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Keywords: *gender relations, educated, working married employees, mbarara, uganda.*

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Determinants of Gender Relations among Educated Working Married Employees in Mbarara Municipality, Mbarara, Uganda

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Abstract- The question of gender relations among working educated, married employees in developing countries has long been a concern among development practitioners and policymakers. The study examined gender relations among educated working married employees in Mbarara Municipality, Mbarara, Uganda. The study was guided by the feminist conflict theory. The study employed a cross-sectional and used a mixed-method approach. It considered working educated married employees from Municipality with a study sample of 113 respondents consisting of 92 married, educated working employees. Purposive sampling was used to select key informants (21) i.e. LCs 1,(6) 2(6) and 3(6) mayor,(1) probation officer(1) and legal officers (1) in the 6 divisions in the municipality was interviewed. Qualitative data were analyzed using frequency, percentages, mean, and ANOVA with the aid of Statistical Package for Social Sciences (SPSS) software. The study established that age, marital status, religion, educational qualification, years of marriage, monthly income influence the relationship of working educated married employees. In addition, patriarchal ideologies, community perceptions of decision making, gender roles, and religion also impacted their relationship. The findings show that gender relations, which comprises of social ties, level of friendship, and mutual respect for others among educated working married employee in Mbarara Municipality, Mbarara, are affected by different factors such as family background, religion, culture, among other factors. The study concluded that social ties, level of friendship, and mutual respect, which were proxies for gender relations, have a positive significant impact on relationships among working educated employees. Based on the findings, the study recommends that educated working married employees should always try as much as possible to strike a balance between the cultural norms and their interpersonal relationship with their spouses. Men should not be clouded by the cultural belief of their headship of the family, thereby imposing on their wives what they cannot bear and should not at any time maltreat their wives.

Keywords: gender relations, educated, working married employees, mbarara, uganda.

I. Background

Gender relations cut across so many dimensions of life, with the household as an integral part. Gender relations entail how a culture or society defines entitlements, responsibilities, and identities of men and women to one another around resources, positions and relationships often framed in patriarchal norms (FAO, 2001). In the broader society, it is further determined and manifested in individual and inter-group group interactions. At the household level, where marriage offers a particular type of social relations between men and women, patriarchal norms become more pronounced as married men and women are expected to play their traditional gender roles. Traditionally, when men and women live together in a household as married couples, they are expected to be bound by the entitlement, responsibilities, and identities that make men dominant as owners of resources, active producers, income earners, and decision-making leaders as heads of households. These traditions also position women as subservient to men resulting in superordinate-sub-ordinate relations that define gender relations. These traditions, which have been defined as patriarchal because they tend to favour men, have been the subject of women's liberation and women's empowerment movements.

At the global level, various conferences have been held under the auspices of the UN to highlight the plight of women and to demand change. For instance, since the First World Conference on Women, held in Mexico City in 1975 through the Nairobi Conference of 1985 to the Beijing Conference of 1995 and the consequent Beijing Plus, various themes were focused on improving the conditions of women and promote gender relations at all levels. In-between have been others like the Vienna Conference of 1991, which declared women's rights as human rights. Thus, approaches to "women's issues" have undergone considerable changes (FAO, 1999).

It has shown that marriage is used as a device for consumption smoothing and risk sharing across households (Anukriti and Dasgupta, 2017). It was noted that strengthening social ties, level of friendship, mutual respect, and marital matches allow families to enter into implicit contractual arrangements that can reduce problems of information asymmetry. These challenges occur because of a lack of good gender relations among the married, educated employees, if there are no strong social ties, friendship and mutual respect are missing in their relationship. However, inequality is embedded in the culture that gives the power of decision-making, and structured roles and responsibilities to male. Gender relations in precolonial

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African societies were flexible, allowing women and men to inhabit similar roles (Amadiume1987; Anyodoho 2020). Women and men have differentiated roles but these were equal and complementary (Aidoo1985; Sudarkasa 1986).

Women in Uganda have substantial economic and social responsibilities in traditional societies. These roles are largely domestic, including housekeeping, child-rearing, fetching water, cooking, and tending to community needs (Uganda PPA, 2002)). It affects women's advancement in economic empowerment and also reduces the status of women at the household level. Ntale (2019) reiterated that the economy is inherently gendered, and the free market has been unable to fully correct the shortcomings that are leaving women at an economic disadvantage. It has repercussions on women's ability to take advantage of the opportunities emerging from economic growth and their prospects of equally sharing in the growth and development dividends with men.

Oxfam (2017) found that the majority of women (55%) claimed that their partner was the main contributor to household wellbeing. The same answer was common among men in response to the same question (76%). Also, 40.9% of women see themselves as the major contributors to their households. It however, the same is not indicated by the men's response, especially in Kampala (40.8%). This implies that men, especially in Kampala, do not appreciate women's contribution to the household or do not want to admit to a reality that contradicts socially accepted gender roles and relations. Men are expected to be the household providers and contributors.

II. Statement of the Problem

Gender relations are still affected by gender norms and patriarchy. This amounts to women's oppression. This study focuses on the nature of gender relations between men and women. The strategies used to address women's oppression have not led to fundamental changes in the power relations between women and men. Despite the importance of women's participation in family decision-making, in third world countries, women's decision-making power is limited to some extent (Rezapour and Ansari, 2014). An increase in women working outside the home empowers them in their relationships (Twinomujuni, 2013:1) "women work hard in the fields and give the produce to the men, who sell the product and utilize the money for their benefit". According to the Uganda National Household Survey (UNHS) 2016/17, over 10 million women were recorded to be of the working-age (14-64 years), with about 75 per cent of them working compared to 82 per cent of men. In line with this, the unemployment rate was higher for women (14.4 per cent) than for men (6.2 per cent). Although there is existing literature about related gender relations, there is a handful of scholarly publications that concerns the nature of gender relations at a household level among educated, married employees. In this current situation, there is none about Uganda and Mbarara in particular. As society grows and social dynamics take effect, the social/gender relations are equally affected. Still, a little is known about it, determined by gender norms, patriarchy, and other social-cultural impediments that affect gender relations.

III. Objective of the Study

The study determines the nature of gender relations among educated, working married employees in Mbarara Municipality.

IV. Research Question

What are the nature of gender relations among the educated working married employees in Mbarara Municipality??

V. Scope of the Study

This study focuses on gender relations among the educated working married employee in Mbarara Municipality. The data collection was conducted among educated married employees (men and women) who had been married for at least one year, had the educational qualification of at least a Diploma, and were worked in the Mbarara Municipality. These represented the research population. This study has not covered other subjects that are not considered relevant to any of the above-mentioned categories of selected married employees. The study was done using a questionnaire (quantitative) to the respondents as a survey and interview guide (qualitative). With this method of data collection, I was able to gather the information used for data analysis. The research was done between 2016 and 2019.

VI. Literature Review

a) Feminist Conflict Theory

The study was guided by the feminist conflict theory advanced by Blumberg (1984/2005). However, feminist perspectives concentrated on women's without incorporating men, yet they need to understand women insubordination in society. Blumberg's theory (1984, 2005) is the most appropriate in identifying gender relations and the disadvantaged position of women in society. This theory postulates that gender stratification ultimately is driven by the degree to which, relative to men, women control the means of production and the allocation of productive surplus or surplus value. Accordingly, it is the understanding that society is diverse, and gender stratification dictates the base of power relations within the family in the household, which is a reflection of culturally defined gender ideologies and gender-segregated resources in the society. Blumberg

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also notes that when women mobilized a less economic power they are oppressed physically, politically and ideologically. Again, when women's economic power, relative to men is growing, men are likely to perceive such changes as threats. Thus, men attempt to repress, physically, and politically, women's efforts to gain equal power.

Blumberg (2005) argues that enhancing women's economic empowerment boosts gender equality as women gain more power in the household. The scholar further asserts that women's economic empowerment leads to increased incomes, self-confidence and that woman and men tend to spend their income differently at micro and macro levels. Based on this theory, women and men need to mobilize economic power to gain power at the household level to empower and improve gender relations. Again, the tenets of this theory postulate that stratified societies have strata of gender prescribed social roles. These are interpreted as the expected behaviours for men and women to fit in society. Both men and women must adhere to certain social norms, values, and beliefs upheld by society as the governing ideology.

Change in gender relations occurs on a world scale, though not always in the same direction or at the same pace. As this diversity becomes better known, men and boys can more easily see a range of possibilities for their own lives. Both men and women are less likely to think of gender inequality as unchangeable. It also becomes possible to identify specific groups of men who might for change. Other feminists argue that alliances between women and men are possible even crucial. In some social movements, for instance, environmentalism, there is a strong ideology of gender equality and a favourable environment for men to support gender change (Connell, 1995; Segal, 1997).

b) Gender/ Gender Relations, formal working and decision making

"Gender is a feature of social structures and institutions more than human identity. It positions men and women in unequal relations of power, often intersecting with other institutions to uphold patterns of status hierarchy and economic inequality" (Akiarie, 2016:1). Akiarie stated that men and women statuses in society are social positions and the pattern has been followed and passed on from one generation to the other. This segregation that demarcates the female and the male in the areas of decision making, roles, and responsibilities, among others, is designed by traditional patriarchy and rigid norms that allow (male) to dominate the (female).

From the feminist perspective, the term gender introduces questions of power, and control of resources and it points to conflicts that are potentially challenging and certainly difficult to deal with. However, society belongs to both males and females; therefore they need to work together in achieving developmental goals.

The FAO (1999) defines gender relations as the specific mechanisms whereby different cultures determine the functions and responsibilities of each sex. They also give their determinants access to material resources, such as land, credit, and training, and more ephemeral resources, such as power. The organization further identifies the implications of gender relations to everyday life as being numerous: ranging from division of labour, decision-making, roles, the responsibilities of family members inside and outside the home, education, and opportunities for professional advancement to a voice in policy-making.

Gender relations entail how a culture or society defines entitlements, responsibilities, and identities of men and women concerning one another around resources, positions, and interactions, often framed in patriarchal norms (Muwanga, 2013). Gender relations and related values and attitudes have become more fluid, changing dynamically over the life course in blurring boundaries of family and work life.

Simon-Kumar (2007), noted that gender relations appeared in the 1980s as a concept developed by Third World Feminist. She further stated that talking of gender relations was a breath of fresh air because it sought to move away from simplistic and universal ideas of disadvantage and analyze how women are disadvantage, were part of wider social relations. This is the first time the spotlight was put on men as well, not looking at oppressive influences as patriarchy suggested but as part of the rich and complex interactions that explain women's experiences of development, some of which may be disadvantageous.

Gender relations cut across so many dimensions of life, the household inclusive. Although the household level is an integral part of gender relations, it has and presents its dynamics. Hence, there is a need to understand the level of trust, social ties/relations, mutual respect and friendship, and their shaping and influences of married employee and their relationships within the household level, among others. Trust is manifested when a person role of trust relies on the other person's or thing (Barber, 1983). Similarly, Dobing (1993) viewed trust as the composite of an intention regarding your willingness to depend on the other person, beliefs regarding trusting others and situation-specific trusting behaviours. It is the product of intentions, beliefs, and behaviours showing dependency, and reliance on another person.

According to Duning, Anderson, Schlosser, Ehlebracht, and Fetchenhauer (2014), trust is part of gender relations in a paradoxical phenomenon. These may contradict each other, but an actual sense, trust is indeed part of gender relations. Having, because it is crucial for a secure and flourishing social life, it is difficult to think of a marriage or friendship lasting long

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without trust (Deutsch, 1958; Simpson, 2007) or any organization or firm thriving (Kramer, 1998; Kreps, 1990; Duning, Anderson, Schlosser, Ehlebracht and Fetchenhauer, 2014). Trust in gender relations is vital between married people and is very important in strengthening their relationships. Trust is built through consistency and reliability. Are they reliable? Do they do the things they say they are going to do? Do their words and actions line up? If so, great! If not, too bad! There is always room for improvement (Gray, 2015).

Trust is a valuable asset in every relationship (Irsa and Najma, 2019). It is the cornerstone that shapes an individual's ability to engage in a happy relationship. Trust provides comfort in a relationship where two people can learn to count on each other. Trust serves as the basis for any relationship (Irsa and Najma, ibid), and its absence can damaged social cohesion (HDR, 2019).

Among Bayankore, it has been reported that trusting the spouse results in living life in peace for both the partners. This is so because trusting your partner results in feelings of independence and autonomy, which gives the relationship a healthy turn. A distrustful relationship can result in a miserable life for both the distruster and the person who is being distrusted. Moreover, trust is not only related to infidelity. It includes trusting others wisdom and his/her sincerity towards the other partner; and that the person being trusted won't harm the partner. These aspects of trust make married life happier, more favourable, and ultimately more satisfied (Fatima and Ajmal, 2012). Trust is important for any relationship. When there is trust, even negative aspects of the relationship begin to fade out. Gondal, Makhdoom and Atta (2018) observed that the relationship of Machiavellianism (a negative personality trait marked by deceitful interpersonal style for the sake of personal interest) with marital satisfaction fades away when the level of trust is high among married individuals. Therefore, trust is always supposed to be an increasing agent for marital satisfaction.

Sarkisian and Gerstel (2008) found that both married men and women tended to be less involved with their extended family than single individuals, which held when controlling for a variety of social resources and demographic characteristics. Granovetter (2005) looks at absence in ties as those relationships (or ties) without substantial significance, such as "nodding" relationships between people living on the same street, or the "tie", for example, to a frequent vendor and a client. Furthermore, the fact that two people may know each other by name does not necessarily qualify the existence of a tie. If their interaction is negligible, the tie may be absent. The "strength" of an interpersonal tie is a linear combination of the amount of time, the emotional intensity, the intimacy (or mutual confiding), and the reciprocal services which characterize each tie.

Mutual respect in marriage exists when two personalities consider each other worthy of esteem, and consequently are willing to refrain from intruding upon each other's basic ways of doing and feeling. A marriage permeated with mutual respect is characterized by a willingness on the part of each partner to carry his share of the load and confidence that the mate can do likewise. Mutual respect in marriage is primarily enhanced by self-respect (Kumashiro et al. 2002). Bayankore gives much right to men in terms of respect than women. Because of the human tendency to judge others as we judge ourselves, we are likely to respect others if we respect ourselves (Kumashiro *et al.*, ibid). Respect is reciprocal and is give and take. A self-confident person can accept weakness in his partner without feeling that it is are flection upon himself. Thus he can tolerate weakness and accept it without criticizing his spouse. Under such circumstances, the spouse need not spend his energies defending himself. He will realize that he is loved regardless of the deficiency.

Husbands' and wives' close friendships are one aspect of the social context in which their family relationships develop (Milardo and Helms-Erikson, 2000). Friendship is one of the characteristics of a happy and lasting marriage, and the foundation of a healthy marriage. Research has shown that married people that have a great friendship have a higher percentage overall of marital satisfaction. The emotional connection that married people share is often more important than their physical intimacy. Married men and women that are friends look forward to spending time together, and genuinely like one another. Their activities and interests become enhanced because they have their favorite person to share their life experiences. Building and nurturing the marital friendship can strengthen a marriage because friendship in marriage is known to build emotional and physical intimacy. Friendship helps married people to feel safe enough to be more open with one another without worrying about being judged or feeling insecure. Nurturing and building that friendship in marriage does require practice and takes time and effort.

As a result of a transformation, the new female gender role has thus increasingly incorporated dimensions of economic independence and support responsibilities that until quite recently belonged to the male domain, and promoted an equal distribution of responsibilities for the economic provision to a family because of the education. This transformation has not been accompanied, however, by new patterns in the gender distribution of household- and care work, as the division of unpaid work among women and men, has changed relatively little in many countries (Bianchi *et al.*, 2000; Anxo *et al.*, 2011; OECD 2012). However, much of the decrease in the gender gap for unpaid work is due to women investing less time in domestic duties, given their greater involvement in paid work, than due to a substantial increase in men's household and care work

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contribution (Sayer *et al.*, 2004; Craig and Mullan, 2010; 2011).

Sultana (2011) investigated factors affecting women's autonomy and decision making power within the households in Bangladesh rural communities. The results showed that the respondent's educational attainment, occupation, and income were positively related to women's decision-making power at the household level (Sultana, ibid).

VII. Methodology

a) Study Site

The selection of the area of research and sample was guided by the problem under investigation, that is, professional women and men in formal sectors, specifically in Mbarara Municipality. Therefore, Mbarara Municipality provides such a setting for the study. The Municipal Administrative headquarters which is the Municipality. The six divisions are Biharwe, Kakiika, Kakoba, Kamukuzi, Nyakayojo, and Nyamitanga. The reason for choosing the Municipality. It is the oldest as compared to other municipalities, and this provides precedencies for married people who have worked there for long. Therefore their economic impacts are justified.

The study focused on gender relations among educated working married employees in the Mbarara Municipality of Western Uganda. More specifically, the group of educated working married employees in formal sectors. Each division is a branch of the municipality covered the Mbarara municipality. Each division was headed by LCS3.

b) Sources of Data

The researcher gathered data and information from both primary and secondary sources to drive to the meaningful interpretation of findings. The primary data were gathered using questionnaires for quantitative and interview guides for qualitative from the respondents selected for the study, mainly educated working married employees from the Mbarara Municipality. The secondary data were gathered from various libraries, including the Mbarara University of Science and Technology Library and MMC archives. The researcher utilized published information resources that included newsletters, reports, Journals, books, and other information within the study during the data collection. It is important because they help explain new or different positions, and ideas about primary sources.

c) Study Population

The population of this study is the educated working married, employees in Mbarara Municipality. These spread all over the six divisions of the Municipality. Mbarara Municipality has a total population of 195,013 and comprises of educated, and uneducated people (NPHC, 2014). The total staffing level of Municipality is 118 spreading all over Mbarara Municipality. The study population was the total number of married educated men and women employees of the Municipality. These are workers in the Municipality who received a salary as their income. Department of Management and Support Services, Finance and Planning, Health Services, Education and Sports, educated married men and women; Work and Technical Services, Community based services, Production and marketing educated married employee's men or women. Key informants: LCS 1, 2 and 3, mayor, probation officer, and legal officers.

d) Sample collection and preparation processes

Having known the staffing levels in the Municipality, the researcher used Krejcie and Morgan's (1970) Table of Sample Size Determination and followed by systematic sampling. The sampling selecting an element from the list at random, and then every kth element in the frame is selected, where k, the sampling interval (sometimes known as the skip): this is calculated as:

$$k = N/n$$

where n is the sample size, and N is the population size.

Therefore, a total number of 92 respondents was chosen from the Municipality employees in Mbarara. It was distributed as follows: Department of Management and Support Services 34 educated married men and women; Finance and Planning 12 educated married men and women; Health Services 31 educated married men and women; Education and Sports 3 educated married men and women; Work and Technical Services 9 educated married men and women; Community based services 2 educated married men and women; Production and marketing 1 educated married men or women. The researcher selected those respondents that most effectively served as a representative value for the population under investigation. In this regard, a stratified sampling technique was used to ensure that those who should be in the sample are adequately captured since there is a specific type of person or group of people that the researcher was targeting. Apart from the 92 respondents employees, purposive sampling was used to select key informants like the LCS 1,(6) 2(6) and 3(6) mayor,(1) probation officer(1) and legal officers (1) that is in the 6 division in the Municipality was interviewed. The checklist was designed for those that was interviewed. It was done to conduct to cover all the questions in the interview guide and any other information needed for the study.

e) Reflection and Reflexivity

The study began by observing the population under study through the gender lens and if Mbarara Municipality could be a better setting for collecting data for my study. Sometimes, the fear not getting respondents at the Municipality because of the nature of

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the study. Thinking of how to find the subjects to fill my questionnaires and conduct the interview guides the selected respondents. We map out how on to administer the questionnaires, and interview guides on my respondents. We started from Mbarara Municipality headquarter, followed by Kakoba, Kamukuzi, Nyamitanga, Nyakayojo, Kakiika and Biharwe.

During data collection, standard procedures for administering and conducting interviews were followed, such, explaining the purpose of the study to participants, obtaining consent, privacy, confidentiality, and ethical approvals. For instance, all the selected participants were asked to provide consent, their free will to take part in the interview, and the entire data collected was anonymous (Kumar, 2005; Creswell, 2009). Data collected with the questionnaire was structured with questions a Likert form of 5 scales. The researcher followed the checklist strictly to ensure that those where supposed to fill the questionnaire are the ones who filled. Data collection by interviews was enriched by using an interview guide with written topic guides to ensure that all areas of the study are covered (Polit, 2010).

All the responses were noted in the memo to gather additional information and later transcribed for further analysis to buttress the result. The detailed were further meant to strengthen the reflexivity and reflection of the researcher and also to ensure that all respondents that filled the questionnaire under the guide of the researcher and interviews were captured perfectly to enrich the accuracy and reliability of data (McLellan et al. 2003).

To gain a real impression, experiences, feelings and perceptions of people about their world, indirect, covert observations, sometimes referred to as None-participant observation was used to collect data (Kumar, 2005; Lugosi, 2006). The Observation was employed during data collection, mainly while at the same time conducting in-depth interviews. During the interviews, some things not limited to body language, emotions displayed by individuals and groups of individuals were not helpful. They were observed, and noted down to supplement the information obtained from interviews. This observation method played a key role in gathering information for the study (Ross, 2001). Furthermore, the experiences which were gained by the interviewer during the observation was a basis for data discussions, analysis and recommendations.

f) Methods of Data Collection

In this study, the researcher adopts the survey study approach because of the fieldwork involved. The study participant's recruitment was conducted in two phases. In the first phase, the list of all departments in the municipal council, include management and support services, finance and planning, health services, education and sports, work and technical services, community-based services, and production and marketing.

In the second phase, from the selected department, a list of married men and women belong to seven departments. The list of respondents was scrutinized to make sure that those who married for less than one year, working married employees for less than a year, and working married employees who are not in the age group of 20 to 60 years; are not captured in the sample. Those that are captured in requirement are married men and women who have a formal education level of at least secondary school, married for over one year, be in the age group of 20 to 60 years, and working formal sector.

However, the field survey is subject to completing the questionnaire or interview in a natural setting. The study aims at gaining an in-depth understanding of gender relations and household income utilization among educated working married employees Mbarara Municipality, Mbarara. Therefore, the mixed methods research strategy was used in both quantitative and qualitative studies. The researcher used a mixed-method approach because a survey mixed-method questionnaire could be trusted to bring in qualitative and quantitative data on these issues. This provided an opportunity to discuss some of the findings deriving from the survey in detail.

The following study tools were used: Questionnaires, and interview guides are primary sources of obtaining data for this study. However, the critical point is that when designing a questionnaire, the researcher should ensure that it is "valid, reliable and unambiguous" (Richards and Schmidt, 2002:438). The researcher used closed-ended questionnaires to provide the inquirer with quantitative or numerical data and open-ended questionnaires with qualitative or text information.

In data collection, the research instruments used to obtain information related to the study are mainly being standard questionnaires applying to quantitative methods of data collection. Identification of real respondents was made before the field survey commenced; married employees (men and women) were identified to target individuals for the surveys. The approach was undertaken to identify men and women who are married because of the ethical issues involved with this type of research, which includes getting clearance from the Municipality to know the categories of respondents. The researcher then collected basic profile data of all married employees in the Municipality. The quantitative data was the first to be collected and then follow by the qualitative data as supporting data make the finding to robust.

The data was generated from the Human Resource database. However, despite the weaknesses of both questionnaires and interviews, these are important means of obtaining direct responses from

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participants about their understandings, conceptions, beliefs, and attitudes; hence, these methods cannot and should not be discarded.

g) Questionnaire

Questionnaires on gender relations (QGR) were used to collect primary data whereby a set of predetermined questions were used to collect data from the respondents who are educated working married employees. McLeod's (2014) questionnaires can be an effective means of measuring the behavior, attitudes, preferences, opinions, and intentions of relatively large numbers of subjects more cheaply and quickly than other methods.

Respondents were allowed to fill the questionnaires; this brings out their opinion. The self-administered approach was used in administering the questionnaire to the respondents. Traditionally, questionnaires were administered in group settings for convenience. The researcher could give the questionnaire to those who were present and be fairly sure that there would be a high response rate. If the respondents were unclear about the meaning of a question they could ask for clarification.

The questionnaire method of data collection was used because of its simplicity and coverage that the method collects responses with minimum errors and a high level of confidentiality since the respondents were allowed to answer the question at their convenient time.

Furthermore, the questionnaires were in sections, that is, section A to B. It was designed in such a way that section A cover socio-economic characteristics of the respondents, section B with item likes summated scales questions design to probe the mind of the respondents in some certain key factors in gender relations (level of trust, friendship, social ties, mutual respect, also roles, responsibilities, decision-making). These were used to quantify the gender relations in terms of relationships among the educated married employees at their household level. Nevertheless, the questions are adequate on decision making, and role play because there is a lot to unravel as a part unit of analysis in the study.

A total number of 92 questionnaires were administered to the employees in the Municipality. The checklist was followed to ensure that those who merit the requirement the ones that fill my questionnaire. The gender disaggregation of the return questionnaire is 52 males and 40 females.

h) Interview guides

These structured interview guide was designed to collect qualitative data from Key Informants. This structure interview guides were used to gather more information to enriched data collected from the respondents. This was used as supportive information to the study. Purposive sampling was used to select key informants like the LCS 1, (6) 2(6) and 3(6) mayor, (1) probation officer (1) and legal officers (1). This was administered to the selected LCS3, who are heads of respective divisions. The LCS 1, 2, and mayor, probation officer, and legal officers were 21; twelve males and nine females.

i) Unit of Analysis

The units of analysis for this study are educated working married employees and units of inquiry are educated working married employees at the Mbarara Municipality. This represents the major entity in my study. In this regard, we choose them based on the criteria's of being a married employees (male or female) that provide information for my study. The sample includes only women and men who were "married" at the survey data for less than one year. In the current study, the sample population who were selected had a special relationship with the phenomenon under investigation, sufficient and relevant work experience.

VIII. Validity and Reliability

a) Validity of the Instrument

Validity is the extent to which an instrument measures what it is supposed to measure and performs as it is designed to perform. However, it is rare, if not almost impossible, that an instrument is 100 percent valid, so validity is generally measured in degrees. As a process, validation involves collecting and analyzing data to assess the accuracy of an instrument. The Validity of the study was ensured to achieve some high degree of accuracy and consistency of collected data. This was achieved by conducting a pilot test of the tools and instruments used in data collection. The household survey questions were pre-tested on five respondents in the Kabale Municipality. This is to ascertain that my research topic is researchable and valid investigation. Also, requested for a list of married men and women at the Mbarara Municipality before conducting the field data collection. After data collection, data were sorted and cleaned to reduce the level of errors and omission. Adequate measures were taken to ensure that the questionnaire fulfilled content validity. To ensure that the instrument collected data as per its intention, the researcher distributed copies to experts, including the supervisor and colleagues, with more experience, to rate the valid items in the questionnaire. Content Validity Index (CVI) was calculated as:

$$CVI = \frac{\text{Number of items rated as relevant}}{\text{Total number of items in the questionnaire}} \quad \frac{66}{78} = 0.85$$

The value of CVI obtained, which is a measure of the validity of the instrument, was interpreted basing on Amin (2005) scale. Accordingly, a value of 0.85 obtained is greater than the Standard Value of 0.7,

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which indicates that the items were extremely relevant for the kind of data needed by the study.

b) Reliability of the Instrument

The reliability of the instrument on the variables was tested using the Cronbach alpha method, and a Cronbach alpha (a) of 0.7 made the instrument to be taken reasonably reliable. The reliability of the research questionnaire was measured using the test and retest technique. Test-retest reliability refers to how scores on the same test by the same individuals are consistent over time. The choice for the technique is that it provided evidence that scores obtained on a test at one time (test) were the same or close to the same when the test was re-administered some other time (retest).

Before the instrument was used, a pilot study was conducted in a location different from the actual area of study. The results from the pre-test were then substituted with the final findings using Pearson's Correlation Coefficient formula. Amin (2005), noted reliability is the dependability of the instrument so that it should consistently measure what it is intended to. The summary below shows how reliability was calculated using the formula:

$$r = \frac{N \sum XY - \sum X \sum Y}{\sqrt{N (\sum X^2) - (\sum X)^2 . N (\sum Y^2) - (\sum Y)^2}}$$

Where: N = Total number of pairs of pre-test and re-test scores

X= Pre-test scores

Y = Re-test scores

XY = Product of pre-test scores and re-test scores

$\sum X$ = Sum of the pre-test scores

$\sum Y$ = Sum of the re-test scores

$\sum XY$ = Sum of the product of pre-test scores and re-test scores

For the instrument to be accepted as reliable, the average index should be 0.7 or above (Amin, 2005). Therefore, since the computed value (0.72) was greater than 0.7, the research instrument was considered reliable. This value indicates a good degree of reliability for the entire questionnaire. Hence, it is proved that the questionnaire is reliable and suitable for the study.

IX. Data Analysis Process

Immediately the questionnaires were ready and data had been collected, the researcher embarked on coding and analyzing the data. We started working with the raw data for sorting. This makes sense of all the information gathered from the respondents through questionnaire sorting according to gender, age and in its natural setting, and coding into numbers and categories. De Vaus (2002:174), coding is converting questionnaire answers into numbers and categories. The reason for coding is to give a distinctive code to each category of variables. The questionnaire for this study was pre-coded for easy variable entries in an SPSS (Statistical Package for Social Sciences) workbook to create a data set.

Transcription of interviews, typing field notes, sorting, and arranging the data was made. Studying the narratives from key informant interviews, which provided data in the form of experiences, scenarios, and actual information from the respondents, were studied. All the information that was collected through the interview guide was arranged at this stage in its natural setting.

X. Ethical Consideration

This study was carried out with full ethical processes and procedures. The ethical approval existed at four levels. Firstly, the Faculty level, second at the University level, third at the subject's organization, and fourth at the national level. This was followed by an introductory letter from the authority to the subject's organization for data collection. The first approval was received from the academic faculty board for postgraduate studies, faculty of interdisciplinary studies after satisfying the requirements of the study proposal. Clearance letter to submit for ethical reviews to the University. During this process, the following was submitted to the panel of the research ethics committee for approval: Complete proposal, study tools in English languages, consent forms for all the data collection methods, application forms, a letter from the faculty postgraduate academic committee, and a letter from my supervisor. The University Research Ethics Committee (MUREC 1/7) approved my study on June 22, 2016. After the university approval, the research proposal was submitted to the Uganda National Council of Science and Technology (UNCST) for clearance and permission to start the fieldwork exercise. UNCST cleared my study on the 2nd of August 2016. We wrote a letter to the Mbarara Municipality request me to have access to their facility to collect information needed for my study from the respondents. It was granted and given a letter of introduction to have access to my respondents. All study selected participants were requested to participate voluntarily, which was stated clearly in my questionnaire, and interview guide. Consenting was the first step before administering the questionnaire begun and participants were obliged to sign on the consent form after accepting to fill the questionnaire interviewed. The indication was that a participant has very well understood the aims of the study and has accepted to voluntarily participate in the study. During consenting respondents were informed about the major purpose of the study being academic, confidentiality was emphasized. No individual identity was to be disclosed to other people in the community and outside their

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communities. The results will not indicate the respondent's information against his/her names. This was important in gaining trust from respondents to be able to share their experiences and other necessary information with ease.

XI. Participant Confidentiality and Anonymity

According to Allen (2017), confidentiality and anonymity are ethical practices designed to protect the privacy of human subjects while collecting, analyzing, and reporting data. Confidentiality refers to separating or modifying any personal, identifying information provided by participants from the data. Typically, anonymity is the procedure followed in quantitative studies, and confidentiality is maintained in qualitative studies. In both cases, the researcher gathers information from participants, and it is this information becomes the data to be analyzed. For the social scientist, peoples' behaviors and experiences are of great interest, rather than an expose about individuals. Researchers are expected to respect their participants but are not as interested in reporting the actions of a named person.

Confidentiality and anonymity were ensured at different levels such as during data collection, at the analysis level, by ensuring the privacy to participants. Ensuring privacy of the participants was done during data collection. Participants filled in the questionnaire and interviewed in private, and nobody else was allowed to get in contact with the data collected apart from the researcher. At the analysis level, all the data was coded in categories without any identification of any participant. None of the data collected as part of this study included names of the participant; only codes were used to differentiate gender and age in their categories.

XII. Data analysis and Presentation of Results

a) Socio-Demographic Characteristics of the Respondents

The researcher identified the respondents' socio-demographic characteristics regarding gender, age, spouses' age, religion, spouses' religion, educational qualification, spouses' educational qualification, years of marriage, monthly income, and spouses' monthly income. This was done to appreciate the reliability and accuracy of the research findings.

Table 1: Distribution of Respondents by Gender

Gender	Frequency	Percentage
Male	52	56.5
Female	40	43.5
Total	92	100.0

Source: Field Survey, 2019

The results from Table 1 indicate that 56.5% of the respondents were male; 43.5% were female. According to the findings, majority of the respondents were male. It implies that married employees in Mbarara Municipality constitute a large number of male than female.

Table 2: Distribution of Respondents by Age

Respondents' Age (years)	Frequency	Percentage
Less than 25	0	0.0
25-35	25	27.2
36-45	46	50.0
Above 45	21	22.8
Total	92	100.0

Source: Field Survey, 2019

The results from Table 2 indicates that no respondent was below 25 years of age, 27.2% were between 25-35, 50.0% were between 36-45, and 22.8% were above 45 years. According to the findings, majority of the respondents were above 35 years of age. It implies that in the Mbarara Municipality, a large number of married employees fall between 25-35 years, and also mean that people get married as soon as they get a job.

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Table 3: Distribution of Respondents' Spouses by Age

Spouses' Age (years)	Frequency	Percentage
Less than 25	2	2.2
25-35	37	40.2
36-45	40	43.5
Above 45	13	14.1
Total	92	100.0

Source: Field Survey, 2019

The results from Table 3 indicates that 2.2% of respondents' spouses were below 25 years of age, 40.2% were between 25-35, 43.5% were between 36-45, and 14.1% were above 45 years. According to the findings, majority of the respondents' spouses were above 35 years of age. It implies that the spouse, especially in the side of the male, is above 35years of age. It enables them to handle their relationship in a mature manner.

Table 4: Distribution of Respondents by Religion

Respondents' Religion	Frequency	Percentage
Christianity	85	92.4
Islam	7	7.6
Other	0	0.0
Total	92	100.0

Source: Field Survey, 2019

Result from Table 4 indicates that 92.4% of the respondents were Christians and 7.6% were Muslims. According to the findings, majority of the respondents were Christians, and therefore, the study was dominated by Christian respondents. It implies that the Christian who is educated married employees are more than other religious faith working in the Mbarara municipal council.

Table 5: Distribution of Respondents' Spouses by Religion

Spouses' Religion	Frequency	Percentage
Christianity	85	92.4
Islam	7	7.6
Other	0	0.0
Total	92	100.0

Source: Field Survey, 2019

The result from Table 5 indicates that 92.4% of the respondents' spouses were Christians, and 7.6% were Muslims. According to the findings, majority of the respondents married from their religions. It implies that marriage across the religious faith is not rampant based on this finding. It is also based on the above finding that married educated working Christian is more than other religious faithful in Mbarara Municipality.

Table 6: Distribution of Respondents by Educational Qualification

Respondents' Educational Qualification	Frequency	Percentage
Secondary	0	0.0
Diploma	35	38.0
University	57	62.0
Total	92	100.0

Source: Field Survey, 2019

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The result from Table 6 indicates that no respondent had Secondary education, 38.0% had Diploma education, and 62.0% had University education. According to the findings, majority of the respondents were graduates from Universities. It implies that there are standard rules and regulations in the Mbarara Municipality regarding the recruitment of the staff. Those who qualified are the ones recruited.

Table 7: Distribution of Respondents' Spouses by Educational Qualification

Spouse's Educational Qualification	Frequency	Percentage
Secondary	7	7.6
Diploma	49	53.3
University	36	39.1
Total	92	100.0

Source: Field Survey, 2019

The result from Table 7 indicates that 7.6% of the respondents' spouses had Secondary education, 53.3% had Diploma education, and 39.1% had University education. According to the findings, majority of the respondents' spouses had Diploma education. It implies that married, educated working employees who filled the questionnaire are more that have diploma education and follow by the higher university education.

Table 8: Distribution of Respondents by Years of Marriage

Age (years)	Frequency	Percentage
Less than 5	16	17.4
5-10	30	32.6
11-15	31	33.7
16-20	6	6.5
Above 20	9	9.8
Total	92	100.0

Source: Field survey, 2019

The results from Table 8 indicate that 17.4% of the respondents were less than five years in marriage, 32.6% were in marriage for 5-10 years, 33.7% were in marriage for 11-15 years, 6.5% were in marriage for 16-20 years, and 9.8% were in marriage for above 20 years. According to the findings, most of the respondents have been in their marriage for more than five years. The research finding reveals that married, educated employees in Mbarara Municipality have married, from five years and the above.

Table 9: Distribution of Respondents by Monthly Income

Respondents' Monthly Income (UGX)	Frequency	Percentage
Less than 200,000	0	0.0
200,000-300,000	6	6.5
300,001-500,000	23	25.0
500,001-1,000,000	42	45.7
Above 1,000,000	21	22.8
Total	92	100.0

Source: Field survey, 2019

The results from Table 9 indicates that no respondent was earning less than ugx200,000; 6.5% were earning between ugx200,000-300,000; 25.0% were earning between ugx300,001-500,000; 45.7% were earning between ugx500,001-1,000,000; and 22.8% were earning above ugx1,000,000. According to the

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findings, majority of the respondents were earning above ugx300, 000. It implies that married educated employees working in Mbarara Municipality than are earning Ugx300, 000. It can be due to as a delay in the promotion of a shortage of funds if they promote Mbarara Municipality Employees.

Table 10: Distribution of Respondents' Spouses by Monthly Income

Spouses' Monthly Income (UGX)	Frequency	Percentage
Less than 200,000	2	2.2
200,000-300,000	8	8.7
300,001-500,000	43	46.7
500,001-1,000,000	27	29.3
Above 1,000,000	12	13.0
Total	92	100.0

Source: Field survey, 2019

The results from Table 10 indicates that 2.2% were earning less than ugx200,000; 8.7% were earning between ugx200,000-300,000; 46.7% were earning between ugx300,001-500,000; 29.3% were earning between ugx500,001-1,000,000; and 13.0% were earning above ugx1,000,000. According to the findings of the study, the majority of the respondents' spouses were earning above ugx300, 000. It implies that "no money, no live" if you as a husband have no money, you cannot have control of your house. The majority of the educated married, employees of the Mbarara Municipality are male. Therefore it shows that they first access employment before got married to full household finance obligations.

b) Presentation of Empirical Findings

Quantitative Results

The following section presents quantitative results that were collected by a self-administered questionnaire.

Table 11: Summary Statistics on Respondents' Demographics

N=92

	Age	Religion	Highest qualification	Monthly income	Marital Status
Mean	1.1900	1.3367	2.1933	2.1533	1.6667
Mode	1.00	1.00	2.00	2.00	2.00
Std. Deviation	.39296	.47336	.61960	1.87658	.47219
Skewness	1.588	.695	-152	13.517	-711
Std. Error of Skewness	.141	.141	.141	.141	.141
Kurtosis	.526	-1.528	-526	215.369	.1.505
Std. Error Kurtosis	.281	.281	.281	.281	.281

Source: Field Survey, 2019

The result in Table 11 presents summary statistics of the socio-demographic characteristics of the respondents in the Mbarara Municipality. The majority of the respondents were below 40 years of age (1.19); Christians (1.34); held other qualifications (2.19); earned between Ugx 200,000 and Ugx 500,000; and were married (1.67).

Objective: Nature of gender relations among educated, married employees

Inferential Statistics

This section presents inferential statistics that assisted the researcher in establishing significant relationships and differences. The following section presents predictive power of study constructs on gender relations using social ties, level of friendship, and mutual respect as the baseline.

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Table 12: Model Summary

Model	R	R Square	Adjusted R-Square	Std. Error of the Estimate
1	.371[a]	.137	.129	.38288

a. Predictors: (Constant), Mutual_respect_for_Others, Level_of_Friendship, Social_ties
Source: Field Survey, 2019

Table 12 presents a model summary that indicates that mutual respect for others, social ties, and level of friendship in combination influence decision-making and role play to the tune of 12.9% (adjusted R squared=0.129). In mutual respect for others, the majority of the respondents listen to each other whenever there is an issue to resolve in private and public. This makes decision-making easier between them and also affects the roles and responsibilities positively. In the level of friendship among the married employees, the majority of the respondents don't normally go out together, maybe because of their work schedule, but agree that they are fully aware of the movement of their spouse. The exchange of gifts among the married employees is also on rear occasion, and shopping was shared by the majority of married employees. Married employees trust their relationship. In social ties, they have a good rapport themselves, and with closer to their friends, parents and others.

Table 13: ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	6.912	3	2.304	15.716	.000[a]
	Residual	43.393	296	.147		
	Total	50.304	299			

a. Predictors: (Constant), Mutual_respect_for_Others, Level_of_Friendship, Social_ties
b. Dependent Variable: Decision
Source: Field Survey, 2019

Table 13 indicates that the model influence of 12.9% was significant to cause a difference or influence. This decision was reached because the computed sig value (0.000) was less than the critical value of 0.05, which implied that the computed statistic F=15.716) was large enough to cause the influence. Mutual respect for others, level of friendship, and social ties in decision making and role play at a household level among educated working married employees.

Table 14: Coefficient [a]

		Unstandardized Coefficient		Standardized Coefficient		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	1.882	.177		10.602	.000
	Social ties	.102	.071	.113	1.446	.149
	Level of Friendship	-.068	.079	-.063	-.853	.394
	Mutual respect for others	.292	.052	.333	5.627	.000

a. Dependent Variable: Decision
Source: Field Survey, 2019

Table 14 presents the individual contributions of the constructs of gender relations towards influencing decision making. The table further shows that constant and mutual respect for others were the only significant predictors of decision-making (sig=0.000), while social ties (0.149), and level of friendship (0.394) were not. Peculiar to note is that for every unit change in mutual respect for others, decision-making is enhanced or increased by about 29.2% (B=0.292; Sig=0.000).

Gender relations influence decision-making. However, even if social ties, level of friendship and mutual respect for others are absent, decision-making can still be influenced.

In line with the above objective, the following responses were obtained from interviewing: concerning the nature of gender relations among educated working married employees in the Mbarara Municipality, most of the interviewees, irrespective of their gender, agreed that men in their household are placed above the women.

The question was asked about the married employee's relationship with their parents, siblings, and friends to ascertain whether this does not influence in their relationship on the educated working married employees, it was found that this has no influence at all.

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Male respondents said, "Marriage is a joint partnership: the money is there for both of us. I wouldn't want to keep our incomes separate. I earn more than my wife and it equaliszees incomes, putting them in a joint account. My wife controls the money and decides how much she needs to spend on housekeeping and advice to men to always inform their wives about their salaries for the stability of the homes. He think that if the wife is aware, she can assist during periods of any crisis in the home. The wife can easily come in to render assistance with no doubt or difficulty. This is because she is fully aware of the family's financial status, we are very close we go out together during our leisure time, and when are together we don't use abusive languages on anyone. We respect each other and adore ourselves." Interview information March 2019.

However, to buttress the point above, males often decide how to manage the general financial affairs of the family. This is what determines the framework of many other aspects of family life. In an investigation about the males who have a professional occupation and their wives, the decisions were divided into decisions which were very important and decisions which were considered to be important for both the man and the woman (Rezapour and Ansari, 2014). It is stressful that many very important decisions, such as financial matters, were only made by husbands. Important decisions like the children's education were often made by both. But women were just responsible for decisions which were considered to be unimportant and trivial. At the same time, shopping and choosing the interior house decorations, among others, was decided on by both husband and wife together (Kiani, 2012).

From the analysis of the objective, it was found that there was a significant difference in opinion on decisions according to family roles. In other words, the woman's socially constructed roles are to take care of the family through house chores and others. Culturally, the man is to provide for the family, including the decision making. The study affirms further that the traditional role of a man as head of the family, where the wives are subservient to their husbands, are fully entrenched into Mbarara society and can only be minimized in an educated working married employees family and cannot be eradicated. This is aligns with the findings of Moen (1992) who examines the potential positive and negative consequences for women, who combine paid work and family roles. She concludes that whether multiple roles are positive or negative for women depends on many factors in women's lives, such as conditions of the work, conditions of their family roles, including the number and age of children, and the extent to which women view themselves as captives or are committed to their work and family roles.

XIII. Conclusion

The gender relations that the researcher focuses on in this study would be of no relevance in a world where a woman could never partake in decision-making, and the husband assists or helps in the household chores for the betterment of their family.

Sequel to the results of this study, it was concluded that a significant difference exists in the married employees opinions on a decisions based on the role the husband and the wife play in the family. There was also a significant difference in individuals' perceptions about what the decision making process of a family should look like, resulting from their religious beliefs and inclinations.

The empirical study focuses on Mbarara Municipality, and marriage is a unique and dynamic relationship that has no hand and fast rules, which is the reason the institution has survived civilizations with changing demands and responsibilities. In today's setting, the responsibilities of either spouse are fluid, depending on their occupation and the amount of income. It may be revealed that the women in this study reported that the gender relations in their marriage were not significantly different from what they had seen in their childhood in the case of their parents or others. Sen's cooperative conflict theory is relevant to this study as household members' relationship is bound the enjoyment of each other's company, trust, and the ability to be oneself, express one's feelings, and make mistakes without fear of judgment from other members of the household (Ashton and Fuerhrer, 1993).

In this case, the study found out that social ties, level of friendship and mutual respect, which are proxies for the gender relations, have a positive significant impact on relationships at the household level. More so, a significant relationship exists between decision-making and roles and responsibilities. This is because the household is a huge contributor to the decision-making process in the majority of employees' homes in the Mbarara Municipality.

XIV. Recommendations

Basing on the findings and conclusions, the study recommends as follows:

The educated working married employees should always try as much as possible to strike a balance between the cultural norms and their interpersonal relationship with their spouses. Men should not be clouded by the cultural belief of their headship of the family, thereby imposing on their wives what they cannot bear and should not at any time maltreat their wives. On the other hand, women in the Mbarara society should not also be deceived with the campaign for human rights activists for gender equality, as women overwhelmed by such beliefs are either not married at all or eventually, become single mothers.

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