sironko in terms of gender is not balanced; but in terms of education levels, the District has a comparative advantage because the officers are qualified for the jobs. General unhappiness over pay and promotions may lead to labour turnover.

The researcher recommends that employees should be empowered at all levels because it is through empowerment that an organisation like Sironko District Local Government will be able to survive, compete favourably and face challenges associated with globalisation with confidence. In addition, the District should give equal opportunities of employment to both male and female employees. Lastly, the District should start planning for the retirement of the officers above 41 years of age (44.2%) in terms of terminal benefits and replacement.

SR. NABULYA JOSEPHINE (2011-M102-20060)

Financial Management and Organisational Performance in Private-Not-For-Profit Hospitals in Uganda: A Case Study of Nkozi Hospital

The study was set to establish the effect of financial management on organisational performance in Private-Not-For-Profit hospitals in Uganda. The objectives were; to establish the relationship between financial planning and organisational performance in private-not-for-profit hospitals; to explore the effect of financial controlling and organisational performance in private-not-for-profit hospitals; and establishing how financial reporting influences organisational performance of private-not-for-profit hospitals in Uganda.

Both quantitative and qualitative research designs were used to collect and analyse the data. Primary data were collected using questionnaires and interview guide; while secondary data were sourced from textbooks, journals, reports and the internet. The results were analysed by using the Statistical Package for the Social Sciences (SPSS) computer programme, which helped in the computation of responses into frequencies and percentages that were used for comparison of situations.

The findings established a positive relationship between financial management and organisational performance. More so, the results showed that financial planning, controlling and reporting actually affect the organisational performance. These effects were consistent with what other authors suggested.

The study recommends that, health management teams and other key stakeholders in the health sector should strengthen financial management in health organisations so as to achieve good performance. It is suggested that further research should be carried out in public and profit making hospitals.

KABABIITO ANNET (2011-M102-20031)

Assessment of Workforce Diversity and Business Performance in the Banking Sector: A Case Study of Centenary Bank, Mbarara Branch

This study assessed how workforce diversity improves performance in the banking sector. Specifically, the study looked at the influence of social demographic characteristics diversity of employees on organisational performance; the relationship between task-related attributes diversity and organisational performance; and the relationship between employees' status diversity and organisational performance.

A cross sectional design was used in the study for quantitative and qualitative analysis on a sample of 48 respondents. Data were obtained by use of a questionnaire, interview guide and secondary documents. The data were further analysed quantitatively and qualitatively. Quantitative data were analysed using the Statistical Package for the Social Sciences (SPSS) programme, version 17.0. Hypotheses were analysed with Pearson's Correlation Coefficient Index (PCC) to establish relationships. Cross tabulations were carried out and frequency percentages calculated. Qualitative data were interpreted by composing explanations and substantiating them using the respondents' open responses.

The study found out that social demographic characterises diversity of employees has an influence on organisational performance. There is a relationship between task-related attributes diversity and organisational performance. There is a relationship between employees' status diversity and organisational performance.

The study, therefore, concludes that social demographic characteristics diversity influences the performance of the organisation in different ways. Task related attributes diversity enables organisations to enhance their performance. Employees' status diversity enhances the performance of organisations.

The recommendations of the study are: organisations such as banks should have strategies for managing the social demographic characteristics diversity for its workforce. Management of organisations should also put in place strategies such as rotational deployment and capacity building and training to enhance performance of organisations. Management should also decentralise, departmentalise, carry out periodical trainings, mentoring courses, regular appraisals, promote and pay basing on efficiency to enhance performance.

KAGGWA FRANCIS (2010-M102-20020)

Insurance Regulation and Development of the Insurance Sector in Uganda: A Case Study of Selected Insurance Companies in Kampala City

The study examined the influence of insurance regulation on the development of the insurance sector in Uganda. The rationale for this study was premised on the need to examine the impact of insurance regulation on the insurance penetration and density levels in Uganda. The major objective of the study was to establish whether Insurance Regulation has had any impact on the development of insurance business in Uganda. The specific objectives of the study were; to establish the reasons for insurance regulation; to identify laws and regulations relating to insurance industry and, to examine the impact of insurance laws and regulations on the development of the insurance industry.

A descriptive, analytical and cross sectional approach was used to find out the effect of regulation on insurance penetration in Uganda. The research employed a combination of a short quantitative survey focusing on key questions, coupled with a more detailed qualitative investigation where respondents were probed on specific relevant topics. Eighty five (85) respondents from the 15 insurance companies were purposively selected. A questionnaire capturing close and open ended questions was employed in the study and an interview guide was used to collect data from key informants who were senior staff of the Insurance Regulatory Authority of Uganda.

The major findings of the study indicated that consumer protection and ensuring the financial stability of the insurance companies were the major reasons for insurance regulations. The findings further revealed that the insurance Act cap 213 and the Motor Third Party Act were the major laws relevant for the development of insurance business in Uganda. The findings further indicated that minimum capital requirements was the major hindrance in the development of local companies and micro insurance business in Uganda, these were followed by restrictive investment and solvency guidelines.

The major conclusions drawn from the study are; insurance regulations are important for the development of insurance business as it increases consumer confidence, financial stability of insurance companies and ensuring good market conduct. It was also established that the Motor Third Party Act was outdated and necessitated a revision. It was further concluded that despite the fact that regulation of insurance services has helped in stabilising the insurance sector, there were limitations within existing Insurance laws which in effect, negatively impact the development of the Insurance business in Uganda.

The major recommendations from the study include; the Ministry of Gender, Labour and Social Development and the Insurance Regulatory Authority of Uganda should work together to come up with a mechanism of enforcing the Workman's Compensations Act to ensure its compliance. The study further recommended that the insurance regulator should revise the minimum capital requirements to cater for various layers of capital to allow product development for micro insurance. The Insurance regulator should first track the process of coming up with regulations on HMOs to ensure supervision and control of these services in Uganda. It was further recommended that the insurance regulator in consultation with the Ministry of Finance and Ministry of Constitutional Affairs should consider revision of the Motor Third Party Act. The government should first track the establishment of a local re-insurance company in Uganda to minimise high levels of capital freight.

KAKUHIKIRE CHRISTOPHER (2011-M102-20033)

Risk Management and Risk Performance in the Banking Industry: A Case Study of Bank of Uganda, Kampala

The purpose of this study was to examine the relationship between risk management and risk performance in the Banking Industry. The drive for the research arose from the fact that most organisations are allocating more resources to risk management which should ideally lead to high risk performance but more incidences continue to be reported. Risk management was conceptualised into risk organisation and governance, internal audit support and policy environment. Risk performance was conceptualised into asset protection, profitability, process quality, technology stability, client satisfaction, employee satisfaction, ethical quality, and litigation exposure. The objectives of the study were to establish the effect of risk organisation and governance on risk performance; to evaluate the effect of internal audit on risk performance; and to establish the effect of policy environment on risk performance.

A structured questionnaire was designed on a five-point Likert scale and distributed to 285 respondents that were selected from a target population of 1,017 using stratified random sampling. Key informant interviews and document reviews were also conducted. Quantitative data were analysed by generating descriptive statistics and by running correlation and regression tests on the study variables using the Statistical Package for the Social Sciences (SPSS). The content analysis technique was used to analyse qualitative data.

The research findings indicate that there is a significant positive relationship between risk management and risk performance. Overall, the independent variables (Risk Organisation and Governance, Internal audit Support and Policy Environment) account for 42.3% of the variations in the dependent variable (Risk Performance). The findings also indicate that risk organisation and governance is the strongest predictor of risk performance (55.2%), followed by internal audit support (23.1%). These variables influence risk performance positively. Policy environment influences risk performance negatively by 6.8%.

The researcher recommends that organisations in general and Bank of Uganda in particular, should devise strategies of managing the policy environment to circumvent its adverse effects while strengthening risk governance and internal audit functions. Also, further research should be carried out to establish the factors which account for the 57.7% of the variations in the dependent variable that were not captured in the study.

KALULE GODFREY (2012-M101-10004)

The Effect of Administrative Corruption on Performance of Small and Medium Enterprises in Uganda: A Case of Uganda Manufacturers Association Members in Kampala, Central Division

One of the key hindrances to Small and Medium Enterprises (SMEs) development in Uganda has been highlighted as administrative corruption which has resulted into stunted growth for SMEs. This study, therefore, reviewed the effects of administrative corruption on the performance of SMEs. The study also found out, assessed, evaluated and examined the effects of bribery, fraud, facilitation payments and extortion on the performance of SMEs respectively.

The study was carried out using a quantitative approach. A sample size of 68 respondents was randomly and purposively selected bringing together information from the field by use of a questionnaire and interview guide used to capture information from key informants.

The findings reveal that the limiting factors for SMEs' performance included bribery, fraud, facilitations and extortions brought about by the poor business environment, unfavourable government policies and bureaucracies among other things. SMEs have capable signs of building a strong and solid sector when helped and constraints minimised by the relevant authorities as well as government intervention in order to bridge the gap. Therefore, bribery and other forms of administrative corruption can have a very detrimental effect on SME performance. Engaging in administrative corrupt practices creates a very unfavourable business environment by encouraging unfair advantage and anti-competitive practices. Such administrative corruption leads to loss of business.

It was recommended that there is need to improve on managerial competencies in SMEs in general knowledge and skills in particular to know their rights and obligations in regard to overcoming corruption tendencies; a continuous professional development system, anti-bribery policies, anti-bribery programmes, risk assessment procedures, but also integrate such measures into daily action by cultivating informal systems in the form of a corporate culture and commonly held ethical values that condemn corruption and financial management training for managers be established and institutionalised in SMEs; SME managers should also pay more attention to their budgetary control systems.

KASASA EDRIS (2011-M102-20036)

Motivational Strategies and Employee Retention in the Telecommunication Sector: A Case Study of Uganda Telecom Limited

Telecommunication companies in Uganda use different motivational strategies including training and development, compensation and recognition to attract and retain employees. In spite of their efforts, employee retention in the sector is poor, characterised by frequent voluntary employee departures and resignations. This study sought to find out whether there is a relationship between the companies' motivational strategies and employee retention in the telecommunications sector using Uganda Telecom Limited (UTL) as a case study. Its objectives included examining the relationship between training and development and employee retention; determining the relationship between compensation and employee retention; and establishing the relationship between recognition and employee retention.

This study was based on a cross-sectional survey design which involved collecting data from a random sample of 115 employees of UTL located at the Headquarter Offices. The data were analysed using both quantitative and qualitative techniques. Overall, the results showed that there was a significant positive relationship between training and development and employee retention ($r = 0.575, p = 0.044$), a significant positive relationship between compensation and employee retention ($r = 0.626, p = 0.018$) and a significant positive relationship between recognition and employee retention ($r = 0.599, p = 0.021$). The findings imply that adopting favourable training and development, compensation, and recognition practices that are perceived to be fair by employees will enhance employee retention in the company.

KESSY ARNOLD FRANCIS (2012-M101-10016)

Microfinance Institutions' Operational Challenges in Service Delivery: A case Study of MRT SACCOS in Moshi Rural District, Kilimanjaro Tanzania

Despite the success archived by Micro-Finance Institutions (MFIs) on poverty reduction programmes especially in less developed and developing countries, it has all never been achieved smoothly. They have encountered a number of difficulties that affect the effectiveness and efficiency of the services delivered. The research was done at MRT SACCOS in Moshi Rural District - Kilimanjaro, Tanzania as a case study with the following objectives; to identifying MFIs' operational challenges in poverty reduction in Tanzania, to find out why MF services are still limited in outreach, analysing the reasons that cause MFIs to deviate from their core mission and, to suggest appropriate strategies that will help in increasing MFIs' efficiency on poverty reduction.

The Challenges identified during research were: MFIs' liquidity problem (shortage of capital), stiff and unhealthy competition within the microfinance industry, unfavourable policies and regulations governing microfinance institutions, health problems such as HIV/AIDS and other pandemic diseases, unfavourable interest rates, shortage of skilled human capital, shortage of MFIs members and geographical location of these MFIs. The research pointed out reasons that limit the outreach of MFIs and these were: lack of clients' loans repayment ability, little education given by MFIs, shortage of MFIs capital, unfavourable interest rate on loans, restrictions by MFIs in accessing services, the location of MFIs given the type of clients they have, poor infrastructure, poor supervision aligning with lack of transparency and lack of customer motivation. The study also intended to find out why MFIs deviate from their core mission of sustainability and outreach to reduce poverty. Findings pointed out that customers need more than loans to deviate from poverty environment and hence, MFIs had no means but to adjust with the situation. Then the emergence of institutions camouflaging as MFIs but in actual fact, they are doing business with the aim of earning supper profits.

The research findings suggested some strategies that will help to increase MFIs' efficiency in the provision of services. The suggestions were as follows: MFIs should reduce the loan interest rates, increase microfinance education especially in the rural areas, expanding microfinance capital, increasing the loan amount a customer can access, subsidy by the government to MFIs that will be aligning with the core MFIs motives of sustainability and outreach and take MFIs services where targeted groups of people are located.

Finally the research has shown that there are a number of challenges facing MFIs, but still there is room for increasing efficiency in service delivery. Outreach of MFIs can also be increased if the rural people are greatly put into consideration and; MFIs should not deviate from their core mission of sustainability and outreach, the government should intervene by subsidising such MFIs.

KISSA DAVID OCAMA (2011-M102-20040)

The Influence of Corporate Social Responsibility on Employee Job Satisfaction and Organisation Performance: A Case Study of National Water and Sewerage Corporation, Uganda

Corporate Social Responsibility (CSR) has become a big issue in the business world due to stakeholder expectations of the business operations. Corporations are now embracing CSR as a strategic tool for increasing stakeholders' participation and enhancing long-term business

sustainability. This is because employees are vital stakeholders capable of increasing productivity and overall performance of any organisation. Therefore, employees' satisfaction and motivation studies have taken central role particularly in the service industry because of the benefits corporations derive out of having a well motivated and satisfied workforce.

This study employed a mix of methods i.e. cross-sectional and longitudinal designs to examine the influence of perceived CSR practices and organisational justice on employee job satisfaction and organisation performance with a focus on National Water and Sewerage Cooperation (NWSC) in Uganda. Standard survey questionnaires were used to collect primary data on employee job satisfaction factors, employee perception of CSR practices and organisational justice. Secondary data on CSR expenditures were collected by analysing the contents of annual financial statements of NWSC from 2005/2006 to 2010/2011. The relationships between the independent variables and dependent variable were examined and results presented in form of tables.

Results indicate that employees at NWSC expressed satisfaction with compensation, moral values, working conditions and the performance evaluation mechanisms. However, opportunities for advancement (promotion) and social service emerged as major sources of dissatisfaction from the MSQ job satisfaction questionnaire. Only training, economic and environmental CSR dimensions had significant positive influence on employee job satisfaction with all the different job satisfaction facets. CSR expenditures had a significant positive relationship with returns on assets and it increases the returns on equity although it decreased with increase in gross profit over sales. Organisational justice moderated the influence of CSR practices on employee job satisfaction.

Conclusively, management needs to note that CSR is one of the numerous factors affecting employee satisfaction and organisation performance. Therefore, there is need for more training to be offered to the employees in order to equip them with skills and knowledge about their jobs. More still, CSR disclosures in terms of budget and activity schedules should be promoted at all levels using the best accounting practices and communication strategies in order to attract other stakeholders and enhance the corporation's reputation.

KIZZA FLAVIA (2011-M102-20041)

Organisational Systems Impact on Employee Performance: A Case Study of Eco Bank Uganda Limited

The aim of the study was to analyse the effect of performance appraisals, recruitment and selection, compensation and rewards on employee performance in Eco Bank Uganda. The researcher developed a conceptual framework which illustrates how employees perceive organisational systems and how this impacts on employee performance. The objectives of the study included establishing the effects of performance appraisals on employee performance, recruitment and selection on employee performance and also establishing the impact of recruitment and selection on employee performance

A cross-sectional survey design was used for the study and a sample size of 100 respondents was selected using the stratified random sampling strategy. Questionnaires covering various aspects of organisational systems were administered to respondents in various departments and results were analysed using the Statistical Package for the Social Sciences (SPSS) computer package.

Results from the research reveal significant correlation coefficients between the research variables (Performance appraisal, recruitment and selection, compensation and rewards) and employee performance.

Basing on the research findings, it can be concluded that there is need for Eco Bank top management to address the inadequacy in the performance appraisal process, recruitment and selection process, compensation and reward system in order to enhance employee performance in the organisation.

NASIMIYU LEAH .M. (2010-M102-40025)

Internal Controls and Financial Management: A Case Study of Soroti District Local Government

The study aimed at examining the relationship between internal control and financial management focusing on Soroti District Local Government (SDLG). The study aimed at achieving three specific objectives: To examine the physical access over assets in Soroti district local government, to identify the authorisation over transactions in Soroti district local government, to establish whether there is prompt and correct recording of transactions in Soroti local government.

The study employed a quantitative research paradigm in which a cross-sectional research design was employed to collect data from 36 respondents using structured questionnaires and face to face interviews.

The study found out that there is a strong positive relationship between physical access to assets and financial management in SDLG. The correlation coefficient value was found to be $= 0.571$ at $\text{sig} = 0.000 < 0.05$, meaning financial management is influenced by physical access to assets by more than 57%. The study also found out that there is a weak positive relationship between authorisation over transactions and financial management in SDLG. The correlation coefficient was found to be 0.433 at $\text{sig} = 0.000 < 0.05$, meaning that financial management is influenced by authorisation over transactions by at least 43.3%. Furthermore, the study found out that there is a moderate positive relationship between prompt and correct recording of transactions and financial management in SDLG. The correlation coefficient was found to be 0.261 at $\text{sig} = 0.000 < 0.05$, meaning financial management is influenced by prompt and correct recording of transactions by 26.1%.

The study concluded that the physical access over assets significantly influences financial management in Soroti District Local Government. The internal controls provide inadequate physical protection of stores from theft and the weather, and un-restricted access to the stores to un-authorised officers. The prompt and correct recording of transactions moderately significantly influences financial management in Soroti District Local Government. Authorisation over transactions also moderately influences financial management in Soroti District Local Government.

The study recommended that, district's financial records and books of accounts should be managed properly so that they can be used efficiently, economically and effectively. Procedures should be put in place for distribution of financial documents only through authorised channels and to ensure they reach the intended recipient.

OJARA LEVI (2011-M104-400043)**Revenue Management and Service Delivery: A Case Study of Soroti Municipal Council**

The study was about revenue management on service delivery in urban local governments in Uganda, taking Soroti Municipal Council as a case study. The study focused on finding out the relationship between revenue management and service delivery in Soroti Municipal Council, facilitated by four objectives that were: To examine the effect of revenue planning on service delivery in Soroti Municipality, to examine the effect of revenue mobilisation on Soroti municipality, to assess revenue collection used by Soroti Municipality and, to ascertain the impact of revenue control on service delivery in Soroti Municipality.

The study used a case study research design in which both qualitative and quantitative approaches were employed. The systematic sampling technique was used in selecting respondents from employees of Soroti Municipal Council.

The findings on the objective-effect of revenue planning on service delivery, indicate that there is a weak positive and insignificant relationship between the two showing lesser significance of $0.274 > 0.05$ and the correlation coefficient of 0.172, indicating that revenue planning only contribute 17% and 83% is contributed by other factors. On examining the effect of revenue mobilisation on service delivery, it was found out that the relationship between the two is weak and insignificant revealed by a meagre significance of 0.267 and coefficient correlation of 0.111, meaning an 11% contribution to service delivery and leaving 89% accounted for by other factors. The findings also indicate that revenue collection has a weak positive and insignificant relation on service delivery explained by a significance value of $0.128 > 0.05$ and the coefficient correlation of 0.152 implying revenue collection accounts for 15% while 85% is accounted by other factors. On the effect of revenue control on service delivery, the results showed that there is a lesser relationship between revenue control and service delivery witnessed by an insignificant significance of $0.085 > 0.05$ and the correlation coefficient of 0.099, representing 10% contribution and 90% accounted for by other factors. Generally, the study findings show that there is a positive relationship between revenue management and service delivery but it is weak and insignificant. This is justified by the findings that revenue management only accounts for 53% of service delivery leaving 48% to other factors which were not considered in the study.

From the study findings, the researcher recommends that Soroti Municipal Council puts much effort on revenue planning by ensuring that revenue is planned in advance for specific activities without unnecessary alterations of the plans; emphasis on mobilisation for more revenue for service delivery; revenue collection measures be put in place in order to generate more and stringent revenue control to ensure whatever is released or generated meets the intensions of service delivery.

MASUBA MARTIN (2010-M102-40016)**Internal Audit and Financial Performance in Educational Institutions: A Case Study of Uganda Christian University, Mbale Campus**

The study aimed at establishing the effect of internal audit on the financial performance educational institutions of higher learning with a case study of Uganda Christian University, Mbale. The objectives of the study were to examine how the Internal Audit has ensured integrity and reliability of financial and operational data in UCU Mbale Campus; to assess how the internal audit function

has ensured conformity with financial and operational policies in UCU Mbale Campus and; to examine the relationship between internal audit and financial performance in UCU Mbale Campus.

The study used a case study design where both quantitative and qualitative approaches were used. Both primary and secondary data were used in the study and data were collected using questionnaires, an interview schedule and focus group discussion guide. The instruments used were pre-tested and given to the expert to comment on the ambiguity and relevancy of the questions, concept and content validity. The data collected from the field were edited, coded, and categorised into themes. Thereafter it was entered into a statistical computer programme known as the Statistical Package for the Social Sciences (SPSS).

From the findings, it was discovered that financial data is partially computerised and partially manual. It was further revealed that to a greater extent, data integrity and reliability was exhibited. The study found out that the set measures of adherence to policy were followed although it required some improvement by some senior officials. The Pearson product moment correlation was used. The results revealed that there is a significant and positive relationship between management acting with a great degree of honesty in execution of its mandate and increased revenue trend of UCU Mbale ($r=0.856$ $P<0.01$). The model summary yielded $R = 0.856$, $P<0.01$. The Adjusted R^2 was 0.729, implying that the independent variable contributes 72.9% to UCU financial performance. The ANOVA revealed a significant variation of F statistic = 1.755, $P<0.01$. The results indicate that management is acting with a great degree of honesty in execution of its mandate and the increased revenue trend in UCU Mbale has $\beta=0.856$; $P<0.01$, and $t=1.416$; $P<0.01$.

From the findings of the study, it can be said that internal audit processes have had a positive effect on financial performance because there is now good discipline in financial spending and prioritising of the needs of the institution, mobilisation of new clients, immediate provision of academic facilities such as a new lecture block, computers and the level of training in superior customer care and service by all staff. The results also revealed that there is a significant and positive relationship between conformity with financial and operational policies and financial performance ($r=0.977$, $P<0.01$). The model summary yielded $r = 977$, $P<0.01$. The Adjusted R^2 was 0.953, implying that the independent variable contributes 95.3% to UCU financial performance. The ANOVA revealed a significant variation of F statistic =6.010, $P<0.01$. The results indicate that sufficient reporting of financial resources in UCU Mbale Campus has $\beta=0.977$; $P<0.01$, and $t=43.658$; $P<0.01$.

Basing on the findings the researcher recommends that; the internal control system in UCU Mbale should be subjected to systematic review to find any weaknesses in order to improve on financial performance.

MAWANDA EDWIN MARTIN (2011-M102-20047)

E-banking and Customer Service in Commercial Banks: A Case Study of Barclays Bank Uganda limited, Kampala Road Branch

The purpose of the study was to establish the relationship between electronic banking and customer service in commercial banks with a case study of Barclays Bank Uganda Limited, Kampala road branch. The researcher chose this commercial bank because of its strong market presence and its very long existence in the country.

The methodology involved the analysis of the tools of electronic banking such as online banking. The sample was obtained using the simple random sampling technique while the survey instruments used were an interview guide comprising of open-ended questions and questionnaires with Likert type of questions. The Likert type questions have a 5 point scale (1 = I strongly disagree and 5 = I strongly agree). The instrument was administered to about 100 respondents. The statistical data were analysed quantitatively and qualitatively. The quantitative data were analysed using the Statistical Package for the Social Sciences (SPSS) version 17.0. The objectives were analysed with Pearson's Correlation Coefficient Index (Pcc) test statistic and frequency percentages. Qualitative data were interpreted through explanations using the respondents' open responses.

From the findings of the study, it was discovered that electronic banking had a positive impact and highly improved on customer service in the bank. The researcher, thus, concluded that e-banking has a very significant relationship and positive satisfaction. The research then recommended that; there is need to install fast service e-banking systems, need for trust building among the customers in commercial banks with e-banking products and services, need to ensure security and privacy for all e-banking products and services, monitoring and evaluating the usage of the implemented e-banking technologies and placing more emphasis on the awareness of electronic banking while educating individual customers on its existence and benefits.

KALEEBU MOSES WAMALA (2012-M101-10012)

The Challenges of Management, Sustainability and Performance of Donor Funded Projects in Nkandwa Sub-Parish, Kasambya Catholic Parish

The researcher set out to establish the challenges of management, sustainability and performance of donor funded projects in Nkandwa Sub-Parish, Kasambya Catholic Parish. The research was guided by the following research questions; what are the constraints faced in the planning of the projects in Nkandwa? What are the challenges faced in organising donor funded projects in Nkandwa? What are the controlling and evaluation challenges faced by donor funded projects in Nkandwa? Is there sustainability of projects in Nkandwa? What must be done to overcome the challenges of management and sustainability of projects?

The study was conducted in Kasambya Catholic Parish particularly in Nkandwa Sub-Parish using a cross-sectional study. The targeted population was 134 people and a sample size of 91 respondents was used. Both qualitative and quantitative approaches were employed. The data were collected using questionnaires, an interview guide and review of secondary data from the Library. The research targeted priests, the religious and the local people of Nkandwa. The data were analysed using the Statistical Package for the Social Sciences (SPSS) where conclusions were drawn from tables and pie charts generated from the package.

The results confirmed that Nkandwa Sub-Parish had several challenges of project management hence poor management. Furthermore, the study revealed that people had failed to sustain the projects. Therefore, due to poor management and lack of sustainability, the performance of projects was poor. However, much as most of the projects were poorly handled, they have improved steadily the lives of the people in Nkandwa Sub-Parish and there is need to improve the management and sustainability through the recommendations given by this research.

The study recommends sensitising the local people and the managers; improving communication networks; supervision and follow-up; ensuring proper accountability. It further recommends

criminalizing the corrupt; equipping managers with skills; acquire loans; building a strong foundation and; phase out projects when they are mature.

In conclusion projects in Nkandwa Sub-Parish have been poorly managed and sustainability is only a myth leading to poor project performance. Much as the projects have not been managed well, there is no doubt that they have changed the lives of many people, hence, the need to streamline the management and sustainability constraints of these projects in order to improve their performance.

MULINDWA KIZITO ALOYSIOUS (2011-M102-20054)

Internal Controls and Prevention of Financial Fraud in Primary Schools in Uganda: A Case Study of Mugwanya Preparatory School, Kabojja

The general purpose of the study was to assess internal controls and prevention of financial fraud in primary schools in Uganda and the case study was Mugwanya preparatory school-Kabojja- Busiro-County, Wakiso- District. The specific objectives of the study were; to establish how internal controls prevent financial fraud in primary Schools in Uganda, to evaluate how segregation of duties can prevent financial fraud in primary Schools in Uganda and, to establish how authorisation and approval prevents financial fraud in primary Schools in Uganda.

The study focused on variables of internal controls (segregation of duties approval and authorisation as the independent variables) and financial fraud (accounting anomalies, double payment and improper valuation of assets as the dependent variables). Therefore, the study was limited to the internal controls and prevention of financial fraud in primary schools in Uganda.

The researcher used case study as a research design, qualitative and quantitative approaches of which qualitative approach dominated the study, questionnaires and interview guide were used as research tools for data collection. Data were analysed by using expert knowledge and descriptive analysis techniques in order to establish the relationship between internal controls and prevention of financial fraud in primary schools in Uganda

MUSISI DIANA NAMUBIRU (2011-M104-40033)

Mobile Banking and its Perceived Customer Satisfaction: A Case Study of Centenary Bank, Mbale Branch

Centenary bank has made an effort to satisfy its customers by providing the best financial services which include mobile banking so as to retain customers and also increase its profits. Banks in Uganda provide mobile banking facilities to their customers and the mobile banking facilities offered by banks are based on different functions. The aim of this research was to examine the factors affecting the value held by Centenary bank customers towards the use of mobile banking services. The specific objectives were; to determine the relationship between mobile banking and customer satisfaction, to establish the level of customer satisfaction with mobile banking and to determine the level of funds transfer using mobile banking among customers so as to develop a marketing strategic plan based on perceived value from the customer's point of view.

Based on the previous literature, a conceptual framework was developed to determine mobile banking and its perceived customer satisfaction in Centenary bank. The conceptual framework had three main parts featuring funds transfer, customer satisfaction (effectiveness and efficiency) and intervening variables such as network, internet services and mobile banking software.

The study adopted both qualitative and quantitative approaches to ensure valid collection of data from 60 respondents who are active users of mobile banking service. These respondents were got using purposive and simple random sampling and structured questionnaires were administered to them as a method of data collection. The study presented and analysed data using the Statistical Package for the Social Sciences (SPSS), Pearson correlation and regression.

The results show that 70% of the respondents were satisfied with Cente-mobile, 26.6% dissatisfied and 3.3% not sure and this was reflected by 81.7% of the respondents being regular users and only 18.3% not regular users. However, there were some challenges discovered about the service such as, poor network on weekends and utility bills being cleared after 24hours which is an inconvenience.

Therefore in conclusion, mobile banking services generally contribute to customer satisfaction and as long as excellent mobile banking services are provided, customer satisfaction would have been achieved.

The researcher recommended that management of centenary bank should improve on the network especially on weekends so that customers are able to access the service at any day of the week; and also increase transaction limit amount so as to cater for customers who transact huge sums of money.

MUTEMA DICK CHARLES (2011-M104-40039)

Motivation and Employee Retention: A Case Study of Kibuku District Health Sector

This study was carried out on the impact of motivation on employee retention in the health sector, taking a case study of Kibuku district. The study was guided by the following specific objectives: to identify the impact of work environment on employee retention in Kibuku district health sector, to establish the impact of reward system on employee retention in Kibuku district health sector and, to examine the relationship between career development and employee retention in Kibuku district health sector.

This study used a cross-sectional survey design where both qualitative and quantitative approaches were used. A total sample of 74 respondents was chosen out of a total population of 91 health workers in the health sector using Slovin's formula. The data were then collected and analysed using the Statistical Package for the Social Sciences (SPSS).

The findings from the study indicated a positive but weak correlation between reward system and employee retention represented by the correlation coefficient of $r=0.376$; career development positively related with employee retention as illustrated in the results with the correlation coefficient is $r= 0.541$; work environment has a positive and statistically significant relationship represented by a correlation coefficient of $r= 0.447$.

The following recommendations were made out of the findings of the study: there is need for substantial improvement in the work environment by providing adequate facilities, and also provide support and guidance to health workers by both stakeholders. The research also recommended that the key stakeholders in the health sector urgently lay strategies aimed at improving the reward system of health workers. The health centres should also incorporate a competitive reward system so as to motivate health workers' performance and hence retention. On career development of health workers, the research recommended that the district puts strategies to help staff perform better

through appraisal systems where gaps can be identified and jointly agree on the course of action with staff in order to enhance their career growth. Provide supervisory support to enable identification of any innovations by employees for support and development. There should also be investment in the training of employees to equip them with current skills for development.

MUYETI BEN WABULAKHA (2010-M102-40019)

Leadership Style and Employee Turnover in Private Universities: A Case Study of Uganda Christian University Mbale Campus

The study sought to establish the relationship between leadership style and employee turnover in private universities taking a case of Uganda Christian University, Mbale Campus. The objectives of study were to; identify the effect of democratic leadership on employee turnover, identify the effect of bureaucratic leadership on employee turnover, and identify the effect of autocratic leadership on employee turnover.

A sample size of 65 respondents incorporating all university staff categories (academic, administrative and group employees) was drawn from the staff population. The major tools of data collection were close-ended questionnaires. The data were collected using closed-ended questionnaires and analysed using the Statistical Package for the Social Sciences (SPSS) software basing on Likert scale of collected data.

It was established there was a correlation between leadership styles (democratic, bureaucratic and autocratic) to employee turnover. The researcher also established that there was a positive and insignificant relationship (Sig 0.119) between democratic leadership and employee turnover with a standardised coefficient of (0.295), implying democratic leadership accounts for 29.5% of variation in employee turnover at UCUMC. The research further revealed that bureaucratic leadership has a strong positive and significant relationship of 0.728 over employee turnover and a standardised coefficient of Beta (-0.063), implying that bureaucratic leadership accounts for 0.55% of the variation in employee turnover. While autocratic leadership style has a very strong positive significance of (0.824) close to 1.0, with a Beta value of (0.28) implying that autocratic leadership accounts for 3.2% of employee turnover at UCMC. It was further discovered that most of the respondents were likely to voluntarily leave UCUMC due to various reasons. Voluntarily, respondents indicated that they were willing to leave, with most of them on a job search for greener pastures, and would leave in case they are offered job opportunities in other universities. Employees further indicated they would be forced to leave UCUMC due to absence of promotion and career development within, retirement age, and prolonged chronic sickness.

Recommendations for further research were made. Employee turnover remains a reality and challenge for every HR Manager and for organisational leaders to overcome. However, this can be tackled through proving incentives that can prevent employees from moving from their organisations voluntarily. The rate of turnover poses a threat to UCUMC, which calls for the leadership to work on the pull and push factors that increase turnover decisively. By providing incentives both monetary and none monetary, recruiting from within for supervisory positions, and having concern for both output and human resources as they are the most valuable assets any organisation can have.

NABIRYO PRISCILLA (2011-M102-40032)

The Effect of Customer Compliance on E-banking Transactions In Banking Institutions: A Case Study of Centenary Bank, Kyotera Branch

The study focused on the effect of customer compliance on e-banking transactions in banking institutions. The objectives were: to find out the extent to which customers comply to e-banking transactions, to establish how the introduction of the ATM affects customer compliance with e-banking transactions in Kyotera centenary bank, to find out how security concerns in use of e-banking facilities affect the level of customer compliance. To identify factors and barriers in using e-banking with regard to banks taking Centenary Bank Uganda as the case study.

The study considered four theories in its literature review, that is; the theory of reasoned action, the theory of planned behaviour, the technology acceptance model and the queuing theory. All these theories were discussed in relation to the effect of customer compliance to e-banking transactions in banking institutions. The data were collected from the staff of centenary bank Kyotera branch, as well as her customers. The methods for data collection included primary and secondary techniques used in data interpretation and analysis and the results were presented in form of percentages.

All in all the findings identified that centenary bank Kyotera branch has a functional e-banking facility that has integrated customer compliance issues in its service delivery. Services such as depositing and withdrawing money cannot only be done at counters but as well as through other e-banking facilities. The findings also revealed that clients of Centenary bank had enrolled for these facilities. However, a few had complied with their usage. The recommendations are that Centenary bank should carry out customer sensitisation for e-banking services and products.

NAJJUMBA RITAH (2011-M102-20062)

The Effect of Financial Reporting on the Performance of Commercial Banks in Uganda: A Case Study of Centenary Rural Development Bank

The study established the effect of Financial Reporting on the Performance of Commercial Banks in Uganda based on the Agency and the Goal Setting Theories. Financial Reporting was viewed in terms of financial reports, audit reports, corporate governance reports, and sustainability reports. Organisational performance was viewed in terms of profitability, productivity, and quality. The purpose of the study was to establish the relationship between financial reporting and organisational performance.

A sample of 46 participants was randomly selected to be part of the study at Centenary Rural Development Bank, Nakivubo and Kireka branches. A structured five-point Likert type questionnaire was designed and administered with a 95.6% response rate. An interview guide for key informants was also designed and helped in getting information from respondents on the subject under study. In analysing the data, descriptive analysis, correlation analysis, and regression analysis were used to do the analysis of the data.

The findings showed that there is a positive relationship between financial reporting and organisational performance. It was also revealed from the findings that the independent variables (financial reports, audit reports, corporate governance reports, and sustainability reports) predicted to 48.8% of the variations in the dependent variable (organisational performance).

The study, therefore, concluded that human capital financial reporting positively affects performance of an organisation. It was recommended that financial reporting should be made key in organisations since it positively influences performance. The study also revealed that the independent variables accounted for only 48.8% of the variations in the dependent variable; it was, therefore, recommended that further research has to be done to find out the other factors which account for the remaining 51.2%. Having carried out the study in a banking sector, it can also be conducted in other organisations.

NAKABUGO RACHEL AGENDA (2011-M102-20063)

Non-government Organisational Sustainability in Uganda amidst Decreasing Donor Funding: A Case Study of Kamwokya Christian Caring Community

Sustainable funding is very vital for Non-Governmental Organisations (NGOs) to implement diverse programmatic interventions which not only benefit the communities but also improve the standard of living of the people. Therefore, the study sought to find out how NGOs in Uganda sustain themselves amidst decreasing donor funding with specific reference to Kamwokya Christian Caring Community. The objectives of the study included finding out the different financial sustainability strategies employed by the NGOs to ensure financial sustainability; the effect of donor funding on organisational sustainability; the prerequisites for attaining financial sustainability.

The study used a sample of 58 respondents with questionnaires and face to face interviews as tools of collecting data for the given area under research. The data were analysed in a qualitative and quantitative manner.

The study found out that Kamwokya Christian Caring Community uses proposal writing, donor search, government funding, building donor relationships, and income generating activities to help it achieve financial sustainability. The study deduced that donors help the organisation to attain sustainability by funding some of the sustainability initiatives, carrying out external audits to ensure accountability and some of the prerequisites are a good financial system, strategic planning, timely and proper reporting.

The study recommended that management effectively rolls out the financial sustainability strategy to all staff in form of trainings, include the skills in financial sustainability as part of requirements for new recruits, enlarge the base of their local revenue, and engage the corporate body as a technique to raise funds and more so donors to slowly move away from giving grants to giving loans but with small interest rates so that NGOs can develop a business mind.

NAKAYITA FEDERESI SANYU (2011-M102-20065)

The Effect of Performance Appraisal in Business Organisations: A Case Study of Sheraton Kampala Hotel

This study explores Performance Appraisal and examines its effect on Organisational performance given that it is a key aspect in Performance Management. The study was about the effectiveness of performance appraisal in Business Organisations in Uganda using Sheraton Kampala Hotel as the case study. The major objective of the study was to assess the effectiveness of Performance Appraisal on Organisational Performance, and the specific objectives were to examine the relationship between the performance appraisal process and Organisational performance, to

establish how performance appraisal methods influence organisational performance and lastly; to establish how performance appraisal procedures affect organisational performance.

The research design used was a case study that triangulated both qualitative and quantitative approaches. The sampling techniques used were simple, purposive, and random techniques; whereas data were collected through documentary review, interview guide, semi-structured questionnaires as well as internet abstracts. Data management and processing was done by editing and coding, use of the Statistical Package for the Social Sciences (SPSS) and employed both qualitative and quantitative data analysis techniques.

The findings revealed that 73.3% of respondents with an overall average mean of 3.64 agreed to the relationship between performance appraisal process and organisational performance, whereas 66% of respondents with an overall average mean of 3.3 agreed that performance appraisal methods influenced organisational performance and lastly 59% of respondents with a mean of 3.15 agreed that performance appraisal procedures had a strong relationship with organisational performance.

The recommendations from the study included improving the Manager-Employee relationship by regularly discussing job performance and assist employees to set own goals. Managers at Sheraton Kampala Hotel need to sensitise and effectively communicate the purpose of a performance appraisal to enable all employees understand the concept fully. Sheraton management needs to rethink the performance appraisal procedures to enable employees get satisfaction from their jobs; need of a paradigm change and be proud to work at the Hotel and lastly; need to be fair when rewarding good performing employees as there are so many disgruntled employees about the reward system. The study suggested two areas for further research which are: the managers' competence about performance appraisal, and employees' attitude towards the performance appraisal concept.

NAKIBONEKA BONNY (2011-M102-20066)

Factors Affecting Customer Loyalty in the Financial Sector: A Case of Pride Microfinance MDI

This study investigated the factors affecting customer loyalty and the performance of the banking sector. Specifically the study investigated the quality of bank products, prices of the services of the banks, the quality of services and bank corporate brand in relation to customer loyalty in the banking sector. A cross sectional study combining quantitative and qualitative methods was done on a sample of 111 respondents.

The study found that there is a relationship between the quality of bank products and customer loyalty in the banking sector. The prices of the services of a bank affect customer loyalty in the banking sector. The quality of services offered by a bank influence customer loyalty and there is a relationship between the bank corporate brand and customer loyalty in the banking sector.

It was, therefore, concluded that when Banks have quality products, it leads to winning customer loyalty. The prices of the services of a bank have an effect on attracting the loyalty of customers. The quality of services makes customers loyal to a bank. The bank corporate brand helps to win customer loyalty.

It is, therefore, recommended that banks should provide quality products to win customer loyalty. Banks should offer quality services that can win the loyalty of the customers. Banks should establish corporate brands.

NALUMU JANE (2011-M102-20068)

Corporate Governance Practices and Financial Performance in Institutions of Higher Learning: A Case Study of Uganda Martyrs University and International Health Sciences University

The study examined the relationship between Corporate Governance and Financial Performance in Institutions of Higher Learning, specifically private Universities. Under Corporate Governance, the study considered three dimensions; disclosure and transparency, board roles and responsibility, and board effectiveness while financial performance was measured through efficiency, revenue sources and effectiveness. The study examined the relationship between disclosure and transparency, board roles and responsibility and board effectiveness, with financial performance.

A case study (multiple) research design was adopted in a quantitative research approach which was done cross-sectionally to establish the relationships as stated in the objectives. The Statistical Package for the Social Sciences (SPSS) version 16 was used in applying Spearman's rank correlation coefficient and multiple regression analysis to determine the magnitude of the relationship and prediction of financial performance respectively, of institutions of higher learning in Uganda.

The findings indicated a positive and significant relationship between disclosure and transparency and financial performance, board roles and responsibility, and financial performance and board effectiveness and financial performance. Based on these findings the study concludes that Corporate Governance is a critical aspect to achieve financial performance in institutions of higher learning.

The study recommends that Council should be constituted by members with required skills and knowledge in order to provide technical expertise and also be able to direct and control the University. There is need for the University Management to generate various forms of ideas to expand the revenue base than relying on students' tuition only. There is also need to improve on board effectiveness to realise improved financial performance.

NANZIRI MARIA (2011-M102-20075)

Leadership Styles and Employee Performance in the Uganda Banking Industry. A Case Study of Stanbic Bank and Centenary Bank Kampala District

The need to develop better leadership styles is becoming increasingly important in all organisations. The purpose of this research is to ascertain if there is a correlation between the supervisor's leadership style and the employees' performance, particularly in the banking industry (a case study of Stanbic Bank and Centenary Bank in Kampala District). This research reviews two recent and widely utilised leadership styles: Democratic and Autocratic leadership styles and also other leadership styles; laissez faire, transactional, and transformational leadership styles. There is a lack of total agreement in the reviewed literature as to the best leadership style to be used in banking sectors, but Autocratic leadership style appears to be more effective than the other leadership styles. The transformational theory is considered by many to be an improvement on the transactional theory of leadership. There appears to be an ever increasing number of studies supporting the benefits of all the leadership styles especially democratic and autocratic leadership styles. In today's

ever changing climate, there are some researchers whose findings suggest the optimal leadership style may be a democratic style or any of transactional and transformational leadership styles.

The study was guided by research case studies because of various traits of the leaders in the selected branches of Centenary bank and Stanbic Bank. The researcher opted for simple random sampling of respondents from the selected branches of Centenary Bank and Stanbic Bank to ensure that those employees found at their workplaces were the ones used for this particular study. This design was quantitative because it helped ensure that the data collected was critical for analysis and descriptive interpretation. The researcher used a sample of 144 respondents drawn from a population of 286 permanent employees in the six selected branches. Determination of appropriate samples was made with reference to assertions made by Amin (2005) who (by help of Kreggie and Morgan (1970)), suggests the use of a sample table to determine which equivalent sample would ensure representation. Primary data were obtained from respondents at the selected different branches of Stanbic and Centenary Banks and the sampled ones include: Stanbic bank branches along Wilson Road, Nateete and Ntinda town. Centenary Bank branches sampled included Namirembe Road, Kabalagala and Nateete Branch by use of the questionnaires and interview manuals. Secondary data collection explored methods supplementary to the above method where data were obtained from books, research made by scholars, journals and related bank records (obtained from heads of various departments), dissertations, text books, the internet and other materials (such as journals, newspapers) as found useful to the study. The data analysis was conducted on respondents' data in two perspectives: Descriptive data analysis and inferential data analysis. The researcher used Pearson's correlation co-efficient calculation after the data were aggregated to turn categorical data to numerical representation that required numerical methods. Data collected and presented confirmed that in the selected banks, autocratic leadership style was the most applied.

The responses to the traits symbolising autocratic leadership styles got the highest percentages versus Laissez faire leadership, transformational and transactional leadership styles. Findings from the correlation analysis (table 4.8 and 4.9) also revealed that there is a positive correlation between Leadership styles and employee commitment which is significant at 0.01 level ($r = 0.733$, $p \leq 0.01$). Directive leadership has been described as autocratic, task-oriented, and persuasive and manipulative (Bass 1981). Therefore, the study concludes that Leadership Styles positively affect employee performance. However, leadership styles have a greater impact on employee commitment followed by employee motivation and employee job satisfaction respectively.

NDAGIRE HAWA KAJUMBA (2010-M102-20056)

Customer Relationship Management and Customer Loyalty in Uganda's Telecommunication Industry: A Case Study of Orange Uganda Limited

Customer Relationship Management (CRM) is believed to be a vital concept towards the effective execution of business in today's business world. It is further believed to be an effective tool for organisations to build and develop good relationships with customers. The effect of Customer Relationship Management on Customer Loyalty in Uganda's Telecommunication industry was of keen interest to the researcher in order to ascertain if there is a relationship between these variables as considered in the conceptual framework.

Orange Uganda Limited as the fifth entrant into the telecommunications market in Uganda was considered to be the case study for this research because the researcher wanted to study the marketing tactics applied by this operator in order to succeed in this market. Despite having been

one of the last entrants into the telecommunications market in Uganda, Orange Uganda Limited has been able to grow and retain their share of corporate customers from the premium and self-employed customer segments as well as the overall customer base in the telecommunications industry in Uganda.

The Customer relationship management (CRM) concept in this research was studied in relation to the performance of Orange Uganda Limited. Performance was studied in relation to the Balanced score card framework with four generic perspectives of customers, financial, internal business processes and people and organisational capacity. These were used as the Key performance indicators at Orange Uganda Limited and presented in the recommendations to be consideration for implementation by the management of Orange Uganda Limited. Each perspective was measured in relation to Customer Relationship Management and Customer Loyalty at Orange Uganda Limited.

The hypothesis adopted for this research was found to be relevant to the study and it can be concluded that yes indeed the implementation of Customer Relationship Management (CRM) improves Customer Loyalty and service quality in a business, therefore, translating into profits. The research applied illustrative examples based on multiple data sources with self-administered questionnaires as the credible techniques of data collection, supplemented with the Statistical Package for the Social Sciences (SPSS) for analysis of the findings.

The findings of the research concluded that Orange Uganda Limited had a practical application of the Customer Relationship Management concept best practices and that the concept is well-established in its business processes, procedures and systems. Furthermore, most customers believed that the application of Customer Relationship Management strategies influences their relationship with Orange Uganda Limited as their telecommunication service provider.

MUJUNI CHANI NICHOLAS (2011-M104-40035)

The Role of Centenary Bank Microfinance Loans in Alleviating Poverty in Mbale District: A Case Study of Busano and Wanale Sub-counties

This study was to assess the role of Centenary Bank microfinance loans in alleviating poverty in Mbale District using Busano and Wanale Sub-Counties as case studies. The objectives of the study were to examine the loan characteristics offered by Centenary Bank and how they alleviate poverty in Busano and Wanale Sub-Counties, Mbale District; to assess the contribution of microfinance towards alleviating poverty in Busano and Wanale Sub-Counties; and to assess the relationship between Micro finance loans and poverty alleviation.

This study used a case study design where both quantitative and qualitative approaches were applied. The respondents were randomly selected after systematically sampling from among the clients and purposely for staff members. Staff of Centenary Bank was purposely selected since they were few. The quality of instruments was ensured by measuring the validity and reliability of the instruments. After data was collected, it was coded, edited, interpreted and presented using graphs, charts and tables in computer programmes like the Statistical Package for the Social Sciences (SPSS) and Microsoft excel.

According to the research findings, respondents believed that loan periods offered to them did not support their efforts to improve their incomes and investments. It was revealed that Centenary Bank as a microfinance/commercial Bank over charges its clients for financial services especially credit.

Respondents revealed that they were having low cash flow potentials which would not enable them to qualify for bigger loans. Thus, 77.2 percent were generally in disagreement with the assertion that loan sizes offered by Centenary microcredit extension system improved their income. This implies that Centenary bank has not provided relatively appropriate loan sizes to the people of Wanale and Busano Sub-counties. Through interviews with some clients and staff, it was revealed that the loan periods given did not eradicate poverty as they were not supporting business growth as most clients' businesses were found to be small and incomes could not meet their expenses like education, medical, feeding and acquisition of valuable assets. Clients were not able to easily pay back the loans offered to them by Centenary Bank. It has been revealed that lack of savings and capital makes it difficult for many poor people to undertake productive employment generating activities. There is a strong positive relationship between Centenary bank Microfinance loans and poverty alleviation in Mbale as revealed by Pearson correlation coefficient as $r = 0.808$, $p = 0.05$. The coefficient of determination (r^2) being 80.8% means that Centenary bank microfinance loans contributes 80.8% towards poverty alleviation among the communities and the difference of 17.2% is contributed by other factors.

The researcher, therefore, recommends that Centenary Bank should always try to provide loans on time to the clients so as to ease the running of their investments. The interest rates charged should also be checked by Centenary bank. The whole Centenary Bank Management should adopt Client Relationship Management so as to keep in touch with the ever changing customer needs. Loan officers need to be empowered so as to enable them deal with the clients entirely.

OWOR OLIVE (2009-M102-20011)

The Effect of Motivational Strategies on Employee Turnover Intentions among Indigenous Banks of Uganda: A Case Study of Centenary Bank, Kampala Branches

The study objectives were to examine the motivational strategies; the level of employee turnover intentions and to establish how the motivational strategies are influencing employee turnover intentions in Centenary Bank. The major question is, how are motivational strategies influencing employee turnover intentions in Centenary Bank?

The study used a cross-section correlation study design approach considering both quantitative and qualitative approach. Structured questionnaires and interviews were used on the population of Centenary Bank's six Branches in Kampala. The General Manager Human Resource, Branch Managers, Assistant Branch Managers, Supervisors and Officers were sampled using purposive and simple random sampling techniques. The data collected were processed using the Statistical Package for the Social Sciences (SPSS) of which qualitative data were presented in a narrative form while the quantitative data were presented using graphs, frequencies, percentages, and correlation and regression analyses.

The study found out that more than half of the employees perceived their basic pay and incentives to be inadequate. Almost half of the employees perceived their jobs not to provide for intrinsic job characteristics such as skills variety, task significance, and job autonomy and job feedback. About half of the staff perceived the career development practices to be inadequate while few managers exhibited transformational leadership practices. Also, the study found out that although a reasonable number of employees of the bank had developed an attitude and made decisions to quit the bank, a few (less than 3/10) had reached turnover intention behaviour.

The conclusion is that motivational strategies in indigenous banks had a significant relationship with turnover intentions and an increase in motivational strategies reduces the turnover intentions among employees in the bank. The study recommends that to mitigate turnover intentions and actual turnover, the board and management of indigenous banks should enhance the basic pay, incentives, job design, career development and leadership motivational strategies.

OMACH DEO OLORE (2010-M102-20063)

Budgetary Control Measures on Financial Performance in the Public Sector: A Case Study of Pakwach Town Council, Nebbi District

This study was carried out on Budgetary Control Measures and Financial Performance in Local Governments using a case study of Pakwach Town Council-Nebbi District. The general objective was to find out how budgetary control measures affect financial performance of Pakwach Town Council. The specific objectives were, to establish the key budgetary control measures used in the town council; to establish the relationship between the key budgetary control measures used in the Council; and, to establish the impact of the key budgetary control measure on revenue performance of the council. Important concepts from works of different authors were reviewed and aligned to local government financial and accounting guidelines and statutory provisions on budgetary control to determine the ideal situation on the study variables and objectives.

Qualitative and quantitative research designs were both adopted for the study. The case study method was used and the sample population was purposively selected. A questionnaire, interview guide and documentary checklist were used in data collection. The analysis was done using the Statistical Package for the Social Sciences (SPSS) programme and the Pearson's correlation coefficient.

The research findings revealed that budgetary control measures used in the local government did not attract equal attention from management during implementation. Budgeting and reporting were the most significant measures of budgetary control. Use of and actions on feedback reports is the least significant budgetary control measure. All the budgetary control measures identified were significantly correlated. A striking finding was, however, that the key budgetary control measure, planning-budgeting, had no significant impact on the revenue performance of Pakwach Town Council in the period of study.

It was recommended that equitable attention should be put on all the budgetary control measures to achieve maximum financial discipline and, therefore, a fast track restoration on steady performance. Planning at budgeting level must begin from revenue estimation and not by first setting expenditure targets, so that the budget has a full bearing on the actual revenue collection. Other factors of interest which may enhance financial performance like human resource issues, auditing, the Integrated Financial Management Information System (IFMIS) and staff motivation, but fell outside the scope of this study should be considered for future investigation.

MANANA PEREZ (2011-M104-40022)

Motivational Strategies and Employee Performance in Local Governments: A Case Study of Mbale District Local Government

The study sought to establish the importance of motivational strategies and employee performance in Mbale District Local government. The major objective of the study was to find out the effect of

motivational strategies on employee performance in Mbale district local government. The specific objectives included: 1. to establish how reward systems affect employee performance in Mbale district local government, 2. to find out the how human resource policies affect employee performance in Mbale district local government, 3. to find out how leadership behaviour affects the performance of employees in Mbale district local government.

A number of 60 respondents were chosen out of a total population of 70 using the Slovin formula. The sampling method used to determine the number of respondents was purposive and random sampling. The tool used for data collection was a questionnaire. All the respondents were literate and used English. Quantitative and qualitative data were collected, captured and analysed in form of tables, cross tabulation tables and bar graphs.

The study revealed that the majority of respondents preferred salaries, allowances, promotion, training, recognition and they also agreed that they are given paid leave. They believed that motivational strategies need to be improved and motivational strategies once improved would create a high chance of increased employee performance. The researcher found out that the recent increase in the employee salaries did not motivate the employees. The data revealed that there were low level motivational strategies; that recruitment was carried out and selection procedures were fairly followed but these human resource policies have no effect on employee performance; and democratic governance and autocratic governance indeed have an effect on employee performance and that there is a strong relationship between motivational strategies and employee performance.

The study recommends the following: The current motivational strategies need to be changed to base on performance, and new types. Other types of motivational strategies need to be introduced in the district. These could include scholarships for all employees, transport allowance, a pay as you earn tax exemption, study tours, get together parties, contracts for retired and hardworking staff, and soft loans majorly for those about to retire.

KISAKYE KINTU RACHEAL (2011-M104-40018)

An Assessment of the Effectiveness of the Tax Appeals Tribunal on Resolution of Tax Disputes: A Case Study of Eastern Registry

The study sought to assess the effectiveness of the Tax Appeals Tribunal in resolving tax disputes and focused on the Eastern Registry as a case study. The study was based on the following research objectives; to identify the challenges faced by the Tax Appeals Tribunal when conducting its work; to identify the strategies of improving the role of the tax appeals tribunal; and to establish the relationship between the performance of the Tax Appeals Tribunal and dispute resolution in Eastern Uganda.

The study employed a cross-sectional study design and both quantitative and qualitative approaches. In total, a sample of 100 respondents was chosen who included TAT commissioners, URA officials, lawyers, accountants, judicial officers and tax payers. The data collection methods included the use of questionnaires and interviews, and were analysed using the Pearson correlation coefficient and regressions.

The study findings revealed that: there are several challenges that the tribunal faces and these include but not limited to insufficient resources to enable it carry out its work, backlog of cases that have to be handled, gross political interference in its work, and delays in disposing of disputes; that there are

strategies that could be adopted for improvement and these include more funding, need for politicians to distance themselves from the work of the tribunal and need to operate on the principle of impartiality. The relationship between performance of the tribunal and dispute resolution was found to be moderate and positive.

The study concluded that although there are several challenges that the tax appeals tribunal faces, a number of strategies could be adopted for improvement since there is a positive moderate relationship between the performance of the tribunal and dispute resolution.

The study recommended among other things, the need to amend the tax appeals tribunal Act so as to make the work of the tribunal very effective and that government should review the law that regulates the tax appeals tribunal.

ODOKI RICHARD (2011-M104-40026)

Credit Management and Financial Performance in Private Limited Liability Companies: A Case Study of Mabugu General Stores (U) Limited

The research study was carried out to establish the role of credit management in the financial performance of private limited liability companies focusing on Mabugu General Stores (U) Limited as a case study. The objectives of the study were: To find out the credit management system in Mabugu General Stores (MGS), to find out the challenges of credit management in MGS and, to establish the role of credit management in financial performance. Given these objectives, the researcher employed the following research questions; what were the credit management systems used in MGS? What were the challenges of credit management system in MGS? And what was the role of the credit management system in financial performance?

The research design was a cross-sectional survey which was both qualitative and quantitative; and was used to collect data in order to establish the role of the variables under study. The study employed both primary and secondary data collection methods covering a study population of 50 but concentrated on a sample size of 44 respondents who were selected using both purposive and simple random sampling techniques in order to minimise biased results. Self-administered questionnaires, documentary evidence and an interview guide were the main research instruments of the study employed. The data collected were analysed using the Statistical Package for the Social Sciences (SPSS) which included table frequencies, correlation, regression model and ANOVA to establish the relationship between credit management and financial performance.

The findings of the study revealed that: MGS uses credit standards, credit terms and collection policy procedures to manage its debts, costs and benefit implications were also experienced. MGS has procedures to follow when collecting debts and they were effective and efficient. The results revealed that there is a significant and positive relationship between the existence of the credit management system and financial performance in MGS ($r=0.461$, $P<0.021$). The Adjusted R^2 was 0.154. There was a positive relationship between the challenges in the credit management system on financial performance in MGS. The model summary yielded $r=0.583$, $P<0.001$. The Adjusted R^2 was 0.291, implying that the independent variable contributes 29.1% to MGS financial performance. There was also a positive relationship between the current credit management system and financial performance in MGS ($r=0.418$, $P<0.051$). The Adjusted R^2 was 0.113, implying that the independent variable contributes 11.3% to MGS financial performance.

Therefore, the researcher recommends redesigning a credit policy that minimises costs associated with credit while maximising benefits; strengthening procedures for collecting debts; cash discounts should be used to lure debtors to pay in time and; further research studies should be conducted specifically investigating more on other variables affecting debt collection performance other than credit policy.

OKEDI RICHARD (2011-M104-40027)

The Contribution of National Agricultural Advisory Services Reform on Citrus Technology Adoption: A Case Study of Soroti District

This study was conducted to assess the contribution of National Agricultural Advisory Services (NAADS) policy reform on citrus technology adoption for enhanced production. The objectives of the study were, to find out the level of citrus technology adoption among rural citrus farmers; to examine the various types of citrus technologies being accessed and utilised by farmers; to establish whether farmers are realising appropriate citrus yields; and to assess the challenges faced in citrus technology development, promotion and adoption for enhanced citrus yields. The study sought to answer the following research questions: how has NAADS reform influenced citrus technologies adoption? What citrus technologies are being accessed and utilised by farmers for enhanced production? Are farmers realising appropriate citrus yields as a result of NAADS intervention? What challenges are experienced in citrus production?

A descriptive survey research design was used, and involved the use of both qualitative and quantitative data collection methods. Quantitative data collection method was used for collecting primary data on citrus production considering the household as a unit of focus. The qualitative method was employed for obtaining qualitative data and information from farmers, key informants on NAADS policy reform and technology adoption and for conducting focus group discussions. The methods have been strategically triangulated to draw meaningful conclusions for the study.

The major findings of the study were: a number of farming practices/technologies being utilised/adopted by farmers have been influenced by the NAADS reform, but less than half of these technologies/practices were being accessed from NAADS/Government; these technologies are mainly in the hands of commercial oriented farmers, while small scale farmers have limited access to these technologies; farmers with higher education levels are better adopters of technologies than those with low education levels; farmers belonging to a farmer group or organisation are better adopters than those who do not belong to a farmer group. The average citrus yields per tree and per acre are still far much below the expected yields; the average income received from citrus sales is still far much below the expected income; the NAADS, has a greater influence on citrus yields as revealed by the multiple regression model used in the research.

In conclusion, the NAADS reform has contributed to citrus technology adoption among farmers, however, the quality of technologies especially seedlings is low. Smallholder poor farmers have limited access to these technologies compared to the well to do farmers. Farmers have adopted a number of farming practices but are not employing these farming practices/technologies as per recommended practice, leading to poor production and productivity of citrus, which has translated into low yields and incomes among citrus farmers.

NYACHWO ROSE (2010-M102-40027)

Internal Audit and Financial Management: A Case Study of National Water and Sewerage Corporation Soroti Area

The study was about Internal Audit and Financial Management focusing on National Water and Sewerage Corporation (NWSC) Soroti area as a case study. It was set to achieve the following objectives: To find out the safeguards over the assets, ascertain whether risks are identified and managed, to examine the level of compliance with policies and adherence to procedures of the corporation.

The study employed both quantitative and qualitative approaches using correlation, case study and regressions. The instrument used for data collection were a self-administered questionnaire, available documents and records targeting staff of NWSC in the departments of administration, finance, commercial, technical and support staff as respondents from a population of 45.

The study found that NWSC staff is committed to the safeguard over assets. The management actively participated in the monitoring and supervision of the assets. Results revealed that there is a significant and positive relationship between internal audit and financial management of NWSC ($r=0.278$ $P<0.343$). The Adjusted R^2 was 0.010. The ANOVA revealed a significant variation of ($F(2,45)=1.144$, $P<0.343$) with residual value of 17.717 and mean square of 0.494. Internal Audit plays a big role in this, hence it is very effective as it conducts regular audit activities and produces regular audit reports. It was further revealed that risk identification and management is effective especially management of public health of NWSC employees. The Pearson product moment correlation was used. Results revealed that there is a significant and positive relationship between risk identification and financial management ($r=0.354$, $P<0.134$). The Adjusted R^2 was 0.062, implying that the independent variable contributes 6.2% to NWSC performance. Since F statistic is smaller than 0.01, then the independent variables significantly influence the dependent variable. The results of multiple regression indicate that risk identification management data has $\beta=0.268$, 0.010, 0.192 and $t=1.764$, 0.10 and 0.192, $P<0.134$. The positive beta weight indicates that, to improve on monitoring of the use of funds in the organisation, NWSC must identify and manage risks efficiently in the organisation. The study further revealed that adherence to policies, plans and procedures was effective towards financial management. The financial management is also effective. This means NWSC effectively manages its expenditures in relation to its budget and properly monitors use of funds through proper planning and procedures used. The Pearson product moment correlation was used. Results revealed that there is a significant and positive relationship between adherence to corporate policies, plans and procedures on financial management of NWSC. The Adjusted R^2 was 0.131, implying that the independent variable contributes 13.1% to NWSC financial performance. The results of multiple regression indicate that risk identification management data has $\beta= 0.036$, 0.228, 0.468 and $t= 0.250$, -1.471 and 3.074, $P<0.033$.

Basing on the findings, the researcher recommends that further research be carried out in the areas of internal audit and employee productivity, internal audit practices and management of company assets, internal audit and management in private business. The study hence concludes that internal audit plays a big role in financial management of assets, risk identification and management, compliance with policies and plans and safeguard over the assets.

WASIKE SAM MANKIND (2010-M102-40041)

The Role of Internal Audit in Financial Reporting: A Case Study of Mbale Municipal Local Government Council

This study was about the role of internal audit in Financial Reporting. It focused on Mbale Municipal Local Government Council (MMLGC) as a case study. The study was guided by the following objectives; to examine the reliability of financial and other management information in MMLGC; to assess the effectiveness and adequacy of internal controls in MMLGC and to examine the level of effectiveness of accounting procedures in MMLGC.

The researcher used a study population and sample size of 47 and 42 respondents respectively. The research design used in this study was both qualitative and quantitative where the researcher used case studies and surveys. The data collection instruments were questionnaires, interview guide and review of existing literature. Thus, both primary and secondary data sources were used.

The findings of the study revealed that MMLGC had a weak internal audit function. Respondents revealed weak internal controls, inadequate training of staff, lack of segregation of duties, lack of integrity and reliability of financial and operational data, non-conformity with financial and operational policies, lack of monitoring, poor supervision, inadequate staff, inadequate modern technology, improper handling of receipts and mismanagement of funds.

The study made the following recommendations based on the findings above: There is need for a strong internal audit function that includes strong internal controls, adequate training of staff, proper segregation of duties, integrity and reliability of financial and operational data, conformity with financial and operational policies, proper monitoring, adequate supervision, adequate staff, adequate modern technology, proper handling of receipts, and proper management of funds.

KIRONDE SARAH (2011-M104-40016)

Internal Auditing Practices and Public Financial Management in Local Governments: A Case Study of Mbale Municipal Council

This study that aimed at finding out the effect of Internal Auditing Practices (IAP) on Public Financial Management (PFM) was carried out in Mbale Municipal Council. Specifically, the study examined the effect of monitoring adherence to budgetary allocations on financial management, effect of compliance with legal provisions on financial management and, effect of adherence to record keeping on financial management in the Mbale Municipal Council.

The study adopted a case study research design in which both qualitative and quantitative approaches were used. The data were collected from 85 respondents using structured questionnaires. These included heads of departments, technical staff and councillors. The sampling of respondents was done using the simple random sampling method. Data analysis was done using frequencies, means and regression.

The study found out that 84.9% of the respondents were in agreement that monitoring adherence to budgetary allocations procedure laid down in Mbale Municipal Council was being done. However, it observed that the level to which it is done is low with the average mean value of 1.70. The study further found out that 88.7% of the respondents were in agreement that there was compliance with legal provisions/frameworks and revenue management in Mbale Municipal Council. From the

regression findings, the value for the monitoring adherence to budgetary allocations was found to be 0.042 which is less than 0.05 (standard). This implied that there was a significant effect on financial management. On the other hand, the value for compliance with legal provisions was 0.125 which was greater than the standard meaning there was no significant effect while for record keeping, the value was 0.0 meaning there was a significant effect.

The study concluded that there was a significant influence of the auditing practices on public financial management in Mbale Municipal Council. This means public financial management is influenced by auditing practices by more than 38%. This implies that there are other factors that affect public financial management and this is by approximately 62%.

The study recommends among other things, that Mbale Municipal Council should try to engage staff more in the use of internal auditing practices, adhere to policies of the council, supervise them to be more committed to work, train them on issues of procedure so as to realise a more significant influence on public financial management and ultimately have better service delivery.

SSEBUGWAWO DAPHNE OLIVIA (2011-M102-20083)

The Role of Monetary and Non-Monetary Rewards in Enhancing Employee Performance: A Case Study of Kinderkare Pre-School, Makindye and Nakawa Divisions, Kampala District

The study titled “*The Role of Monetary and Non-Monetary Rewards in Enhancing Employee Performance*” was carried out to examine the role that monetary and non-monetary rewards have on employee performance. It was conducted in Kinderkare Pre-School. The overall objective was to examine the role of monetary and non-monetary rewards in enhancing employee performance at Kinderkare Pre-School. The specific objectives included, to assess the relationship between working conditions and performance; to establish the relationship between recognition and promotion and performance; to examine the relationship between pay and performance.

The researcher employed both quantitative and qualitative techniques in data collection. The research used both primary and secondary data to achieve the objectives.

Major findings were that: Majority of the teachers were in agreement that the working conditions have an impact on their performance, praise and recognition play a big role in enhancing their performance, and pay does not necessarily mean that they will improve their performance. In addition, the non-monetary rewards seem to offer more satisfaction to the individuals, which is in line with the findings of Herzberg.

The researcher’s recommendations include; The Director of the school should endeavour to put in place a health and safety manual and make it accessible for the staff to use; The opportunities for training should continue to take place so that the teachers are kept abreast with the new skills on the market; A policy for overtime should be enacted because the lack of it has a negative impact on the performance of staff; and there is need to contract the services of a human resources expert to develop a human resource policy for the school.

TUKASHABARUHANGA ELISA (2011-M102-20086)

The Effect of Diversity Management on Organisational Performance: A Case Study of Uganda Catholic Management and Training Institute

The study examined the effect diversity management has on organisational performance using the learning organisations theory. Diversity management was viewed in terms of its dimensions and factors, its impact on performance and strategies used to manage it. Organisational performance was viewed in terms of timely goal achievement, quality services, cost effectiveness, teamwork and social cohesion, commitment and discretionary effort, creativity and innovation, employee job stability, organisational reputation, profitability and self reliance.

A sample of 47 respondents was purposively and randomly selected to be part of the study at Uganda Catholic Management and Training Institute. To achieve the objectives of the study, a structured five-point likert questionnaire and an open-ended questionnaire were designed and administered. A response rate of 96% for both questionnaires was registered. Descriptive, correlational and qualitative analyses were used to analyse data.

The findings revealed that there is diversity at Uganda Catholic Management and Training Institute (UCMTI) in terms of age, sex, religion, education background, social status, and family background. The factors for diversity are; the ability to deliver, working experience, educational qualification, ownership of the institution and availability of vacant posts. It was established that diversity management impacts performance by increasing staff commitment and responsibility, bringing up new ideas and new knowledge among others. The strategies for managing diversity include; giving employees responsibility according to their working experience, seniority, reliability and flexibility. On the other hand, these strategies are not well communicated to the rest of the staff and management members do not have the same stand with regard to diversity management.

The study concluded that diversity at UCMTI is poorly managed as was indicated by a negative correlation ($r=-0.110$) between diversity management and organisational performance. It was recommended that UCMTI should design strategies for managing the current diversity beginning with identifying its dimensions, factors that explain the current diversity, the impact on performance and search for scholarly strategies used to manage diversity and customise them to suit their needs.

Since the independent variable (diversity management) is not the only one that contributes to organisational performance, further research was suggested for other variables that contribute to the general performance of organisations such as communication, remuneration, management style and equipment and tools.

TURYASINGURA FIONA (2011-M102-20088)

Job Satisfaction and Job Performance among Employees in Uganda's Banking Sector: A Case Study of Stanbic Bank Branches in the Western Region

This study assessed job satisfaction and job performance among employees in Uganda's banking sector. The investigations of the study focussed on employee satisfaction with pay, career development, quality of supervision and working environment on employee job performance in the banking sector in Uganda.

A cross-sectional design was administered by the researcher for quantitative and qualitative analysis on a sample of 128 respondents. The data were collected by use of a questionnaire and interview guide. The analysis was quantitatively and qualitatively done. Quantitative data were analysed using the Statistical Package for the Social Sciences (SPSS) version 17.0. Hypotheses were analysed with Pearson's Correlation Coefficient Index (Pcc) test statistic and frequency percentages. Qualitative data were interpreted by composing explanations and substantiating them using the respondents' open responses.

The findings of the study show that employee satisfaction with pay, career development, the quality of supervision and the working environment influenced employee job performance in the banking sector. The researcher thus concluded that employee satisfaction with pay, career development, quality of supervision and the working environment influences employee job performance in the banking sector.

It is, therefore, recommended that; there is need to improve the pay for employees, enhance their career development, implement supervision that attracts their satisfaction and provide working conditions that win their satisfaction for better job performance in the banking sector.

ZALWANGO BETTY KIYIMBA (2011-M102-20092)

An Evaluation of the Effects of Remuneration on Employee Job Satisfaction: A Case Study of Infectious Diseases Institute-Expanded Kibaale, Kiboga Project

Employee remuneration as a psychology concept calls for a thorough understanding of an employee's needs which enables the management to blend them with the corporate need in order to have an equitable mix that will enhance the realisation of the overall objectives of the organisation and employees. Despite the organisation's effort in improving staff remuneration in terms of increase in salary every year, staff benefits and workman's compensation, employee job satisfaction has continued to decline in the Infectious Diseases Institute-Expanded Kibaale, Kiboga Project (EKKP) which needed an intervention through research to form a basis of informing management about the situation before it gets out of hand. The study aimed at answering the following questions: How does salary affect employee job satisfaction? How do staff benefits influence job satisfaction? What is the impact of recognition awards on employee job satisfaction?

The study was undertaken in one of the projects of Infectious Diseases Institute (IDI) which is the EKKP with the aim of evaluating the effect of remuneration on employee job satisfaction. The research was done because the project was experiencing high employee turnover, low productivity, late coming, absenteeism and grievances among employees expressing their dissatisfaction with the job mostly during the period between 2009 and 2011 when the project expanded from two districts to six.

The study adopted both qualitative and quantitative methods of data collection on a sample of 100 staff members of the Infectious Diseases Institute-Expanded Kibaale, Kiboga Project (IDI-EKKP), who were subjected to individual questionnaires and some responded as key informants in the interviews. Out of the 100 questionnaires distributed at least 77 were returned which was a good representation that was based on to make a meaningful analysis of the findings.

The study found out that there is a positive relationship between remuneration and employee job satisfaction which management should look into to raise the satisfaction of its workforce. All the

dimensions of remuneration had a positive effect on job satisfaction. Conclusively, this means that IDI-EKKP should consider these factors that have led to the decline in employee job satisfaction in order to achieve the organisational goals and objectives. Further research is important especially for other variables to understand their effect on job satisfaction in different environments. The recommendation is that the organisation should provide a competitive package to its employees to enhance their satisfaction through good pay, recognition, promotions, career development, job rotation and enlargement among others.

OLBAILENG WANYAMA ANDREW (2010-M102-40031)

Rural Financial Services Strategy and Development of Financial Cooperatives in Soroti District: A Case Study of Moruapesur Savings and Credit Cooperative

This study that aimed at finding out the effect of the Rural Financial Strategy on development of Financial Cooperatives was carried out in the Moruapesur Savings and Credit Cooperative (SACCO) in Soroti district. Specifically, the study examined the effect of training, supervision and access to financial credit services on the development of financial cooperatives in Soroti district using the case study of Moruapesur SACCO in Soroti municipality.

The study adopted a descriptive case study design in which structured questionnaires and face-to-face interviews were used to collect data from 53 respondents out of the targeted 63. These included SACCO staff, beneficiaries of the SACCO, and members of the local leadership and opinion leaders from Soroti municipality. The sampling of respondents was done purposively, conveniently and by simple random sampling.

The study found out that training has been done and in particular, the training received was relevant to the development of the SACCO (mean response value was 3.21 implying very high effect); that training has helped members to keep records of their financial transactions and business engagements that have led to the development of the SACCO; and that the trainings have helped improve members' management of their finances and investment in IGAs (mean response value of 2.21 implies a high effect. On the other hand, it was found out that supervision has had a high positive effect to the development of Moruapesur SACCO (mean response value was 2.37). In particular, supervision was found to have had a high effect (mean value of 2.23) through regular checking on management of the financial cooperatives and the fact that UCSCU officials have given technical support to the SACCOS (mean value of 2.15). It was found out that the mean level of access to credit services by Moruapesur SACCO was high (mean response value was 2.30). This implies that the SACCO has received funding to provide credit services to the members of the Moruapesur SACCO.

The study concludes that the Rural Financial Strategy has had a relatively moderate positive effect on the development of financial cooperatives in Soroti district. It has also influenced development of financial cooperatives by at least 57%, other factors contributing 43%. The study recommends among other things, the Rural Financial Strategy should continue to be used in supporting SACCOS as this will in the long run lead to the development of financial cooperatives not only in Soroti district but in other parts of Uganda as well.

ANYWAR THOMAS (2010-M102-20007)

Logistics Performance as the Key to Business Success: A Study of Century Bottling Company Limited

This study titled “logistics performance as the key to business success” aimed to examine the relationship between logistics performance and business success. The logistics function has traditionally been considered as a mere cost centre, and the function has long been under pressure to demonstrate its strategic contribution to organisational performance. The specific objectives of the study were: to examine the relationship between logistics resource utilisation and business success; to determine the effect of logistics productivity on business success; to ascertain how logistics effectiveness affects business success; and to determine how logistics flexibility affects business success.

The study was carried out at the Century Bottling Company Limited (Coca Cola Sabco) head office in Mukono and 9 other Districts in the Central and Northern regions of Uganda. A descriptive quantitative design was used to survey 144 customers and 132 employees of the company. The Value Chain concept provided the theoretical background to the study.

Relationships were found between logistics resource utilisation, productivity, effectiveness, flexibility, and business success. The findings also show that logistics performance is associated with customer satisfaction, profitability, market share, and value creation. Logistics flexibility, in particular, was found to be a key driver of competitive advantage.

Organisations should, therefore, give the logistics function its rightful place and full support at top management, since it drives long-term success and creates value for all stakeholders. Logistics managers should also shift their focus from cost minimisation to enhancing logistics flexibility capabilities within their operations. The dimensions of efficiency, effectiveness, and flexibility should also be pursued concurrently, rather in isolation, or as competing objectives. This study complements others before it and supports the view that logistics is a strategic function and a source of competitive advantage for businesses.

BAKANYE JANET (2011-M102-20011)

The Effect of Training on Employee’s Performance: A Case study of Mityana District Local Government

This study sought to establish the impact of training on employee’s performance. The study investigated influence of training knowledge on employees’ performance, the influence of training programmes and the effect of training content in the training for employees’ on their performance.

A case study research design was employed on 92 respondents because it allowed the use of both quantitative and qualitative data, it also gives a small population to study and it also allowed in-depth study. Data were collected by use of a questionnaire, interview guide and review of secondary documents. The analysis was quantitatively and qualitatively done using the Statistical Package for the Social Sciences (SPSS) version 17.0. Quantitative analysis was carried out by testing the objectives using Pearson’s Correlation Coefficient Index (Pcc). Qualitative data were interpreted by composing explanations and substantiating them using the respondents open responses.

The study found out that training knowledge influences employee performance because training equips employees with expertise knowledge and skills that increases work pace and quantity of work output. Training programmes like on-job training, off-job training, opportunities for further training, guidance by facilitators, mentoring, seminars and workshops besides work embedded learning, increase the employees' capacity to perform hence improved employee's performance. Content offered to employees during training affects the performance. Training the workers in the core competences of their jobs adds value to their organisation, social responsibility and functions of the organisation within the spheres of their operation improves employee's performance.

Basing on the findings of the study, it was concluded that; training equips employees with expertise knowledge that helps in increasing their work pace, different training programmes organised for staff enhance their job performance and the content in the training of employees equips them with core competences.

It is thus recommended that there is need to increase partnerships with NGOs, development partners and lobby the central government for increased funding and training opportunities. There is need to provide opportunities for off-job training by providing scholarships to employees to enhance their skills. On-job training can also be increased by bringing in more facilitators and increasing delegation to increase employees' skills and briefings for staff. There is need to create more opportunities for the workers to engage in social responsibility and should be fully integrated in the different functions of the organisations such that they are able to serve in different spheres where need be.

BARATA PERUSI (2009-M102-20015)

Organisational Characteristics and Financial Sustainability of Civil Society Organisations in Uganda: A Case of Study of Wakiso District

The study examines the effect of organisational factors and sustainability of Civil Society Organisations (CSO's) in Uganda. It explores organisational factors through organisational structures, management style and reward systems while sustainability of CSO's was operationalised through management of operational cost, ability to generate own revenues and community ownership of projects managed by CSO's.

The study was conducted under three specific objectives which include; assessing the organisational characteristics, examining sustainability of CSO's and exploring the relationship between organisational factors and sustainability of CSO's.

The study adopted mainly a qualitative research approach supported by a quantitative approach in a case study design and the study was done in a short period of time thus cross-sectional dimensions.

The key findings indicate that organisational structure, management style and reward system all do exist in CSO's and respondents indicated that in some CSO's these aspects are functional whereas others have deficits. Similarly the sustainability of CSO's was found to be having many constraints in many CSOs especially due to over reliance on external funding for both operational costs and development activities. Nevertheless, many of the CSO's have managed to build internal capacity to start planning to generate own resources which although is still on the lower level. The study also found out that there is a linkage between organisational factors and sustainability of those CSO's,

which was clearly established through questionnaire interviews and statements obtained from respondents.

The study, therefore, concludes that there exists a relationship between organisational factors and sustainability of CSO's. It, therefore, recommends that management of CSO's should strengthen the organisational factors as well as address issues that are critical to the sustainability of CSOs.

BENJAMIN IRENE (2012-M101-10018)

Management of Government Student Loan Scheme and Financial Performance of Private Universities: A Case Study of St. Augustine University Tanzania, Mwanza

This piece of work intended to dissect the management of the Tanzania government student loans scheme and its impact on financial performance of private universities in Tanzania. Tanzania has a good number of private universities compared to public universities. St. Augustine University of Tanzania (SAUT) was selected to be a case study, representing other private universities in the country. The researcher chose St. Augustine University of Tanzania because it is the second largest university in Tanzania with a population of 12,077 students.

The data were collected through various methods although questionnaires appeared to be of much help compared to other methods. The researcher managed to meet more than 100 stakeholders. The researcher prepared composite questionnaires that helped her to get the expected feedback. Various literature was reviewed; some of it was of a great contribution as the researcher noted its applicability and relevance. It was noted from the literature that universities have to diversify their sources of income rather than depending on admission of students.

In chapter four, the researchers analysed and discussed the findings from the study. This research employed the Statistical Package for the Social Sciences (SPSS) to analyse the data. Since respondents were cooperative, the findings depict exactly what the researcher had contemplated. This study involved three types of respondents namely: students, lecturers and members of the SAUT management team. In the analysis of the findings, responses from respondents strongly indicate (agreed on) that the mean-test used by the HELSB is not effective. The findings also reveal that disbursement of the government student loans does not only affect the university but also students and other stakeholders. The study gives a conclusion and recommendations.

NAMBOZO GETRUDE SARAH (2011-M104-40040)

Conflict Management and Employee Commitment: A Case Study of the Aids Support Organisation, Tororo Centre

The study sought to assess the relationship between conflict management and employee commitment at The Aids Support Organisation Tororo Centre. The objectives of the study were, to examine the relationship between conflict identification and employee commitment; to examine the relationship between conflict handling procedures and employee commitment; and to examine the relationship between conflict resolution and employee commitment. A Conceptual Framework was developed to guide the researcher in analysing the relationships between the variables.

A cross-sectional research design was used to collect and generate data. Both quantitative and qualitative methodologies were used in analysing the relationships. Self-administered questionnaires and an interview guide were used to collect the data. The Statistical Package for the Social Sciences

(SPSS) was used to analyse and test the relationships between the variables. Frequency tables and correlations were used to analyse the results and determine the relationships between Conflict Management on the one hand (conflict identification, conflict handling procedures as well as conflict resolution) and Employee Commitment on the other.

The findings showed that: There was a positive relationship between conflict identification and employee commitment with a Pearson correlation of 0.149 and two tailed significance of 0.512. The results also showed that, there was a positive relationship between conflict handling procedures and employee commitment with a Pearson correlation 0.061 and two tailed significance of 0.0504. Lastly the study indicated that there was a relationship between conflict resolution and employee commitment with a Pearson correlation of 0.014 and two tailed significance of 0.618.

In summary the results indicated that there was a positive relationship between conflict management and employee commitment. In conclusion, this implied that to a certain extent conflict identification, conflict handling procedures and conflict resolution positively contributes to employee commitment to the organisation. Therefore, to a certain degree, employee commitment is dependent on conflict management. There are other factors reported to affect employee commitment, which need to be analysed for further understanding.

Recommendations: TASO Tororo should vigorously acknowledge that conflict is inherent at workplace, and seek to put in place more aggressive measures of conflict identification, conflict handling procedures and conflict resolution; create more avenues for conflict handling procedures to curb ongoing conflict; and to have in place accessible means for appeals in case of unfair resolution.

Faculty of Agriculture

MASTER OF SCIENCE IN AGRO-ECOLOGY

ARINAITWE KAMBAMU LYDIA (2011-M152-20025)

Factors Affecting Rain Water Harvesting Technology Adoption: A Case of Mitooma District

Access to safe water for all people is one of the millennium development goals (Millennium declaration, 2000). In rural areas, however, it has not been easy for most households to achieve it; yet rain water harvesting technology has the potential of providing clean and safe water to households at a low or no cost at all. In Mitooma district, however, rain water harvesting is being practiced at a low rate, leading to insufficient availability of clean water for domestic use for many households. The aim of the study was to establish the factors affecting rain water harvesting technology adoption among households in Mitooma district. Specifically, the study looked at the rate of adoption, factors affecting adoption and evaluation of the factors affecting adoption of rain water harvesting technology.

Purposive and convenience sampling were employed to select the study sample. Quantitative data were collected using questionnaires with both open and closed-end questions from 90 households and an interview guide to collect data from 5 key district officials of Mitooma District. Focus Group Discussions were used to collect qualitative data. Data were collected on the demography of respondents and factors affecting rain water harvesting technology. Data analysis was done using a computer package, the Statistical Package for the Social Sciences (SPSS) version 16 and presented by statistical methods such as percentages and tables.

The findings of the study indicated that only 0.12% had adopted large capacity Rain Water Harvesting Technology (RWHT) in the study area. A binary logit model was used to estimate the effect of and evaluate the factors affecting adoption rate of rain water harvesting technology. Eleven independent variables were studied with respect to the dependent variable, adoption; and eight of the independent variables were found to be positively significant to affect the adoption of rain water harvesting technology. The significant variables were distance to the water source, income level of the household, government policy, educational level of the household, gender in favour of male, training/awareness, wealth status and topography. The least significant were access to credit, marital status and age of the householder. Most of the households were found to be practicing some form of rain water harvesting technology but basically within their local context. Very few households had adopted large capacity rain water tanks.

The study recommended change of approach towards requirements of accessing the fund so as to benefit the very low income earner households in the district. Advocacy for smaller but affordable rainwater tanks so as to reach out to many households and make adoption spread through a larger area could improve on the adoption rate.

BWOWE FRANCIS (2010-M152-20015)**Adoption of Organic Agriculture in Kyalulangira Sub-county, Rakai District**

The study was on adoption of organic agriculture in Kyalulangira sub-county, Rakai district. It sought to find out what farmers understood and perceived of organic agriculture; the reasons for the use of synthetic agrochemicals in the area; the factors affecting adoption of organic agriculture by farmers; the challenges to organic agriculture practice in the sub-county as well as farmers' recommendations for popularising organic agriculture among farmers

It was a survey research using a researcher-administered interview schedule with structured questions as the main research tools. The respondents consisted of randomly selected farmers from the five parishes of Kyalulangira sub-county, Rakai district.

The results from the study indicate that organic agriculture is still a new concept in the area which majority of the farmers have not yet known and/or embraced despite the fact that some of them were organic farmers by default. The study revealed that majority of the farmers perceived organic agriculture as agriculture without use of synthetic agrochemicals. Others viewed it as using natural materials/inputs, using locally available materials, using indigenous knowledge, using cultural/traditional methods of production as well as using organic manures and natural pesticides. None of the farmers knew about organic certification and only 5.4% of the farmers had heard of a premium price as an incentive to organic agriculture practice. The factors that were found to significantly affect the adoption of organic agriculture were farmers' knowledge/awareness of organic agriculture and cost of production. Other factors included labour demand, its yield potential, ability to control pests and diseases and government support.

The key challenges highlighted as hindering adoption of organic agriculture were high incidences of pests and diseases, small scale of operation, lack of organic markets, time and labour intensiveness of organic operations, high cost of production, low yields, limited knowledge/awareness about the practice, lack of fine organic inputs to play the alternative role of the inorganic inputs, lack of government support and the slow action of organic inputs as compared to their conventional counterparts.

KYOMUKAMA IMMACULATE (2010-M152-20030)**Evaluation of Performance of Carrot under Conservation Agro-ecosystems in Kakiika Sub-county, Mbarara District**

An on-farm experiment was conducted in Kakiika sub-county, Mbarara District from March to July 2012 to evaluate the performance of carrot under conservation tillage systems with Nantes variety. The experimental design used was Randomised Complete Block Design (RCBD) with one block composed of three plots replicated three times with two treatments and a control. Treatments comprised of Zero tillage and Potholing tillage system. The dug up field was the control. Crop growth parameters included; the leaf length and plant height whereas the yield parameter included; tuber weight, tuber girth size and tuber length.

Results indicated significant difference ($P \leq 0.05$) in carrot growth and yield in zero tillage and potholing tillage systems as well as the control. However, results did not show significant effect ($P \geq 0.05$) of tillage systems on tuber girth size and tuber length. The study showed that all treatments significantly affected the leaf length and plant height with crops under zero tillage system growing faster than those under potholing and the dug up field. The tillage systems significantly affected the

weight of carrot tuber with those planted under zero tillage and potholing being more than those in the dug up field. However, there were no significant effects between the replicates. The study also found out that zero tillage and potholing systems attracted more insects compared to the dug-up field and, therefore, this shows that they have significant impact on biodiversity.

In general the experiment found out that zero tillage and potholing conservation tillage systems can significantly improve growth and yields of carrots. It also revealed that crops under the conservation tillage systems had better resilience in the dry period, due to increased water holding capacity in the soil, compared to the dug up field.

Basing on the findings, the study recommends that more trials need to be carried out on carrots based on conservation tillage systems for longer time with elaborate assessment of the factors at play such as soil nutrient levels and, pests and diseases.

KAFUKO FRED (2010-M152-20018)

Adaptation to the Effects of Climate Change: A Case Study of Arabica Coffee Farmers of Mt. Elgon Washed Arabica Project

The study aimed at finding out the smallholder Arabica coffee farmers' knowledge, challenges, adaptation and recommendations to the effects of climate change. To achieve the above, a case study research which involved 170 respondents from the two ecological areas of Busano and Manafwa, among which were 30 service providers, was adopted. Thematic analysis for qualitative data where codes were assigned to different themes and then the numerical codes fed into the Statistical Package for the Social Sciences (SPSS) was also used. The data obtained from various sources, such as documentations and interviews, helped to connect varied ideas about the same subject and assisted in verifying the results. This helped in improving the validity and reliability of the findings. Frequencies, percentages, mean, standard deviations and variances were generated.

It was noted that majority of the farmers reported that climate change fluctuates coffee yields in such a way that sometimes the yields get boosted while on other occasions they decline. There are those that observed that climate change only caused a decline in yields. New pests and diseases, unpredictability of the seasons, hailstorms, and drop in available irrigation water with sometimes really drying of such natural water sources were observed to have been caused by climate change. It was observed that farmers developed some adaptation mechanisms either from indigenous knowledge, learning from fellow neighbours or being trained by service providers. Several adapted practices were seen to solve (mitigating, preventing of adapting to) various difficulties. Agro-forestry and afforestation were the most adapted practices that seemed to help the farmers adapt to climate change. Trees were seen as an alternative source of income, provided shade to the coffee plants, acted as windbreakers against strong winds and hailstorms, acted as carbon sink, on farm source of fuel wood, among other benefits.

The identified practices obtained through training by the service providers included; stumping and pruning whose purpose were to keep the coffee fields clean and less prone to pests and diseases, and hence curbing the effects of climate change brought about by the latter. Planting the cover crops which reduce the effects of high temperatures, less rainfall, and or prolonged drought and the farmers also positively adopted agro-forestry and planting of the improved varieties of coffee.

KAKOOZA OMAR UMAR (2010-M152-20020)

Assessment of the Impact of Goat Production on the Environment in Mijwala and Lwebitakuli Sub-counties in Sembabule District.

The study aimed at finding out assessment of the impact of goat production on the environment of Lwebitakuli and Mijwala sub-counties of Sembabule district. The study was guided by three objectives: To identify the goat production practices used by farmers of Lwebitakuli and Mijwala sub-counties of Sembabule district, to find out the negative and positive effects of goat production practices, to find out the most preferred production practices in the environment.

The research design involved the use of various tools to gather information from different categories of respondents. The tools were questionnaires, interview guides, observation, and literature review. It was intended to have 90 goat farmers and 15 key informants, district officials, farmer's associations, leaders and local government administrators to be interviewed, but only 83 respondents were interviewed.

Twenty four percent (24%) reported negative environmental effects in some areas due to overgrazing. Goats on free range system cause crop destruction as said by 17.5% of the farmers, who reported that continued farming activities resulted into climatic change and this has reduced rainfall. Moreover, 12.2% of the farmers believe that goats are a source of zoonotic diseases like brucellosis and anthrax. Some farmers were observed spraying their goats around water sources which polluted water bodies. Bush burning is also a common practice and results into destruction of biomass, micro and macro organisms and plant species. It was established that 73% of the farmers think goat production has a high positive effect on the environment through the use of manure which improves on soil fertility. Furthermore, 82% of the farmers said goats are a source of income to the community. Fifty five percent (55%) of the farmers control weeds by feeding them to their goats.

In conclusion, goat production contributes to the economic development of Lwebitakuli and Mijwala sub-counties of Sembabule district through the provision of food, incomes, manure and employment to the community. Despite this, however, it impacts negatively on the environment due to over grazing that leads to destruction of the vegetation cover.

It was recommended that corporate bodies both at lower and district level be formed to put policies in place that could regulate goat production practices so that the environment is preserved. Policy makers should put by-laws so that farmers spray their goats away from water sources. This will prevent water pollution. Technical knowledge should be extended to farmers to reduce levels of illiteracy in managing goat production and reducing the incidence of zoonotic diseases.

KAMOGA GERALD (2011-M152-20007)

Efficacy Evaluation of Selected Biorational Combination in the Management of Tomato Blight

This experiment was conducted in Katabi sub-county in Wakiso district. The topic was: Efficacy evaluation of selected biorational combinations in the management of tomato blight. These biorationals were picked from the locally used plant materials used as natural pesticides. They included *Carica papaya*, *Phytolacca dodecandra*, *Jatropha curcas*, *Capsella Bursa-pastoris* and *Tephrosia vogelli*.

This research was guided by two major objectives that is; to determine the biorational combinations that reduces tomato blight to levels below economic injury thresholds and to establish the optimum concentration of biorationals used in controlling tomato blight.

This research used a completely randomised research design in which three treatments were made at varying biorational concentrations (25%, 50%, and 75%). The data were collected from all treatments and efficacies for each treatment evaluated.

It was established that treatments of *Carica papaya* with *Phytolacca dodecandra* were more effective in managing tomato blight below economic injury thresholds. This research recommended that *Carica papaya* with *Phytolacca dodecandra* should be used by farmers in the management of tomato blight.

KASEKENDE JOSEPH (2010-M152-20022)

Determining the Sustainability of Utilisation of Low External Input Postharvest Handling Practices in the Commercial Production of Common Beans in Kyotera County, Rakai District

The study was to identify and determine the effectiveness and level of awareness of use of low external input post-harvest handling practices that can sustainably be used in commercial production of common beans. It was conducted basing on the importance of the common beans to the people in the low developing countries as a major source of protein and calories. And, the very poor post-harvest handling that was estimated at a loss of 40% in Uganda challenges Beans.

It was a survey research conducted in Kyotera County, Rakai district (Uganda). Two sub-counties, two parishes per selected sub-county and one village per the selected parish were randomly selected using purposive sampling. Sample size of eighty respondents was obtained using Slovin's formula. The data were collected using two research instrument tools; structured interview and observation check list and it was analysed using the Statistical Package for the Social Sciences (SPSS) computer programme.

The results of the study indicated that constant sun drying, use of chilies (*Capsicum frutescens*) and cedro (*cupressus lusitanica*) are the most used and effective low external input post-harvest handling practices for sustainable commercial production of beans. Other low external input postharvest handling technologies for storage of beans found, known, and used by commercial farmers were; wood ash, *Tephrosia spp*, soil dust, marigold (*Tagetes spp*), banana juice, honey, tobacco (*Nicotianaspp*), storing beans with chaff, ant-hill soils, cow dung ash, wild basil (*Ocinum spp*), onions and Neem. Farmers were obtaining bean postharvest handling information from fellow farmers (friends), extension workers, parents and buyers.

The study recommended a combination of chilies, cedro leaves and constant sun drying as the best cost effective and environmentally safe alternative for commercial bean farmers to preserve produce for a long period not less than three months.

KUGONZA BAMUGAYA IRENE (2010-M152-20027)

An Evaluation of Organic Certification System on Agro-ecosystems Interactions and Smallholder Farmers' Livelihoods: A Case Study of Smallholder Organic Farming Agro-ecosystems in Luwero District in Central Uganda

This research was carried out within the months of April, May, June and July 2012 in Kyampisi, Lusanja and Bwaziba villages found in the central district of Luwero, where certified Organic farming has been modified to suit the small holder farmer's conditions. The research looked at the suitability of organic certification for the livelihood improvement of the resource poor smallholder farmers of Uganda as a learning process. The resource poor smallholder farmers are those with neither adequate financial resources, labour nor land.

The purpose of this research was to assess the impacts of organic standards and their resultant certification on both the on-farm Agro-ecosystems interactions and livelihoods of rural smallholder organic farmers in Luweero. In each village certified organic farmers and those in conversion were sampled. Certified organic exporting company staff and other key stakeholders were interviewed on agro-ecosystems interaction aspects such as environmental conservation, natural resource management, social capital vis-à-vis organic standards and certification issues. Random sampling from the list of farmers provided was used; comparisons were also made for certified farmers before and after actively being involved in certification of organic projects. In addition five certifying bodies (Bureau VERITAS, IMO, Ugocert, UNBS and Ceres) currently actively involved in certification and monitoring of certified projects in Uganda, were also interviewed. The data collected were analysed and assessed with the help of statistical tests to evaluate the significant differences in agro-ecosystems interactions on certified organic and non-organic certified smallholder farmer livelihoods.

Results of the research indicated that, there were significant differences in the Agro-ecosystems interactions and livelihood components of organic smallholder farmers that are not yet certified and those that are certified organic. The research confirmed that the alternative hypothesis was true that organic smallholder farmers have a dynamic traditional knowledge that has constantly been changing and being updated with time. This is the knowledge that they have been using to grow their traditional crops. If this knowledge is re-activated, and updated by incorporating it with scientific lessons learnt from the organic certification and used to grow crops organically, this resultant farming system can lead farmers out of dependency on chemicals result in livelihood improvement, and better Agro ecosystems interactions.

The study also concluded that organic certification had increased market accessibility and income of certified households. Furthermore, that organic farming had improved household skills and knowledge about farming practices at household level and that traditional farming knowledge played a key role in organic agriculture and could complement scientific knowledge. It also showed that organic agriculture certification promoted a farming system that brought back crops that were getting extinct and helped to restore food and nutritional security.

Lastly, the study concluded that organic agriculture increased the farmers' networking and social capital in their communities.

KULE SYLVESTER (2010-M152-20028)

The Impact of Agro-tourism on Sustainable Agricultural Production in Rakai Agro-ecological Zone

This research study on the impact of agro-tourism on sustainable agricultural production was carried out in the Rakai district agro-ecological zone. The study used both qualitative and quantitative methods to collect data from the respondents. The study was majorly guided by three research objectives, which included; examining agro-tourism practices in Rakai agro-ecological zone; to find out the benefits of agro-tourism on sustainable agricultural production in Rakai agro-ecological zone and; to establish the challenges of agro-tourism in Rakai agro-ecological zone.

Both primary and secondary data were collected using observation, oral interviews and a questionnaire. This was done because the researcher had a big sample population of 119 which was selected from the farmers who are involved in different agro-tourism enterprises in the study.

From the analysis of both qualitative and quantitative data, the findings revealed that 70% of the people in Rakai agro-ecological zone are involved in agro-tourism as one of their major economic activities and source of income, although they experience so many challenges such as poor market, poor transport zone and limited support from the government.

The study concluded that agro-tourism is a good farming practice that builds visiting farmers' experiences, confidence & morale, thus enabling/encouraging farmers to increase their productivity and marketing skills. Enterprise mix is characteristic of most agro-tourism farmers visited (Bananas, coffee, cattle, sheep, poultry, maize beans, Vegetables, fruits, Apiary).

Basing on the research findings, the researcher recommended that farmers need more help in the use of indigenous knowledge, synthetic pesticides, chemicals and herbicides to control pests, diseases and weeds respectively; there is need for agro-tourism farmers to access credit from micro-finance institutions at reasonable interest rates. There is need for government support through favourable policies, provision of security and other financial help to be provided among farmers in Rakai agro-ecological zone to boost the agro-tourism sector, improve their well-being and contribute to the development of their area.

LUBEGA GERALD (2011-M152-20012)

Impact of Deforestation on Food Production in Kamengo Sub-County, Mpigi District

This study was conducted in Kamengo sub-county in Mpigi district. It was titled, "The Impact of deforestation on food production." The study was guided by three major objectives that is; to establish the rate of deforestation at household level, the relationship between deforestation and food availability at household level and, the ways in which people at household level have coped with this increasing deforestation in the area.

This study, therefore, was conducted as an historical research designed on household level. The data were collected from farmers in the area who proved to have spent good years in the area. Therefore, in the course of the study, it was established that the deforestation rate in the area stood at 12% and it was majorly caused by farmers who want to expand their land for agriculture. So it was established that agriculture had caused 42% of the deforestation in the area. This had impacted the environment majorly through water loss, strong winds which blew down most of the crops as well as soil erosion.

Therefore, at the end it was established that deforestation had a negative contribution to food production in the area. Many farmers had started reacting by terracing their land, seeking for greener pastures in other economic activities like cattle keeping and afforestation. The study came to a conclusion that there is a need for a community based intervention to fix the overall problems of deforestation in the area.

LWANGA KIGGUNDU MUGERWA JOSEPH (2011-M152-20013)

Smallholder Farmers' Perception of Agricultural Credit Access and Utilisation in Iyolwa Sub-county, Tororo District.

The study examined the smallholder farmers' perception of agricultural credit access and utilisation in Iyolwa sub-county, Tororo district. The major objective of this study was to examine the smallholder farmers' perception of agricultural credit access and utilisation, after observing that despite the availability of financial institutions and the agricultural credit facilities they offer, the Smallholder farmers' in Iyolwa sub-county, still raised concerns about inadequate finance for agricultural production which clearly indicated lapses in access and utilisation of agricultural credit in this area.

The methods of data collection included household survey questionnaires that comprised of perception statements whose reliability (measure of internal consistency) was ascertained using factor analysis and Cronbach's Alpha (Cronbach, 1951). Key informant interviews were also conducted with local leaders and financial institution Heads in the study area.

The findings revealed that smallholder farmers perceived agricultural credit as a facility for the rich. Further still, farmers perceived that bank pressure during repayment, inadequate collateral, and too much bank documentation were denying them chance to access agricultural credit. The report concludes by giving recommendations with emphasis on creating awareness to change the attitude among smallholder farmers so that they ably access and utilise agricultural credit.

MURONGO MARIUS FLARIAN (2011-M152-20016)

The Quality of Raw Milk of Cattle from Uganda Martyrs University Equator Valley Farm: Quantification of Salmonella and Escherichia Coli Compared with Uganda National Bureau of Standards

The study on the "quality of raw milk from Uganda Martyrs University Equator Valley Farm: quantification of *salmonella* and *Escherichia coli* compared with Uganda National Bureau of Standards (UNBS) was done with three objectives; to establish the colony forming units of *Salmonella* in raw milk; to establish Coliform counts in raw milk, and; to determine the class of milk produced from the farm in relation to UNBS.

The study followed an experimental research design. The parameter was the standard plate count for *salmonella* and *E.coli*. The samples purposively collected at respective milking times included; eleven samples from healthy milkers according to the university farm records, one sample from mixed milk, one sample from the university cooler, one sample from a vendor who retails milk from the farm, and one sample from the hotel operator who prepares milk from the farm for final consumption. The samples were tested in a laboratory setting using serial dilutions of 10.000mls and 100.000mls for *E.coli* and *Salmonella* respectively. The pour plate method using McConkey and Dulcitol Selenite

as agar media for *E.coli* and *Salmonella*, respectively, was employed. Plates were incubated at 35⁰C and data collected after 48hours. Statistical procedures were used to analyse the results.

The correlation coefficient between study results and UNBS standard figures was (0.9) for both *salmonella* and *E.coli*. Hence, there was a positive relationship between the national standards and farm standards. Determination of the class of milk with respect to *Salmonella* placed all the samples in Grade “A” and “B” with non-compliance for Grade “C”. With respect to *E.coli*, the tested samples complied with “Very good” class compared with the National standards. The numbers of *salmonella* (0.301) and *E.coli* (0.1206) from the t-test at the different raw milk handling levels were significantly not different (P=0.05), and statistically not significant to disprove the null hypothesis.

It was concluded with certainty then that *Salmonella* and *E.coli* exist in raw milk produced from the farm in quantities that vary. However, the counts are not significant to affect the quality of raw milk when compared to national standards.

The study recommended that the farm’s stakeholders provide routine milker training and assign responsibilities for all areas of prevention of contamination. Periodic milk testing was recommended to provide microbiological count records on the prevalence of *E.coli* and *Salmonella*.

MUTAYOMBA AMOS JUSTUS. M. (2010-M152-200038)

The Influence of Human Activities on the Functioning of the Wetland Ecosystem in Rubindi Sub-county, Mbarara District

The study was carried out to assess the influence of human activities on the functioning of the wetland ecosystem in Rubindi sub-County, Mbarara district. The study was guided by these objectives, to find out the human activities that are taking place in the wetland ecosystems of Rubindi sub-county, to establish the extent of human activities carried out in the wetland ecosystem in Rubindi subcounty and to find out the effect of the human activities on the wetland ecosystems functions in Rubindi sub-county.

The researcher used both qualitative and quantitative research designs to collect data from the field. The researcher used key informants, Farmers, Religious Leaders, political leaders and traders in Rubindi sub-county as study respondents while a representative sample of 122 respondents was used to represent the entire study population. Focus group discussions, transect walk, questionnaires, and interview guides were used as tools of data collection for primary data while secondary data made use of documents and other written sources that the researcher identified to get current information regarding the study.

The study concluded that human activities influence the functioning of wetland ecosystems both negatively and positively. Positively, the human activities influence the functioning of wetland ecosystems mainly through such activities as; gathering, tourism, fishing and art and crafts while negatively it is mainly through such activities as waste disposal, urbanisation, mining and farming operations which include; overgrazing, overharvesting, continuous bush burning, construction of drainage channels, use of invasive species as well as dumping. The study further concluded that there are many more human activities with a negative influence on the functioning of the wetland ecosystem than those with positive influence and that this is why wetland encroachment increasing.

The study recommended that techniques of wetland conservation will improve as scientists gather more information about the processes that take place in wetlands and about the similarities and differences among the functions of different types of wetlands. In order to develop public support and to encourage enlightened policy decisions and regulations, it is critical to create and maintain a data base of wetland characteristics in which the data is kept reliable, comparable, and repeatable at periodic intervals in order to monitor long-term trends.

MUTEBI DOUGLAS JJEMBA (2010-MI52-20040)

Genetic Diversity among Pumpkins (*cucurbita* spp) from Selected Production Zones in Uganda and their Resistance to Powdery Mildew Disease

This study was set to evaluate the diversity and resistance to powdery mildew disease among pumpkins in Uganda. Fruits were collected from five production zones in Uganda and subjected to morphological and molecular characterisation, and evaluated for resistance to powdery mildew in a field trial.

Results showed considerable variation among the pumpkin accessions in terms of morphological traits, molecular characterisation and resistance to powdery mildew disease. For genetic diversity, multivariate analysis was utilised. The cluster analysis based on morphological characteristics grouped the accessions into two major clusters mainly on the basis of fruit ribs, flesh colour, seed width and secondary skin colour pattern. The matrix plot of eigen vectors for the 10 fruit traits showed a high positive correlation between seed length and seed width, seed width and weight per 10 seeds, primary skin colour and flesh colour, and fruit size and primary colour. Low correlations were recorded between fruit ribs and fruit size, primary skin colour and secondary skin colour, secondary skin colour and seed thickness, seed thickness and weight per 10 seeds, and seed width and fruit size. The UPGMA cluster analysis results from combined SSR and AFLPS data sets showed that accessions were grouped into three clusters according to species for UK pumpkins (controls) and morphological characteristics for Uganda pumpkins. The UK accessions already classified in three species of *C.maxima*, *C.pepo* and *C.moshata* were represented in cluster 1, cluster 2 and cluster three respectively. Two Uganda accessions R2 and N2 clustered with UK accessions TT and OTM (*C. maxima*). The remaining Uganda accessions (18) clustered with the UK accession BT (*C.moshata*). No Uganda accession clustered with UK varieties HD and SS (*C.pepo*) implying that the accessions in the collection of Uganda pumpkins subjected to molecular analysis belonged to only *C.maxima* and *C.moshata* species. In terms of response to the powdery mildew infection, there was great variation ranging from susceptibility to complete resistance.

The place of origin played a significant role in disease resistance. All UK pumpkins developed disease symptoms and were more susceptible than local (Uganda) pumpkins. Some Uganda accessions did not develop any disease symptoms. In this report some conclusions and recommendations are made.

NABISAWA JESCA (2010-M152-20042)

Establishing the Contribution of Biogas Fuel Technology in Promoting Sustainable Agro-ecosystems in Malangala Sub-county, Mityana District, Uganda.

This study is titled: Establishing the contribution of Biogas Fuel or Technology in Promoting Sustainable Agro-ecosystems in Malangala sub-county Mityana district. The objectives were: to assess the potential benefits of using biogas technology, to identify the challenges faced by

respondents in adoption and use of biogas technology and, to recommend possible interventions that would improve adoption of biogas technology as a low cost renewable energy.

Literature from previous studies and researches conducted by other scholars that have a bearing on biogas fuel or technology as a low cost renewable energy were presented under three sub-headings that were drawn from the study objectives.

The tools that were used in collecting data for the study included: an interview guide, a questionnaire, focus group discussions, library search, observations and interviews. The data were collected from a cross section of respondents such as 80 farmers that have and use biogas in their homes, 2 agency officials that promote the technology, 2 community development officers, 2 NAADS coordinators, 3 opinion leaders, 2 local leaders, 4 extension workers, 4 local artisans and 1 natural resource officer from the district. Purposive sampling strategy was used to choose key respondents of the study. Both qualitative and quantitative data were coded and analysed using the Statistical Package for the Social Sciences (SPSS) and qualitative tools respectively.

The study revealed the benefits of using biogas fuel or technology that include: It saves time for cooking, provides energy for both cooking and lighting, promotes good sanitation, no smoke, increases food production, saves money on buying firewood and paraffin, improves dairy production, soil improvement, reduces deforestation, ecosystem sustainability. Despite this, the results indicated that the technology faces a number of challenges for enhanced usage and adoption that included; labour intensive, less waste, lack of skilled personnel on the technology, inadequate lamps, it is not easily socially acceptable by other members in the community, not easy to use both at ago.

In conclusion, biogas technology has the potential to highly contribute to socio-economic and environmental improvement of the households in the region and beyond. It also has the potential to mitigate against the negative processes of climate change as well as promoting sustainable long term ecosystems in the community.

It was recommended that government should provide financial loans to the potential users who may be unable to raise the initial capital for the construction of biogas digesters. Awareness of value of biogas digesters needs to be addressed by government agencies, sub-county authorities, opinion leaders, agency officers that promote the technology, extension workers using different methods of dissemination, such as electronic and printed media, workshops, field days, demonstrations and farmer to farmer contacts.

NAKITENDE HARRIET KIGOZI (2010-MI52-20044)

An Investigation into Factors that Limit Soil Fertility Management Practices in Nindye Agro-ecosystem

This work is presented as a direct outcome of the study on factors limiting improvement of soil fertility in Nnindye Parish Mpigi district. The general objective of the study was to explain why available soil improvement technologies are not contributing to solving the problems of declining soil fertility despite the availability of scientifically proven methods elsewhere. The area has had a number of organisations working towards the development of agriculture. Development projects have continued to sensitise communities on the usefulness of local resources and good agronomic practices in the improvement of soil fertility but with no change in the soil status. Mailo land is a

predominant land tenure system in the study area that was predicted to be a hindrance to investing in improving land productivity. This formed the basis for the research to find out the kind of crop enterprises managed under different tenure systems, practiced methods of soil fertility improvement as well as what prevents these methods from achieving good soil fertility.

The research took a survey approach using mainly qualitative and quantitative research approaches in which farmers were targeted as the study population. Land tenure types do not determine soil fertility improvement practices except in situations where use was for a specified period of time as the case for rented land where agro forestry and soil bunds cannot be used due to temporary ownership. Farmer practices for soil fertility management ranged from use of natural fallows, recycling of garden wastes, compost, crop rotation, farmyard manure, chemicals, integrated nutrient management and use of soil band. These practices were associated with factors that include land fallowing practices, labour, education, and number of animals kept especially cattle, number of enterprises owned and how farmers judged the level of decline of soil fertility. Factors such as short fallow periods, labour problems, inadequacy of manures, high costs of fertilizers both organic and inorganic and excessive removal of material from gardens prevent applicability of available methods for achieving better soil fertility. Soil management methods that are largely depending on use of other resources are inappropriate for the area.

Important recommendations including introduction of improved fallows, development of suitable crop rotations and cropping patterns were suggested.

NAMAKULA JOWERIA (2011-M152-20019)

Analysis of Adoption of Released Sweet Potato Varieties from 2007 to 2012: A Case Study of Busukuma and Nangabo Sub-counties, Wakiso District

This study was conducted in Busukuma and Nangabo sub-counties, Wakiso District to examine the analysis of adoption of released sweet potato varieties from 2007 to 2012. The specific objectives of this study were to find out the different released sweet potato varieties grown by farmers from Namulonge Research Institute; to determine the most adopted sweet potato varieties by farmers; to find out the major determinants associated with farmer adoption of the recommended released sweet potatoes.

The study reviewed literature related to the adoption of released sweet potato varieties from 2007 to 2012 which was later compared with the study findings. A descriptive research was used where by both qualitative and quantitative methods were used for data analysis. Questionnaires and interviewing were used as major instruments for data collection.

The study found that the major economic activity found in Busukuma and Nangabo sub-counties, Wakiso district, was farming and the majority of the people in this area earned their incomes from the sale of output obtained from their farms. Earnings from sweet potato sales were used to buy other food items, provide other basic needs and to pay their children's school fees consequently improving their business standards. It was, therefore, concluded that sweet potato farming positively contributes to household incomes.

The study recommended that the government should intervene by starting more extension services to educate and inform farmers about sweet potato farming, provide agricultural loans to the farmers so as to increase on their production, construct proper roads which ease transportation of products

and provide foreign markets for sweet potato output which will finally increase farmers' interest in adopting of more sweet potato varieties which will in turn increase incomes from sweet potato growing.

OBUKULEM ALBERT ASEIKIN (2010-MI52-20050)

Evaluating the Adoption and Impact of Introduced Technologies/Practices in Banana Production in Uganda: A Case of Wakiso District

Evaluating the adoption and impact of introduced technologies/practices in Banana production in Uganda. Banana is a very important staple food crop in Uganda. It is leading among other staple foods and highly recognised for its socio-cultural and economic values. However, Banana production in the country has continued to decline, particularly in the central region, initially the hub of its production overtime. The decline in the soil fertility, emergence of pests and diseases, population growth, change in socio-economic livelihood conditions as sited in related studies have been noted and proved to be the contributing factors among others to this observed scenario. The introduced banana technologies and management practices, evaluated in this study, including the use of low cost soil amendments; soil and water conservation; soil erosion control and; pests and diseases management, as earlier recommended by research scientists in and outside Uganda, have not effectively reversed the banana production decline at least in this study area.

This study prioritised and evaluated the adoption and impact of at least seven low cost technologies/practices namely use of pig manure, making and application of compost from organic wastes; application of contour bands to improve water retention in the banana fields and control of soil erosion, trapping and killing adult banana weevils, chopping of pseudo stems, the paring of corms/suckers and hot water treatment before planting. The study perceived this combination fairly for smallholder farmers, to manage and sustain banana production in Uganda.

A total of 200 (two hundred farmers), regardless of gender, educational level or training were randomly sampled from at least three rural based sub-counties of Wakiso district namely; Namayumba, Masulita and Kakiri. They were visited and interviewed on their own farms to establish the level of adoption and impact of these selected introduced banana management technologies /practices in the study area. Ten local residents within the study area were identified and inducted as study assistants and these supported in data collection with close guidance from the principle researcher. The required data were collected with a pre-prepared questionnaire and translated into the local language during the interview. Some information was also captured through field observations and in discussions held with local leaders and officials at the district production department.

The study established that 37.85% of farmers had adopted these technologies, while 51.5% knew about the technologies, though never applied on their banana farms. Results indicated that farmers got to know these technologies from agricultural institutions, demonstration farms, NGOs and little from media and contact farmers. The size of farmer's land holdings did not affect adoption suggesting that the new technologies are mostly scale neutral, implying that the adoption may take place regardless of farmer's scale of operation. The farmers' perception of the effects of the introduced technologies did not influence their decisions with regard to technology adoption despite their knowledge of those technologies. The study also found out that technologies and banana management practices varied from farm to farm. The quality and quantity of banana produced mainly depended on the practices and technologies being implemented. Overall, average number of

banana bunches harvested per year reduced from 73 bunches to 67.25 bunches per acre on farms that practiced indigenous technologies. At the time of data collection, the number of banana bunches harvested were 82.75 per year per acre on farms that practiced introduced technologies, indicating banana production recovery of 9.75%

The study established and concluded that the adoption of these technologies by farmers can increase banana production with improvement in the level of adoption. This is as demonstrated by the above recovery potential found with a few farmers found applying these technologies. There is need to intensify promotion of these technologies and practices to scale out adoption with farmers. This is regardless of the debates for or against genetic modification of the naturally existing banana cultivars. Government established institutions/programmes like NARO and NAADS should strengthen linkages and partner more with other stakeholders in the country to enhance farmer institutional capacity building to make introduced interventions more farmer friendly and farmer owned all through the production value chain for greater outcomes of their efforts to sustain banana production in Uganda and to optimise sustainable outcomes from ongoing research in the country.

SSENDIWALA FREDRICK .A. NSUBUGA (2010-M152-20058)

The Impact of Participatory Approaches on Adoption of Agro-forestry Technologies in Mityana District Agro-ecological Zone

This study on the Impact of Participatory Approaches on Adoption of Agro-forestry Technologies was carried out in Mityana District Agro-ecological Zone (AEZ). A cross-sectional survey design was used to collect data on adoption of agro-forestry technologies through the use of participatory approaches. This was adopted since few respondents representing several farmer groups provided the data and collection of relevant data was made easy. The sampling units were the sub-counties of Busimbi and Ssekanyonyi. This was done using a cluster sampling method, eight (8) Agro-forestry Farmers' Groups (AFGs) equivalent to 240 farmers were selected to participate in the study out of which 72 individuals were chosen as the sample size through a simple random sampling technique. The sample was selected after stratifying the population into two categories of males and females such that each is represented in the study data.

The study findings revealed that many Agro-forestry systems are new in terms of management compared to conventional practices which farmers are more familiar with, and of which they had received trainings for a longer period. Apart from a few organisations or institutions like Vi Agro-forestry project and ICRAF that are involved in awareness creation and building knowledge and skills' capacities to manage Agro-forestry systems, generally in Uganda the national extension programmes, human capacity, infrastructure and institutional supports for popularising Agro-forestry systems are low. The study findings provided the following conclusions; Farmer Groups' meetings, Co-save, Farmers' study tours and community trainings were the most common participatory approaches used. In regards to the level of adoption of Agro-forestry management technologies with participatory approaches in Mityana district Agro-ecological zone, 98.6% of the respondents agreed that agro forestry practices had helped them to get benefits from adoption of technologies.

The following recommendations were drawn: more incentives should be provided to farmers to participate in Agro-forestry management technologies. This could be done through helping farmers form and consolidate farmer groups by relevant development partners and facilitating famer groups to make tours and trainings to acquire knowledge (learn new skills) and adopt agro-forestry

technologies. The government, extension agents, civil society organisations and farmer group trainers should extend more training to agro-forestry farmers to equip them with better farming technologies for the enhancement and protection of the agro-ecosystem, and all relevant authorities should avail agro-forestry farmers with environmentally friendly measures that can be used to manage pests and diseases of agro-forestry resources, teach them better land management practices, avoid land users conflicts and environmental degradation.

TIBASIIMA KAHIGWA THADDEO (2010-M152-20054)

Effectiveness of Natural Protectants in Preserving Dry Bean Seeds against Spoilage by the Common Bean Weevil (*Acanthoscelides obtectus*)

The study was conducted at Tooro Botanical Gardens in Kabarole District to establish the effectiveness of ash of cattle dung (C.D), powder of Mexican marigold (M.M) and a mixture of the ash of cattle dung and powder of Mexican marigold (CM) against the common bean weevil storage pest.

The three treatments were each applied to 50gms of well dried bean seed and stored on palates at room temperature in a mud and wattle, iron sheet roofed house. Each treatment was applied at three different levels; for ash of cattle dung; level one (C.D1) was 10gms, level two (C.D2) 7gms, level three (C.D3) 4gms, for powder of Mexican marigold; level one (M.M1) was 5gms, level two (M.M2) 3gms and level three (M.M3) 1gm; and for the mixture of ash of cattle dung and powder of Mexican marigold; level one (M.C1) was 7gms of ash of cattle dung and 3gms of powder of Mexican marigold, level two (M.C2) 5gms of ash of cattle dung and 2gms of powder of Mexican marigold and level three (M.C3) 3gms of ash of cattle dung and 1gm of powder of Mexican marigold. To each bag of beans and treatment including the control (Ctrl0), five live common bean weevils (*Acanthoscelides obtectus*) were added. The treatments were assessed after every one month for; weight loss by the beans, number of live insects found in the beans, number of dead insects found in the beans, number of beans physically damaged by the weevil and; the germination rate of the beans was assessed after three months of storage.

Results indicated significant reduction in spoilage of beans by the common bean weevil when treatments were applied ($P \leq 0.05$). Treatment C.D1, CM1 and C.M2 were found to be most effective in protecting beans against damage by the common bean weevil. These produced significantly different effects from all other treatments but were not significantly different from each other. M.M3 was the least in protecting beans against damage by the weevil. C.D1, CM1 and CM2 registered the highest germination rates and were significantly different from all other treatments in this effect.

Recommendation: M.M should not be used as a pure treatment, its efficacy caused significant death of bean weevils only in the third month of the study, therefore, for enhanced effect, M.M should always be mixed with C.D. For storage of beans for consumption, selling and planting; C.D1, CM1 and CM2 are the best preservatives of beans against damage by the common bean weevil, under local storage conditions

TUSIMOMUHANGI LAWRENCE (2011-M152-20023)

Assessment of the Contribution of Beekeeping to People's Livelihood: A Case Study of Masindi District

Assessment of the contribution of beekeeping to people's livelihood was conducted in Masindi district, Western Uganda. The purpose was to assess the contribution of beekeeping to people's livelihood. Specifically, the study focused on determining the status of beekeeping, identifying and documenting indigenous knowledge used in beekeeping, identifying benefits of beekeeping to the people of Masindi district and challenges faced by beekeepers in the district.

There was no clear information and documentation on the contribution of beekeeping in Masindi district. A case study design was used for this study. Three parallel methods for data collection were used. Questionnaires were administered to seventy eight beekeepers and key informants that involved development partners, technical staff and leaders in the district. Focus Group Discussions and personal observations were used. The data were analysed using the Statistical Package for the Social Sciences (SPSS) and presented in form of Bar charts, Pie charts and frequency tables.

The study established the honey production levels. Beekeepers were found to be using more of the traditional hives than modern ones although modern bee hives had a higher colonisation rate. The study also found out that beekeepers have not yet received adequate information and skills to exploit all bee products as some required expensive equipment. The study further revealed the existing indigenous knowledge that farmers use to practice beekeeping like the traditional log hive. The beliefs followed during the practice of beekeeping are the means used to conserve the environment, increase honey yields and gain skill to make beekeeping a dependable farming practice. It was also established from the beekeepers that people value beekeeping in terms of facilitating increased agricultural crop yields through pollination and have the belief that modern technology will go some way to improve their capacity in greater skills in farming. Although most beekeepers and discussions reported the deterrent factor of stinging bees, many of them are willing to carry on beekeeping for increasing household incomes. The study identified benefits in beekeeping and these involved getting the honey product that is commercial and of a financial benefit, employment benefits as some people can get involved in honey trade and distribution of beekeeping equipment. Aesthetic values were also identified. Other benefits included medicinal and ecological benefits, Nutritional and security benefits. Despite the benefits accruing from beekeeping, beekeepers faced a multitude of challenges that cut across from apiary establishment especially stinging bees, high cost of farm inputs like the modern hives, unfavourable weather changes.

The contribution of beekeeping to people's livelihood was found to be substantial in that the guiding questions of establishing the status of beekeeping in Masindi district, identification of indigenous knowledge and the benefits in beekeeping were answered.

The researcher made the recommendations of increasing sensitisation campaigns, technical trainings and establishing demonstration sites for technologies like queen rearing and commercial colony multiplication in the area and at zonal agricultural research centres for greater improvements in beekeeping.

WESIGA JIMMY (2010-MI52-20057)

Biological Interactions and Influence of Shade on the Performance of *Ficus Natalensis*-Banana Agro Forests in Nakaseke District, Central Uganda

The purpose of the study was to assess the management practices for Banana- *ficus* agroforests and to develop land use strategies in order to maximise production for smallholder farmers in Uganda. The study was guided by three objectives; to assess the influence of *ficus natalensis* shade intensities on growth parameters of different banana varieties, to investigate the effects of different spacing regimes on the performance of different banana varieties under *ficus natalensis* shade and to determine the effect of *ficus natalensis* on soil organic matter and moisture content under banana agro forests.

The study was carried out as an on farm experiment where two banana varieties of Mpologoma and Kisansa were raised as micro corms and planted under three *ficus natalensis* trees and in a control plot. The study investigated influence of shade on banana growth parameters (height, number of leaves and girth), how performance varied in relation to spacing away from the tree and influence of shade on organic matter under *ficus* trees. A completely randomised block design (CRBD) with five replicates was used. The shade of each tree was categorised using Densimeter and the plantlets were planted according to categorised shade intensities (50%-59%, 60%-69%, 70%-79%, 80%-89% and 90%-99%). Planting was done in radial directions from the tree at a spacing of 1 meter from each banana plant. The banana plantlets were spaced at distances 1m (D1), 2m (D2), 3m (D3), 4m (D4), 5m (D5), 6m (D6) and 10m (D9) towards the outer canopy of the tree in circular directions. Instruments such as; Time Dominancy Reflector (TDR 300) for moisture recording, Spherical densitometer for light measurement, Soil kit for organic matter, diameter tapes for girth and rulers for height measurements were used.

Shade intensity had varying effects on growth parameters of the two banana varieties with more pronounced effects on Mpologoma than Kisansa, the shade intensities of 70%-79% and 80%-89% were the best performers in influencing the growth of number of leaves and girth of both banana varieties. The growth performance of the two banana varieties under *ficus natalensis* differed significantly ($p < 0.05$) in relation to distance from the tree. The best performance was recorded at a distance of 3m (D3) from the tree trunk with mean number of leaves at 5.06, plant height of 23.51 and girth of 7.64 in Kisansa variety. In Mpologoma, the best performance was obtained at a distance of 6m (D6) closely followed by performance at 3m (D3). Both banana varieties depicted a significant reduction in growth performance ($p < 0.05$) while in close proximity to the tree trunk at 1m distance. The soil organic matter content varied significantly ($F = 29.14$; $p = 0.000$) with distance from the *ficus* tree trunk. The organic matter content near the tree trunk and in the control conditions at a distance of 10m from the tree trunk were slightly high and not significantly different. Organic matter increased with distance from the tree trunk, with a steady rise from a distance of 2m (7.119) to the highest value at 6m (16.356).

Banana *ficus* agro forests are important in Uganda; it increases food security and reduces poverty as well as increasing soil fertility. Growing bananas in *ficus* agro forests improves banana performance in growth parameters as compared to open conditions away from the tree canopy. Distance is significant in the practice. Planting at a distance of 3meters from tree trunk towards outside the canopy is vital for banana productivity.

Department of Good Governance and Peace Studies

MASTER OF ARTS IN SUSTAINABLE PEACE AND CONFLICT MANAGEMENT

AKELLO MONICA (2012-M161-10011)

Ethnic Land Conflict in the Rwenzori Lowlands: towards a Peaceful Land use between the Bakonjo and the Basongora in Nyakatonzi Sub-county, Kasese District

Conflicts over land are common throughout history in most human societies more especially in Africa. This is because land is more than just land since it has economic, cultural or religious and social significance in their lives. More to this in Africa, land is also a major point of independence. So these various attached significances to land make land conflict very common among African societies. This study, however, was geared towards exploring possible means of enforcing peaceful land use of the Rwenzori low lands between the Bakonjo and the Basongora. In light of this, the study also established the factors hindering the peaceful land use of the Rwenzori low lands between the Bakonjo and the Basongora; it also assessed the impacts of the land conflict on the Bakonjo and the Basongora, and also examined the interventions that have been taken to stop the ethnic land conflict between the Bakonjo and the Basongora.

Given the nature of the study which required exploring possible means of enforcing peaceful land use of the Rwenzori low lands between the Bakonjo and the Basongora, a qualitative research approach was used. The study also used case-study research design. With regards to sample techniques, purposive and simple random sampling techniques were used. For the data collection tools and instruments, the researcher used a focus group discussion where a focus group discussion guide was designed to collect the data. The second tool and instrument which was used was interviews where the researcher designed an interview guide to collect data from the respective respondents.

As regards to exploring the peaceful means of enforcing the peaceful land use of the Rwenzori low lands between the Bakonjo and the Basongora which was the major objective, the respondents suggested that the Basongora should be taught zero grazing to minimise on the movements which they believe is fuelling the land conflict. Other respondents argued that there should be a separation of the district so that the Bakonjo and the Basongora are separated. The respondents also suggested that the government should hand over some government controlled land to the people in order to increase the little land available. The study also found that there was need for re-demarcation of the land to separate the Bakonjo and the Basongora's land. The respondents also called on the use of dialogue between the cultural leaders of the conflicting parties so that the conflict can be resolved. Finally in enforcing peaceful land use of the low lands between the Bakonjo and the Basongora, the study found out that there is need for good governance to prevail.

It should be noted that in the study, much as exploring the peaceful means of enforcing the peaceful land use of the Rwenzori low lands between the Bakonjo and the Basongora is the main objective of the study, the researcher presents it last for easy follow up. The researcher thought it better to first establish the factors hindering the peaceful land use of the Rwenzori low lands between the Bakonjo and the Basongora, then assess the impact of the ethnic land conflict on the Bakonjo and the Basongora and also examine the interventions that were taken in trying to resolve the land conflict between the Bakonjo and the Basongora and finally explore the peaceful means of enforcing the peaceful land use of the Rwenzori low lands between the Bakonjo and the Basongora.

It should also be noted that in the study, the factors hindering the peaceful land use of the Rwenzori lowlands between the Bakonjo and the Basongora are also referred to as the factors fuelling the ethnic land conflict between the Bakonjo and the Basongora.

ALANY JOEL OKWIR (2011-M161-10002)

Transforming Memories: Bridging the Past and the Future of Post-war Communities through Memorisation and Reconciliation: A Case Study of Barlonyo Lira District

Transforming memory after conflict is a difficult issue. It requires patience, strength, flexibility, and enormous amount of courage and strategies to face the challenges of emotional and psychological trauma that was absorbed. In this study, it is clear that the way in which the past is remembered can re-traumatise victim communities. The study explored collective memory in Barlonyo, in a bid to stage negotiations over the war memories and massacre trauma. It was emphasised that the way an event is (a massacre) remembered should be more important than 'the event' being remembered, if the process of remembering is to contribute positively to the post-conflict recovery process.

This study investigated ways through which war memories can be transformed to heal post-war communities with focus on Barlonyo Village, Agweng Sub-county, Lira district in Northern Uganda. Attention was given to identifying the state of affairs which led to bitter memories in post-massacre situations, and on the role of remembrance in reconciliation and community transformation. Given the nature of the study and its requirement, a qualitative research approach was used in the context of a case-study research design. Purposive and stratified purposive sampling techniques were used to select respondents for the study. These were by use of in-depth interviews and focus group discussion research methods and their corresponding research tools that is; in-depth interview guides and focus group discussion guides.

Study findings show that memory-making has taken place through memorials, monument, and ceremonies, and these have taken place in media and social discourses since the end of the northern Uganda war in 2006. In this study, these processes have been analysed in the context of vast body of literature on psycho-social framework of personal and collective memory. These suggest measures to remember well, to transform and reconcile the victims and survivors; the study looks into the possibility of applying them to the situation of Barlonyo. The massacre victims and survivals in Barlonyo, however, are still discounted with conflicting narratives of what happened, which is a hindrance to the transformation of memory. It is, therefore, important to harmonise these contending narratives in the aftermath of the traumatic event for better results. Thus, many cited collective and truthful remembrance as key to the healing and transformation of memories of the painful past.

ANGEE BEATRICE (2012-M-I6I-10001)

Politics and the Shaping of Ethnic Conflict among Bamba and Bakonjo Community in Bundibugyo District

The study explores politics and the shaping of ethnic conflict among Bakonjo and Bamba communities in Bundibugyo. It was prompted by the protracted tribal conflict between the Bamba and Bakonjo over contested space in cultural institution. The study was guided by examining the way political growth has impacted on ethnic conflict; the political attempts are used in resolving ethnic conflicts and to suggest ways on how politics can be an instrument of peace in resolving ethnic conflict.

A descriptive cross sectional design was employed to enhance data collection at a single point in time. The study tested the inter-item consistency reliability using Cronbach alpha. The data were collected from a target population of 80 out of which 66 questionnaires were returned fully answered. Purposive and systematic random sampling were used. Frequency tables and charts were used to present data.

The study findings on political growth were; ethnic conflict is still underway, independence of the nation insignificantly reduced on ethnic conflict and democratic rule in the country increased tribal conflict; On political attempts, it was found out that peace and conflict resolution programmes in place are not equipped enough to curb the ethnic conflict. Education has not done much to make known the effects of the tribal conflict. On suggested ways to avert the ethnic conflict; cultural institution be granted. The government should play a vital role in reducing the ethnic conflict through direct involvement in peace talks.

The notable recommendation on political growth was that government of Uganda should get involved and possibly get a mediator from outside the region of Rwenzori. People should be sensitised on the disasters of an ethnic conflict. On Political attempts; Bamba should be granted their own kingdom and demarcation of their land. Curriculum should be improved so as to cater for peaceful co-existence. On suggested ways; Bamba should be allowed to elect their leader. Peace building institutions should be aided and the government should make effort to put boundaries on land allocated to ethnic groups.

AYAA DOREEN BRENDA (2012-M161-10003)

Ethnic Kingship and Inter-Ethnic Relations: Assessing Ethnic Conflicts of the Rwenzori Region of Western Uganda

In the earlier years of the 20th century, kingdoms expanded in their territorial boundaries through annexation of other lands. In the process, a kingdom would be encompassed by many cultural and different ethnic groupings. Today, however, contrary to this, what we see in Uganda is that, kingdoms and other cultural institutions are formed basing on ethnicity with different ethnic groups breaking away from their former entities to form their own cultural institutions on grounds that they have different cultures. This has given rise to what this study terms ethnic kingships.

From this study, it is evident that ethnic kingship has proven to be a common source of conflict in different communities within Uganda such as the Rwenzori Region, Bunyoro kingdom, Buganda kingdom as well as the northern Region of the country. Since its restoration in 2009, the Obusinga cultural institution has been at the centre of conflict in the Rwenzori Region as other ethnicities in

the same Region have often opposed the one ethnic (Konjo) kingship in favour of having their own kings. The study focused on assessing the impact of ethnic kingship and its relations with the ethnic conflicts of the Rwenzori Region of western Uganda with focus on the Obusinga cultural institution and inter-ethnic relations. It was guided by three objectives; determining how ethnic kingship contributes to the ethnic conflict in Rwenzori Region, assessing the levels of ethnic conflict in Rwenzori Region and, suggesting ways in which ethnicities can live together in Rwenzori Region.

The study revealed that ethnic kingship has indeed had an impact on subjects of the Obusinga bwa Rwenzururu to the extent of getting an assailable idea of forming a state called the YIRA state republic. The segregation of the institution in its operations and forceful imposition of the Bakonjo culture and leadership on the different ethnicities has influenced the different ethnicities to form separate entities where they could be in position to promote their own cultures, languages and be autonomous in their decisions.

For a peaceful Uganda, the study recommends formation of cultural institutions by the different ethnicities, government intervention, mediation and dialogue among elders as a way forward for reconciliation to take place in the Rwenzori Region in order for the different ethnicities to co-exist. This brings in a wider consideration on other culture institutions in Uganda as it poses a question whether it is necessary for Uganda to have ethnicities with kings and whether for a united Uganda these separatisms are necessary.

NAKASINDE PHIONA (2012-M161-10012)

Will they Kill their In-laws? The Role of Inter-ethnic Marriages in Neutralising Ethnic Conflicts between the Bakonzo and Bamba in Bundibugyo District

The study centred on the role of inter-ethnic marriage in neutralising ethnic conflicts between Bamba and Bakonzo. The study was guided by the three objectives that is, to establish the motivating factors for people who enter into inter-ethnic marriages, to analyse the attitude of members of the two respective communities towards inter-ethnic marriages and to determine whether inter-ethnic marriages create peaceful co-existence among different ethnic groups.

A case study research design was employed for the study. The researcher used case study research design to investigate in detail the role of inter-ethnic marriage in neutralising ethnic conflicts between Bamba and Bakonzo. Interview and focus group discussions were used to collect data for the study. The sample size of the study was 50 respondents. The sample size was composed of 10 cultural leaders, 16 youth and 24 inter-married people.

The findings of the study revealed that inter-ethnic intermarriages play a great role in resolving ethnic conflicts since it promotes marital assimilation. It was found out that when two people from different ethnic groups intermarry, they form a marital union and chances of resolving conflicts are generally high. That Bakonzo and Bamba are driven to practice inter-ethnic marriages because of demographic factors such as sex, group size, language, religion, level of education, geographical distance. Furthermore, economic reasons such as employment, financial gains in form of bride price have also spurred intermarriages. The study highlighted that social cohesiveness, political factors, modernisation, parental influence as well as personal preference are great drivers of inter-ethnic marriages among the Bakonzo and Bamba people.

The study highlighted that although interethnic marriages play a pivotal role in neutralising ethnic conflicts, conflicts still exist among Bamba and Bakonzo. It was stated that to neutralise conflicts, there is a need to address key issues that cause conflicts to exist. The study highlighted that inter-ethnic marriages alone cannot be used as a conflict resolution mechanism because conflicts are caused by politicians in their struggle to win votes and resources such as land issue. It can, therefore, be concluded that inter-ethnic marriages to a larger extent have neutralised the conflict between Bakonzo and Bamba. However, it should be noted that intermarriages alone cannot eliminate conflicts if issues concerning power struggle and resources are not addressed. The study recommends that the government should intervene and address the needs of ethnic groups to determine the level of identity conflicts. A comprehensive legal system that protects minorities from the abuse of power and ensures that their grievances are taken seriously will reduce opportunities.

NATUKUNDA MIDIUS (2012-161-10008)

Creation of Cultural Institutions and Ethnic Conflicts between the Bakonzo and Basongora in Muhokya Sub-county, Kasese District: A Case Study of Rwenzururu and Busongora Kingdoms

Since the restoration of kingdoms in Uganda in 1993, the communities where these cultural institutions are found are gradually experiencing conflict. These types of conflicts have been experienced in Buganda, Ankole, Busoga, Bunyoro and recently in Rwenzururu kingdom. These conflicts which have taken different shapes and dimensions have resulted into hatred, violence and destruction of property. This has made the present study imperative. The study was, therefore, interested in looking at the relationship between cultural institutions and conflict in Muhokya sub-county in Kasese district. The study used Rwenzururu kingdom and Busongora kingdom as case studies. I have adopted the insights of the realistic conflict theory to theorise the nature and understanding of the conflict. The research also looks at ways in which the conflict can be resolved as well as possible ways through which the affected communities can co-exist peacefully.

The study used qualitative research methods to collect and analyse both primary and secondary data. Focus group discussions and in-depth interviews were used to collect primary data. Secondary data were collected by way of reviewing documents from previous studies. Qualitative data were then analysed thematically.

From the study, the respondents agreed almost unanimously that the nature of the conflicts in Kasese is a result of conflicting cultural institutions. This also means that there is a close relationship between cultural institutions and ethnic conflict between Basongora and Bakonzo. Although respondents were somewhat divided on who to blame for the cause of the conflict, they agreed that there is nothing the two cultural institutions are doing to resolve the conflict and that there cannot be peaceful co-existence between the two ethnic groups as long as they are still in the same geographical location. In spite of the small sample, I argue herein that there is a strong connection between cultural institutions and ethnic conflict, but there still remains a challenge on what possible ways to resolve the conflict.

NYAKANA CLAIRE (2011-M161-10007)

Coping with Civilian Life: Strategies Adopted by Returnee Lord's Resistance Army Abductees in Nwoya District, Northern Uganda

The twenty years of war between Lord's Resistance Army (LRA-rebel group) and the Uganda Government was dominated by massive killing and suffering, which were aggravated more by abduction of children across the affected region. This is why the bulk of the LRA strength came from children and youth forced to join its military ranks. These constituted around 80% of their forces. The study aimed at finding out how former abductees in the war-affected northern Uganda region are either helping themselves or being helped to cope with the challenges of civilian life after experiences of war.

The study took a mixed research methodology, adopting a case study research design, thus having Nwoya district as the case to study. The study worked around three objectives, from which research questions were delivered, these are; 1. To identify the challenges faced by returnee LRA abductees in coping with civilian life; 2. To identify the strategies adopted by returnee LRA abductees to cope with the challenges involved in adapting to civilian life; and 3. To identify the support strategies put in place by the community to help returnee LRA rebels to cope with the challenges they experience in adapting to civilian life.

Findings show that former abductees in Sierra Leone, Northern Uganda, Liberia and elsewhere take their own initiatives to fit or be accepted into their communities but, local communities, civil society organisations and central governments also use certain mechanisms and strategies to reintegrate former abductees into their communities after war. Challenges faced by former abductees in northern Uganda included; stigmatisation, pressure to join the national army, fear for revenge from their communities, lack of income and land among others. However, strategies like seeking reconciliation and forgiveness, enrolling in schools, and seeking counselling services are among the strategies that were adopted by returnee former abductees in their effort to fit into post-war communities. Similarly, local communities, NGO's and government departments have helped the returnees through provision of farm inputs, counselling services, humanitarian assistance, re-uniting them with their families, and community justice and reconciliation measures. The study, therefore, recommended that the government of Uganda, civil society organisations and local communities need to seriously get involved in promoting transitional justice in northern Uganda, and reconciliation processes which are culturally informed. This will help in forgiveness and acceptance of the returnee abductees as members of their communities. Since this may reduce the stigma and the fear returnees receive from members of their communities.

ODUR WILLIAM ONGORO PETER (2012-M161-10010)

Politics and Ethnic Conflict: The Influence of Political Manipulation in the Polarisation of Ethnic Communities in Harugali, Bundibungyo District, Western Uganda

Resolving ethnic conflicts across the world has been a challenge. Indeed, more than a decade now in the 21st century multifaceted ethnic conflicts associated with politics and State intervention in the context of struggles for self-governance, social and economic independence, and recognition and preservation of self-identity. These ethnic conflicts pose a threat to States' security, political, social and economic stability. We witness also this in the case of Uganda, in particular the Rwenzori region where ethnic tensions take a drastic move between the Bamba-Babwisi and Bakonzo communities in Bundibungyo district.

The purpose of this study is to analytically explore the influence of political manipulation in the polarisation of ethnic communities in Harugali sub-county, Bundibugyo district of western Uganda. The study aimed specifically at establishing the elements of political manipulation of ethnic differences in the polarisation of ethnic communities in Harugali sub-county; to find out the reactions to political manipulation of ethnic difference, and to establish measures for managing reactions to political manipulation by the ethnic communities.

The study was a qualitative research with a single case study on individuals' perceptions and interpretation on the question of political manipulation of ethnic difference leading to the ethnic tensions. Interviews and focus group discussions were methods used for collecting data for the study.

The study found that the core elements of political manipulation as means of achieving political interests include demand for self-governance and recognition of social, economic, cultural and political right of formation of kingdoms, or demand for a new district. The study found out that stereotyping as an instrument or element of political manipulation for political interests fuelled the ethnic conflict between Bamba-Babwisi in Bundibugyo district. The study also established that land is a major issue especially on the question of geopolitical boundaries between the ethnic communities pressed by the high demand for resources and creation of a new district advocated by the politicians. The study ascertained that there were ineffective measures for managing the tensions caused by a number of factors such as fear of political heresy against the government, strong attachment to one's ethnic group, and fear of being considered too soft and submissive to the interest of a particular ethnic group. And that the government used repression and military force as a measure to reduce the tensions between the Bakonzo and Bamba-Babwisi ethnic communities in Harugali, Bundibugyo district.

The study generally concludes that in pursuit of their political interests, politicians politicise and manipulate ethnicity for the sake of power and other socio-economic, cultural and political gains. The political interests are achieved through ethnic mobilisation and other means to demand for self-governance, formation and recognition of kingdoms as well as creation of new district for the realisation of these huge economic, social, cultural and political benefits.