OROMIA STATE UNIVERSITY

COLLEGE OF FINANCE AND MANAGEMENT STUDIES

DEPARTMENT OF PROJECT MANAGEMENT

THE ROLE OF NGOS IN ECONOMIC EMPOWERMENT OF WOMEN (IN CASE OF BATU CITY ADMINISTRATION)

A thesis submitted to the school of graduate studies, college of finance and management studies, Oromia State University in partial fulfillments of the requirements for the award of degree of masters in project management.

BY: ARARSO URGESSA

ADVISOR: ERESO NEGI (PHD CADIDATES)

MAY, 2024

BATU, ETHIOPIA

OROMIA STATE UNIVERSITY

THE ROLE OF NGOS IN ECONOMIC EMPOWERMENT OF WOMEN (IN CASE OF BATU CITY ADMINISTRATION)

A thesis submitted to the school of graduate studies, college of finance and management studies, Oromia State University in partial fulfillments of the requirements for the award of degree of masters in project management.

BY: ARARSO URGESSA

ADVISOR: ERESO NEGI (PHD CANDIDATES)

JUNE, 2024

BATU, ETHIOPIA

DECLARATION

I hereby declare that this thesis entitled **the role of NGOs in economic empowerment of women** in case of Batu Town Administration, has been carried out me ender the guidance and supervision of Ereso Negi (PhD candidates) The thesis is original and has not been submitted for the award of any degree or diploma to any University or institutions.

Researcher Name	Date	Signature
Ararso Urgessa Kufa	**May 24, 2024**	**_____**

CERTIFICATE

This is to certify that the thesis entitles **the role of NGOs in economic empowerment of women** in case of Batu Town Administration. A Study on Selected Project Management (PM) in Batu Town, Submitted to College of Finance and Management Studies for the award of the degree of master of Project Management (PM), the degree of Master Project Management (PM) and is a record of research work carried out by Mr. **Ararso Urgessa Kufa,** under my guidance and supervision. Therefore, I hereby declare that no part of this thesis has been submitted to any other university or institutions for the award of any degree or diploma.

Adviser's Name	Date	Signature
Eroso Negi (PhD candidates)	May 24,/2024	

Oromia State University

Office of Post Graduate Studies Examiners' Approval Sheet

We, the undersigned, members of the Board of Examiners of the final open defense by **Ararso Urgessa Kufa** have read and evaluated his thesis entitled **The role of NGOs in economic empowerment of women** in case of Batu Town Administration and examined the candidate, which is submitted in partial fulfillment of the requirements for the Degree of Masters in Project Management, complies with the regulations of the University and meets the accepted standards with respect to originality and quality.

Name of the Chairperson	**Signature**	**Date**
Ereso Negi Shaku(PhD candidate)		June 21, 2024
Name of Advisor	**Signature**	**Date**
Name of External Examiner	**Signature**	**Date**
Name of Internal examiner	**Signature**	**Date**
SGS Approval	**Signature**	**Date**

Final approval and acceptance of the thesis is contingent upon the submission of the final copy of the thesis to the Office of Graduate Studies (SGS) through the Office Graduate Committee (DGC/SGC) of the candidate's department. Stamp of SGS Date _____

Acknowledgments

First and for most I would like to thank the Almighty God for giving me strength to finalize my thesis than my deepest gratitude goes to my advisor Ereso Negi (Phd candidate) for his unreserved assistance in giving me relevant comments and guidance throughout the study. My grateful thanks also go to Batu employees specifically staffs in credit area for their positive cooperation and real commitment to respond the questionnaire, interview and giving the relevant data for the study. Next I would like to thank my wife Mulu Teneshu for her unconditional love and moral support during my post graduate study & towards the completion of this paper in particular. And special thanks to Ato Chala Tiko, Abine Abiti for their technical advice and editorial work they provided in my study.

Table of Contents

OROMIA STATE UNIVERSITY 1
OROMIA STATE UNIVERSITY II
DECLARATION III
CERTIFICATE IV
Oromia State University V
Office of Post Graduate Studies Examiners' Approval Sheet V
Acknowledgments VI
Acronym XI
ABSTRACT XII
CHAPTER ONE 1
INTRODUCTION 1
1. Back ground of study 1
1.2. Statement of problem 5
1.3. Research Questions 7
1.4. Objective of the study 7
1.4.1. General Objective 7
1.4.2. Specific Objectives 7
1.5. Significance of the Study 8
1.6. Scope of the study 8
1.7. Limitation Study 9
Chapter Two 11
Review of Literature 11
2. Theoretical review 11
2.1. Non-Governmental Organizations (NGOs) 11
2.2. Role of Non-Governmental Organizations (NGOs) 12
2.3. Economic empowerment of women 13
2.4. Empowerment 14
2.5. Women Empowerment 15
2.6. The concept of empowerment 15
2.6.1. Personal or Self-empowerment 16
2.6.2. Socio-cultural empowerment 16
2.6.3. Economic empowerment 16
2.6.4. Political empowerment 16
2.6.5. Educational empowerment 17
2.7. Poverty and Gender Inequality 17
2.8. Accountability of NGO 18
2.9. Roles and Strategies of Women Empowerment NGOs 18
2.10. Factors affecting women's economic empowerment 19
2.11. The Global Indicators 19
2.12. Economic Indicators 20
2.12. Empirical review 21

2.14. Conceptual Framework 24
CHAPTER THREE 26
RESEARCH DESIGN AND METHODOLOGY 26
Introduction 26
3.1. Description of study area 26
3.3. Research approach 28
3.4. Source of Data 28
3.5. Target Population size and Sampling Techniques 28
3.5.1. The target Population 28
3.6. Sampling Size and Techniques 30
3.7. Methods of Data Collection 30
3.7. 1. Questionnaire 30
3.7.2. Key Informant Interview 31
3.8. Research variable 31
3.9. Method of Data Analysis and Presentation 31
3.9.1. Data Analysis 32
3.9.2. Data Presentation 32
3.10. Reliability and validity of data 32
3.10.1. Reliability 32
3.10.2. Validity 33
3.10.3. Ethical Considerations 33
CHAPTER FOUR: RESULTS AND DISCUSIONS 34
Introduction 34
4.1. Data Presentations, Analysis and Interpretation 34
4.2. Respondents general Profile 34
4.3. Descriptive statistics of respondents on role of NGO women empower 37
4.3.1. NGOS Economic Empowerment of women 38
4.4. Analyzing Results from Interview questions 47
4.5. Correlation analysis 48
4.6. Summary of findings 49
Chapter Five: Conclusions and Recommendation 51
5.1. Introduction 51
5.2. Conclusion 51
5.3. Recommendations 53
Reference 55
Appendix 64
III: - Questioner Filled By Respondents 64
DEPARTMENTS OF MANAGEMENT 64
Dear Sir/Madam 64

List of Table

Table 1: Target Population 29
Table 2: Sample size with Percentile of women and employee 29
Table 3: Cronbach Alpha Table 32
Table 4: sex of respondents 34
Table 5: Respondents Response on Economic empowerment 38
Table 6: Respondents Response on Education empowered 40
Table 7: Respondents Response on Healthy Empowerment 42
Table 8: Respondents Response on Social empowerment 43
Table 9: Respondents Response on political empowerment 45
Table 10: Respondents Response on Challenge of NGO 46
Table 11: Correlation analysis 49
Table 12: Questioner Filled By Respondents 65

List of figures

Figure 1: Frame work *25*
Figure 2: Demography *27*
Figure 3: Distribution of respondents by marital status *35*
Figure 4: Distribution of respondents by Education Status *36*
Figure 5: Distribution of respondents by marital status Age *37*

Acronym

CSO Chief Sale office

FDRE Federal Democratic Republicans of Ethiopia

FGD Finance gross domestic

ICT Information Communications Technology

NGO Non-Governmental Organization

NEWA Network of Ethiopia women Associations

UNDP United Nations Development Fund

UNESCO United Nations Educational, Scientific and Cultural Organization

ROSCA Rotating Savings and Credit Associations

SHG Self Help Groups

SDG Sustainable Development Goals

UN United Nations

WCG Welfare/ Clan Group

WEE women Economic empowerment

WSP Women Strategic Plan

WB World Bank

ABSTRACT

This study is designed in such a way to investigate the Role of NNOs In Economic Empowerment Of Women (In Case Of Batu City Administration) The study mainly deployed descriptive research design with qualitative and quantitative research approach to answer the study questions. The study has been conducted a survey of sample method to select 351 employees and woman beneficial from eleven NGO to filled the questionnaire, and four mangers were purposively selected for interview. From the distributed 351 questionnaire 350 were properly filled and returned with the response rate of (99%). The data collected would be analyzed with the aid of SPSS (Version20). Descriptive design data method with qualitative and quantitative approach were used analyzed the coo relationship between independent variable with dependent variable. Data were collected from both primary source and secondary source through structured interviews and closed and open ended questionnaires. The study has considered the contribution of NGOs in income generation, food availability and consumption, employment creation, gender abuse, sustainability aspect of the project and empowering of women's technical skills. The findings revealed that correlations between the variables of economic empowerment, educational empowerment, socio-cultural empowerment, women empowerment and entrepreneurship development. The outcomes of Pearson's Product Moment Correlation show that r=0.6 in all variables which indicate statistically positive significant relationship between them. In addition, women have started transforming agricultural practices; towards intensification, diversification and market orientation. NGOS follow target individual and group approach and follows holistic development approach as mechanism to enhancing women economic empowerment. It is recommended that poverty reductions require the integration and partnership between government, non-Governmental organizations and private sectors.

Keywords: The Role of NGOs in Economic Empowerment of Women

CHAPTER ONE

INTRODUCTION

1. Back ground of study

Women's economic empowerment became a policy issue at the global level after the 2009 crisis and financial reorganization, as established by the convening of a dedicated High-Level Panel by the UN secretary general and the Women Strategic Plan (WSP) 2018-2021. These policies and the human rights and intersectional approaches developed by women's movements intended to face the challenges posed to gender equality and women's empowerment by a rapidly changing economic scenario under the threat of financial, technological, and climatic pressures (Pomeranzi, June 2021).

Women Economic Empowerment is critical to the development of both the individual woman and the world at large. According to empowering women economically give them more control over their choices and more options for their future and is clearly linked with achieving the Sustainable Development Goals (SDGS). However, all over the world women have born the force of being marginalized economically. Other constraints to women's access to financial services include policy and legal barriers as well as cultural norms that prevent women from keeping bank accounts or entering into contracts without approval of their husbands or other men (Gachemi, 2018).

Half of the world's population is composed of women empowering women, thus, means empowering an incredibly large number of people. However, as is well known, gender inequality is pervasive throughout the world, although the nature and extent of this inequality varies considerably across countries and regions. In most countries of the global south, women and men do not have equal rights. There are significant gaps in terms of legal rights, access to and control over resources, economic opportunities, power, and political voice. Women and girls therefore bear the greatest and most direct costs of gender inequalities, but there are adverse impacts that affect society as a whole, ultimately harming everyone.

World Bank focus on sub-Saharan Africa, as the region lacks research on WEE has the highest gender inequality and poverty rates globally, particularly among women (World Bank 2020; 2022).

More studies have been conducted in other regions such as Asia, but contextual differences limit the applicability of these earlier findings to the African context. Although there has been progress in women's access to education and health, women lag behind in the economic and political spheres. Women have lower economic and educational achievements and higher vulnerability to poverty than men, with many sub-Saharan African countries showing the poorest outcomes globally. (Eunice et,al, 2022)

The economic empowerment of girls and women in Afar and Somali is broadly shaped by pastoralist and government efforts to settle populations in river basins where access to water enables agriculture. In pastoralist areas, women's access to income is almost exclusively related to livestock and livestock products; in agro-pastoralist areas, many women also engage in trading. (Workneh et,al, 2020).

The emphasis on equal rights and women empowerment is expanding all over the world. This is true for countries like Sweden, which is one of the most gender equal countries in the world, and in countries like Ethiopia that is one of the most gender unequal countries in the world (Tegnell, 2019).

Even though women are half of the world's population, countries in the globe do not enjoy equality with men in political, social, and economic power (Ibid). Empowering women is not simply helping a woman to have a good life, but it is crucial for sustaining the development in economy, social, political, and cultural treatise. In most public service organizations, they lack quality service delivery, transparency, and accountability which the government tried to reform where the majority of leaders are male (Misikir, 2021).

Empowerment is a social process that promotes the participation of people in gaining control over their lives in their community. It is a multi-dimensional and holistic approach that helps women to gain authority and self-realization in improving their life standards. Women's empowerment involves the transformation of economic, social, psychological and political aspect of life. NGO‟s have been recognized as a very important tool for the empowerment of women in India. Empowering women in social, political, economic and legal aspects is necessary to convert the society into a developed society. For the past several decades, governments, nongovernmental

organizations and international agencies have been aware and concerned about the status of women. Efforts have been made by these bodies to improve women's overall status. Non-governmental organizations are playing an important role in the empowerment of disadvantaged women, helping them stand on their own through such socio-economic programmers, vocational training and other similar programs (Husniyera et.al 2020).

Overall, women in Ethiopia experience gender inequalities and economic marginalization with limited access to, and control over, the resources (such as land) and services (access to finance, extension, and training) necessary to enhance their ability and capacity to participate in the economy. According to the United Nations Gender Inequality Index, this assesses gender-based inequalities in reproductive health, empowerment, and economic activity, Ethiopia ranks 123rd out of 162 countries (Sujata et,al, 2020)

The revision of the civil society law has re-invigorated the work of organizations working on women's rights and empowerment. Even in the difficult time of the pandemic, have been instrumental in providing support for vulnerable groups of the society. In addition to the general support, the Network of Ethiopian Women Associations (NEWA) has been strongly working on highlighting the disproportionate impact of the pandemic on women and girls (civil, 2020).

NGO‟s have multiple dimensions including: economic, socio-cultural, interpersonal, political, and psychological to empower needy women. NGOS are not only the means access the economic development of women but also create opportunities to achieve social and political empowerment within their family and their communities. It is a general believe that NGOS are a backbone to support poor in the society. Contrary to this general believe that NGOS reinforce the existing discrimination and marginalization against women in the name of women empowerment while working closely with the institutions which encourage patriarchy and engender the gender in society. Women empowerment can be achieved through political power, education, employment, NGO. Among these, NGO dominates, and fruitful success of the women empowerment needs to occur along multiple dimensions including: economic, socio cultural, familial/interpersonal, legal, political, and psychological (Tola, 2019).

Non-Governmental Organizations (NGOS) play a crucial role in advocating for and implementing initiatives focused on women's empowerment. Women's empowerment involves creating an environment where women can make independent decisions, have control over their lives, and achieve their full potential in society. NGOs dedicated to women's empowerment work towards various aspects, including education, healthcare, economic opportunities, leadership development, legal rights, and social equality. These organizations aim to address gender disparities, discrimination, and societal norms that hinder women's progress. Through awareness campaigns, skill-building workshops, advocacy for policy changes, access to resources, and support networks, NGOs strive to empower women by fostering their economic, social, and political participation. Their efforts contribute to creating a more equitable and inclusive society where women have equal opportunities and representation (Singha, 2023).

Women are also more likely to experience various social problems such as domestic violence, stereotypical perception, and labor market discrimination. Implementing gender equality measures (information, educational, or political ones) plays a key role in sustainable social development. Education of women (including adult women) is important, as it allows them to compete on the labor market, enhance their personal development and improve their quality of life. The key actors in adult women education are non-governmental organizations providing support to them. The purpose of the article is to show the role of NGOS in the education of women (Magdalena, 2018)

Today, there is an urgent need for the implementation of women's empowerment programs in order to make them understand their rights and duties. Therefore, gender-based discrimination is a violation of the primary rights of women which enable legal security; consequently the community should be aware of women's empowerment programs that have a positive impact on the family, society and the whole country, perhaps that social and cultural constraints stands as an obstacle to women's empowerment (Mahmoud, 2020).

This study deals with the role of NGOs on economic empowerment of women in case of Batu City Administration. The empowering of women economically process is challenging and demand consistent and sustained financial, technical and human resource inputs, supported by concerted and coordinated efforts by all stakeholders. It is through working together that the public, private sector

and the NGO community can increase the effectiveness of the collective drive towards reducing poverty.

1.2. Statement of problem

Women's poverty is directly related to the absence of economic opportunities and autonomy including credit, land ownership and inheritance, and participation in the decision-making process. Just over one-third of women are economically active world-wide (Mehra, 1997), which include two thirds of women workers in developing countries engaged in agriculture (Michael, 2020).

Female entrepreneurs are recognized to be a source of economic growth and development that is, however, constrained by many factors. Generally, women's economic empowerment (WEE) is crucial to achieving gender equality according to the 2030 Agenda for Sustainable Development (Vito Bobek, 2023).

Women's economic empowerment is the process of achieving women's equal access to and control over economic resources, and ensuring they can use them to exert increased control over other areas of their lives (Samman, **2016**).

Unfortunately, government was not able to successfully implement these development plans due to corruption by government officials, bureaucratic bottleneck, lack of commitment by government officials etc. The failure of government agencies to successfully implement these women developmental projects made the International donors to look for alternatives and effective structures for programmed implementation (African Research, July, 2010.).

Women's equality is guaranteed under the EDRE constitution of 1995; however, gender inequities persist, and women lack access to resources and participation at all levels. From rural women's capacity to attain food security to gender-based violence, which leaves them vulnerable to rape, kidnapping, forced marriage, and migration, to a lack of access to land, economic opportunities, and political engagement, these have an influence on women's lives. Besides, only a few women are aware of their legal rights, and law enforcement is still ineffective (Mulunesh 2022).

According to the aims of NGOs, improve women's and girls' economic capacity, empower women and girls in decision-making processes, gradually eliminate sociocultural factors that prevent women and girls from participating equally in any regional development agenda, eradicate harmful traditional practices that harm women, children, and girls and empower women and girls in all socio-economic rights. NGOS can fill the gaps caused by inefficient state provision of services of rehabilitation, namely, economic, social, educational and medical (Diriba et.al, 2019)

The gender gap indexes in Ethiopia both by educational and employment parameters indicate can be done so far in economically empowering. NGOS are who works on economic empowerment for poor society of women to provide the basic needs to survive their different problems in Batu town administration. Women's are raising the whole family together husband, wife and children. Because, they are the pillar of a house and when the pillar is wrong, the house will collapse. So the core aims of NGOS are supporting women to control such like situation.

Therefore, many projects are supporting women in Batu town with the idea that women should be economically empowered and they have a very important role in the society. But still now due to poverty women's are exposed to the modern day slavery in Gulf countries and Arab state, carrying children on their backs on the asphalt highways selling corn, potatoes, and being sent abroad by illegal brokers and losing themselves and their families. It is very questionable to see the resources that the village have and the old living styles of the people without change. Therefore, role of development support program in general, and on women empowering in particular will have significant contribution.

The purpose vital role of NGO'S was to fill the gap on towards women empowerment by providing basic education, vocational training, training for self-employment, legal aid, protection for women and self-awareness programs. So it is very interesting to see the role of NGOS really have in economic empowerment of women around the Batu administration. This thesis research targeted women who have been leading life of absolute poverty and who have been employ by different NGOS who made their role in Batu area.

The role of nongovernmental organizations as revealed above, particularly the manner of participation of NGOs in approaching the problems in poverty reduction programs and

empowerment paradigm at grassroots level is not considered. Particularly, in my research sites Batu city Administration research has not been conducted. To fill this gap, this study attempted to investigate, document and analyze the whole process, its impacts and implication of the realities in Batu City Administration.

1.3. Research Questions

This study has tries to give answers for the following basic questions:

1. What are the contributions of NGOs in enhancing household income of the beneficiaries in the study area?
2. What are the roles of NGOs in employment creation for the beneficiaries?
3. What are the major goal achievements of NGOs in the study area?
4. What are assessment programs of NGOs engaged in empowering the Women Economy?

1.4. Objective of the study

1.4.1. General Objective

The main objective of the study is the role of NGOs in economic empowerment of women (in case of Batu city administration)

1.4.2. Specific Objectives

- To identify theroleof NGOs in improving household income of the beneficiaries;
- To examinethe contribution of NGOs in employment creation for the beneficiaries ;
- To analyze the major goal achievements of NGOs in the study area;
- To assess the programs of NGOs engaged in empowering the Women Economy;

1.5. Significance of the Study

This study has be provide a practical value to NGOs that are working to empower women around the Batu Administration in terms of evaluating the compliance of their efforts to empower women and to come up with holistic change and independence around Batu. These findings may highlight certain gaps in the current NGOs role in empowering women economically. The study will be help how to enhance the NGOs economic role to empower women to solve problems they face in the empowerment process, this study will further help the NGOs, the government and other stakeholders in revealing what pros and cons the NGOs have in empowering women around the Batu. The study also assumed to be significant in indicating challenges and best practices faced for all NGOS and the leaders of programs as well as to all women economic empowerment institutions.

1.6. Scope of the study

The scope of this study was the role of NGOs in economic empowerment of women (in case of Batu city administrator) is running an integrated area development program with the ultimate objective of women economically empower. For the purpose of study eleven NGOs were selected and all dealing with empowering of women's economically based NGOs that operate in that Batu town permanently were integrated. Their selection was based on volume of activities, coverage, and their existence in the study areas. These selected NGOs were: World Bank, FHI, WID, Assemble of God, MKC Compassion, Yehiwot Birhan Church, Mulu wengel Church, Emanuel Bapist **C**hurch, New Generation and Beza International Community church.

The theoretical scope of the study deals with the role of nongovernmental organizations on economical empowering of women, by having their job creations, live considered major different sustainable achievements specifically by focusing on food consumption, and economically empowerment paradigms.

Geographically the study surrounded to the Batu town Oromia National Regional State, Ethiopia. This study was assessing on the role of NGOs in economic empowerment of women (in case of Batu city administration). The research was conducted in between March 2024- May 2024, it took about 3 months.

Enhancing the economic strength of poor women often consider as a basic empowerment component. The relate non-economic women empowerment program components like skill upgrading trainings, education and other supports are also to be evaluate upon their contribution to deliver the require awareness, confidence and decision making power. NGOs intervention in economic empowerment of women is a broad area which needs special attention. The study is concentrate on NGOs find specifically in the Batu Town.

1.7. Limitation Study

NGOs operating within the same geographical area were chosen. Simple geographical sampling method employed, which was purposive may inhibits the generalization of the results of NGOs works to the Batu town. In order to build sound theoretical and empirical basis, review of literature, magazines, books, insufficient studies and literature in Ethiopia particularly those relating to NGOs and their Role in economic empowerment of women's were one of the limitations of the study. While conducting this study the researcher faced overlapping of works, time and resource constraints.

1.8. Structure of the Thesis

The structure of this thesis contains five chapters. The first chapter holds background of the study, statement of the problem, objectives of the study, significance of the study, scope of the study and limitation of study, Chapter two deals with the literature review where important concepts and empirical literature are clarified. The third Chapter looks at the methodology intended for the study which contains study area, research design, and source of data, tools and procedures of data collection, sampling techniques and data analysis. Chapter four embraced results and discussions, whereas chapter five draws conclusion and forwarded possible recommendations of the study. The roles of NGOs are so broad but due to the scope of this paper

the researchers focused only on the roles of NGOs in the social, cultural, political and economic empowerment of women. As Save the Children Fund (1997) demonstrated NGOs have made a great contribution in poverty alleviation, redressing gender balance, combating environmental degradation and involving the poor in participatory development. (Tefera, 2019)

Chapter Two

Review of Literature

2. Theoretical review

2.1. Non-Governmental Organizations (NGOs)

Non-Governmental Organizations (NGOs) means voluntary, non-dependent, non-profit, and non-criminal institutions which have seven characteristics are as follows: formal (officially registered and governed), private (having a separate organization from the government), nonprofit distributing (different from the objectives of establishing a business organization), self-governing (privately managed), voluntary (worked willingly), non-religious (not motivated by preaching); and non-political (not involved candidates in elections). (Norhasni, et.al, 2022)

With the augment of Non-governmental Organizations‟ (NGOs) in the 21st century, various organizations have been established and created to preserve the rights of women around the world and to further their advancement. India is estimated to have more than two million NGOs and the number is constantly escalating. They are legally constituted organizations created by private organizations or people with no participation or representation of any government, based on the principles of equality, altruism and voluntary work spirit to promote human development (including environment and biodiversity) and nation building. Most of the NGOs have created their respective thematic, social group and geographical priorities such as poverty alleviation, community health, education, housing, human rights, child rights, women's rights, women empowerment, natural resource management, water and sanitation; and to these ends they put to practice a wide range of strategies and approaches.

Primarily, their focus has been on the search for alternatives to development thinking and practice; achieved through participatory research, community capacity building and creation of demonstrable models. The review of some of the work done by NGOs over the past few decades, it's found that, they have contributed wholly to nation building. Many NGOs have worked hard to include children with disability in schools, end caste-based stigma and discrimination, prevent child labour and promote gender equality resulting in women receiving equal wages for the same work compared to men. NGOs have been instrumental in the formation and capacity building of farmers and producer's cooperatives and women's self-help groups.To recognize the harassment going on against the women and highlighting the role of the Women's Welfare Society (NGO) in empowering women. (Sumanth, 2021)

2.2. Role of Non-Governmental Organizations (NGOs)

The roles of NGOs are so broad but due to the scope of this paper the researchers focused only on the roles of NGOs in the social, cultural, political and economic empowerment of women. As Save the Children Fund (1997) demonstrated NGOs have made a great contribution in poverty alleviation, redressing gender balance, combating environmental degradation and involving the poor in participatory development. (Tefera, 2019)

Non-Governmental Organization s have put in intervention strategies in various ways and to various ends, the greatest of which is to empower the women and girls; give them a voice and improve their lives. Non-Governmental Organizations (NGOs) play a crucial role in various aspects of societal development. Some key roles of NGOs include: (SINGHA, December 2023)

Social Welfare: NGOs work towards addressing social issues such as poverty alleviation, education, healthcare, women's empowerment, child welfare, and rural development. They often fill gaps left by government initiatives by providing direct assistance and services to marginalized communities. Advocacy and Awareness: NGOs engage in advocacy efforts to raise awareness about pressing issues, influence policies, and mobilize public support for causes like environmental conservation, human rights, gender equality, and social justice. Service Delivery: Many NGOs run programs and projects on the ground to deliver essential services, such as education, healthcare, skill development, and disaster relief, especially in areas where government services are inadequate or inaccessible.

Capacity Building: NGOs often focus on building the capacity of local communities by providing training, resources, and education, empowering individuals to create sustainable change within their communities.

Policy Development and Implementation: Some NGOs actively participate in policy formulation, providing expert opinions, research, and recommendations to governments, and influencing policies for better social, economic, and environmental outcomes. Humanitarian Assistance: During emergencies and natural disasters, NGOs play a vital role in providing immediate relief, rehabilitation, and long-term support to affected communities.

2.3. Economic empowerment of women

Economic empowerment is a process by which women are able to participate in productive activities, earn incomes and decide what to do with their incomes. To economically empower women, it is important that they own and control resources and property. The economic component requires that women be able to engage in a productive activity that will allow them some degree of autonomy, no matter how small and hard to obtain at the beginning. Economic empowerment also concerns the quality of women's economic involvement, beyond their mere presence as workers (Hilda, 2021).

The level of women's empowerment is rather low compared to their male counterparts. The fact is that women also plays a vital role in any country's economic development as such there is need to involve them in daily activities that empowers and enhances their participation economic development related programs. However, many societies in the African continent have disregarded the pertinent role that women perform in as far as their contribution to entrepreneurial and economic development is concerned. Consequently, many women who have ventured into entrepreneurship and other economic related programs have faced discrimination from the family and the society (Alix, et,al, 2018)

Women economic empowerment is understood by the Ethiopian government as economic advancement of women resulting from improved access to resources and services and enhanced leadership roles in various economic sectors of the country (such as in agriculture, industries, manufacturing, civil services, and small business enterprises) through acknowledging and valuing their participation in the economy and enabling and supporting women to equally benefit from the nation's wealth (Sarbina, et,al, 2021)

The economic empowerment of girls and women in Afar and Somali is broadly shaped by pastoralist and government efforts to settle populations in river basins where access to water enables agriculture. In pastoralist areas, women's access to income is almost exclusively related to livestock and livestock products; in agro-pastoralist areas, many women also engage in trading. There is a wealth of research highlighting the disadvantages experienced by girls and women in Afar and Somali in terms of their access to productive inputs, their opportunities to save and borrow, and even their own earnings.Afar and Somali have much in common. Both regions are primarily desert, home to pastoralists who have traditionally engaged in seasonal migration shaped by rainfall patterns, and are now seeing their livelihoods devastated by climate change. Both are also impacted by recurrent clan and ethnic violence that has displaced tens of thousands of people in recent years. In other ways, however, the two regions are dissimilar. For example, Somali is much larger and less urbanised. In addition, regional poverty dynamics are divergent. In Afar, poverty is concentrated in rural areas and income inequality is the

country’s highest. In Somali, poverty has fallen faster in rural areas and income inequality is the country’s lowest.(Abdilahi,et.al, May 2022)

2.4. Empowerment

Empowerment is a capacity building which includes skills and capabilities of individuals, existing support system, bold and dynamic attitude towards societal policies and changes (Rappaport, 1981, 1984). Empowerment process is when individuals participate in collective decision-making and shared leadership in the organizations or take a collective action in community to attain government resources. Women empowerment contributes not only in social growth but also in economic and political participation increment through different innovative and entrepreneurial activities (Minisha 2021)

Empowerment is a construct which includes skills and capabilities of individuals, existingsupport system, bold and dynamic attitude towards societal policies and changes. Empowerment process iswhen individuals participate in collective decision-making and shared leadership in theorganizations or take a collective action in community to attain government resources.Similarly, when individuals use the attained skills to mobilize organizational resources andcontrol the situations to attain organizational goals, then it is considered as empowermentoutcome.Women empowerment is also considered as a complex phenomenon of processes andoutcomes. Women empowerment is a method through which people attain the ability to acquire strategic life which they have been denied earlier (Kabeer, 1999). It is a process with whichwomen challenge the existing norms and culture to effectively improve their life and earnWomen empowerment contributes not only in social growth but also in economic development through different innovative and entrepreneurial activities. Women contribute in the economic wealth creation and innovation with theirentrepreneurial ventures. Most of the women are now leavingtheir corporate job to look for more flexibility and to balance both their personal andprofessional lives. They not only manage their work but also create jobs for other womenand help empower each other. A detailed analysis has been conducted on analysing therelationship between economic development and women empowerment (Duflo, 2012). It hasbeen assessed that both are complimentary to each other. If economic conditions of a nationsuch as poverty, standard of living, access to resources of health and education areimproved, then women can be empowered. On the other hand, policy makers argue that, ifwomen are empowered, then they can contribute equally to the growth of the nation whichcan reduce economic issues like education and health conditions.(Gupta, January 2021)

2.5. Women Empowerment

Women Empowerment may be defined as a process attaining power or capability by someone to do something by his or her authority. Oxford, (2010) Women empowerment has been defined from two angles. One form of definition addressed or emphasize on the entire process of eradicating the gender inequality factors, and process of promoting their financial strength and knowledge bases. The approach aims to raise the self-reliance of women and encourage change at the policy, lawmaking, community, economic, and other levels for their gain. Mayoux (2005) also explained that the main point of reference of the empowerment approach is the "triple roles" of women, and it emphasizes women's access to decision-making. Empowerment is linked to the World Bank's renewed highlight on economic growth and poverty reduction. (Awuku, June 2022)

The women inequality beliefs and the subsequent gender based discriminations and of women are all common practices in the economically deprived poor nations. Some generally argue that the country's GDP is inversely related to the inequality problems prevailed. Regardless of some contextual peculiarities, the gender injustice practices are common in the developing countries of where the gender gap statistics on various development participations rates often found to be higher in favor of males. Women also face particular difficulties in the realization of their human rights due to their more vulnerable position in society. The views of women are also less likely to be properly taken into account in government policy-making (Mwamkinga, 2018)

The Government of Ethiopia (goe) is strongly committed to promoting gender equality and women's empowerment and has adopted a number of institutional and policy measures that support these goals.4 Gender equality and the empowerment of women are national priorities and positioned at the center of all policy, legal, and institutional frameworks. Women's Development and Change Strategy 2017 focuses on enhancing the economic, political, and social participation and benefits to women in pastoralist and semi-pastoralist areas. The government focuses to enhancing their decision-making power, improving access to education, and increasing their presence in public arenas so that they can contribute to the country's growth. (Sebrina, et,al, 2021)

2.6. The concept of empowerment

The concept of empowerment has been defined in various ways and utilized in different contexts. The concept of empowerment is used in many disciplines including education, psychology, sociology and development studies. Oxtail and Baden (1997), noted that empowerment has different and interrelated aspects. Empowerment involves

opportunities for decision making and the capacity to shape the choices individuals make for themselves (Hilda,et.al, 2020)

The concept of empowerment has been widely used, changed, and challenge. Scholars, donors, development practitioners with divergent views, principles, methodologies, and contexts of applications, have used the concept in different ways. Thus, it is very difficult to find one common definition that fits to the interest of all groups. Women Empowerment is broadly classified as self-empowerment, social empowerment, political empowerment and economic empowerment, with further subcategories under each of the outcomes. (Esayas, August 20, 2010)

2.6.1. Personal or Self-empowerment

Psychological well-being Leadership Attitudes to gender issues Decision-making Awareness of rights Education and literacy Time-use.

2.6.2. Socio-cultural empowerment

Empowerment as a multi-dimensional social process helps people gain control over their own lives. It brings about women literacy and access to a broad-range of educational options, participation in extra-familial group and social networks. Social empowerment is a process that fosters power (that is, the capacity to implement) in people, for use in their own lives, their communities and their society, they "do not enjoy the same opportunities as men due to a number of deep-rooted discriminatory socio-cultural values and traditions" (Tola, May 2020).

2.6.3. Economic empowerment

Economic empowerment is the capacity of poor people to participate in, contribute to and benefit from growth process on terms of which recognize the value of their contribution, respect their dignity and make it possible for them to negotiate a fairer distribution of the benefits of growth (Eyben et al., 2008).. Women's economic empowerment as the process increase women's real power over economic decisions that influence their lives and priorities in society. (Tola, May 2020).

2.6.4. Political empowerment

Political empowerment refers to equitable representation of women in decision making structures, both formal and informal, and their voices in the formulation of policies affecting their societies (World Economic Forum, 2005). It increases equity of representation in political institutions and enhancing the voice of the least vocal so that they can engage in making decisions that affect the lives of other like them-enhancing their ability to speak about, as well as speak for, themselves, gaining recognition as having a right to engage in the democratic Process. (Tola, May 2020).

2.6.5. Educational empowerment

Educational is the most important to fulfill women empowerment aims where does not have courses, training and workshops in order to empower women in the areas of their gap, lack of development of self-learning skills, lack of programs to support women's rights in education, lack of career and counseling programs and lack of skills of development programs in ICT. Many studies that have been dedicated to this subject consider the formal education and organizational work as the effective factors of women empowerment. When women have formal education and enter universities and then start doing part time or full time jobs in organizations, they can have a better control over their lives. Studies show that in developing countries, education and employment strengthen the situation of women in society, and increase their authority and power (Mason, et.al 2002). Also, according to the researches done in western countries, education and working empower women and increase their effectiveness in their personal, social and organizational life (Dandona1, 2017.)

2.7. Poverty and Gender Inequality

The women inequality beliefs and the subsequent gender based discriminations and of women are all common practices in the economically deprived poor nations. Some generally argue that the country's GDP is inversely related to the inequality problems prevailed. Regardless of some contextual peculiarities, the gender injustice practices are common in the developing countries of where the gender gap statistics on various development participations rates often found to be higher in favor of males. The Program main objective is to increase women's access to productive resources by creating and strengthening regional and national policies and strategies for financial inclusion and the improvement of financial and business service centers at the local level. (Pomeranzi, June 2021)

The fact is that the governments of poor nations often lack the required capital to deliver all the necessary development endeavors like education and health services. Particularly the high proportions of people living in rural parts seldom meet such life shaping opportunities. With absence of theses development rendering services, the community tends to remain as socially underdeveloped, and lead traditional life of cultural norms and practices. The women inequality problem is one of such practices where women in poor countries discriminated and marginalized by males. Mainly, the cultural constraints from resource ownership and equal participation in social and development activities left them with low decision making power and low social status.

The trends of women's discriminations and marginalization from development opportunities like education and skill upgrading practices often left girls and women only with the massive domestic responsibilities, duties at home and

farmland, and child carrying. Thus, they remain incapable to meet productive employment opportunities for lack of educational and skill competence, and thereby become economically deprived as compared to the socially favored male counterparts (Daniel et.al, June, 2015).

2.8. Accountability of NGO

Ethiopian women's main responsibility is for the household and the children. They are usually stationed at home with household duties and are dependent on their husband's income. It is not unusual that the identity of a woman in Ethiopia is bound to the family life and that women are mainly defined by their roles of mother and wife (Mamo Bekano, 2019). Furthermore, in many areas of Ethiopia, women are exposed to harmful, traditional practices such as FGM, child marriage and abduction

According to Smith-Sreen (1995) found that high levels of accountability were correlated with higher economic benefits and medium social benefits, while low levels of member accountability were associated with both low economic and social benefits. Five factors seem to have an effect on the accountability of NGOs to their members:

-Socio-cultural environment, that is the history and goals of the organization concerned;

-NGO‟s resources in terms of staff, membership, and funds;

- Organizational structure of the NGO including the board, its activities and external influences such as donors;

-Organizational strategy, that is the norms and values, and leadership style, and

-Organizational processes such as the group formation and co-coordinating mechanisms.

2.9. Roles and Strategies of Women Empowerment NGOs

Gender discrimination and women's rights abuse are systemic, deep-rooted problems with various dimensions (religious, cultural, economic, etc.) Across the country; solutions to address them also need to be multidimensional and holistic involving various sectors of the society. Women empowerment NGOs, due to their mission-focused nature, are in a unique position to play pivotal roles to link various players including the general public, communities, religious

groups, governments, and businesses. NGOs can play a meaningful role towards self-employment of women and their empowerment in the following ways: Training & Skill Development, Legal Awareness and Property Rights, Fair Trade, Self-Help Groups, Skill Training and Capacity Building. (Narumugai,et al, 2017)

They also highlight various issues of gender inequality and inequity in order to stimulate responses from them. Although the typology and scopes of NGOs with overall missions of women empowerment vary, four types of them have high impacts and are more visible than the others. They are: grassroots women self-help NGOs, women's rights advocacy NGOs, women's economic development NGOs, and international women empowerment NGOs. Grassroots Women's Self-Help NGOs grow from within communities, initiated by women leaders or groups to promote the welfare and economic opportunities of women who are community residents. They focus on short term income generation projects, such as cottage industries for women in communities, so that long term empowerment can be achieved.

2.10. Factors affecting women's economic empowerment

The factor affecting of women economic empowerment are positive and negative impacts such as exploitation of women, unchanged poverty levels, increased income inequalities, increased workloads, high interest rates, and slow rates of loan repayment creating dependencies and barriers to sustainable local economic and social development (Copestake, 2002; Rogaly, 1996). Several empirical studies reported on factors that hold back women's participation in micro finance program in different countries, including, Ethiopia. However, the most frequently cited factors include: (a) request for collateral (Mayoux, 1999 & Yaron, 1997); (b) activity based targeting and loan size (Kabeer, 2009; Mayoux, 2005); (c) physical and mental conditions of eligible women (Resal, 2001); (d) exclusion of the poorest (Rahaman, 2000); (e) lack of education and experience (Esayas, August 30/2010)

2.11. The Global Indicators

Some major indicators of the women inequality practices are the economic, education and employment participation rates, and cultural factors. Many major institutions have issued reports analyzing women's economic inequality andexhorting the global community to close the gender gap in education, work, enterprise, and financial access.These reports often couch their argument as a promise for economic growth, to follow from better inclusionof women in the workplace or in enterprise. The "growth case" seems logically straightforward.

Poverty alleviation would be expected to comefrom two phenomena. First, women are thought more likely to spend any money they have on their children,which improves human capital. Second, empowering women may counter

costly drags on national economies,such as domestic violence, adolescent fertility, or disease transmission. What emerges from this is a visionof women's empowerment having a ripple effect that goes out to improve human capital through bettereducation and health, as well as to protect resources through reduced disease and conflict.Underpinning both these arguments is the dawning recognition that excluding women from economicparticipation is not only inefficient, but profoundly harmful.

Women's subordination has a negative impact that isbelieved to radiate outward into disease, conflict, and environmental degradation, in addition to fueling poverty'scontinuation. Thus, the goal of empowering women as such is now known to be of broad economic and socialvalue. Consequently, variables that get at the degree to which a woman is autonomous, free of violence, and ableto engage with her community as an equal are essential parts of the overall metrics requirement.The evidence to support some aspects of the overall case for women's economic empowerment is quite clear.On other aspects, the evidence is still thin. Here, however, we simply want to call attention to several logicaland practical problems in the measurements used to assess the expected impact.

2.12. Economic Indicators

The economic empowerment of women matters for povertyreduction. While early generalizations in the gender and developmentliterature that female-headed households are always necessarilythe 'poorest of the poor' has been challenged by subsequentstudies, these studies have also served to establish that householdsthat rely solely or primarily on female earnings (ie. female-maintainedhouseholds) tend to be over-represented at the lower end ofthe income distribution. This is not surprising. If women havelower levels of education and skills, if they face discrimination inmarkets for the sale of their goods, services and wage labour aswell as in their access to assets, technology and financial services,their efforts to earn a living for themselves and their dependentsare likely to be rewarded more unfavorably than those of menwith equivalent characterisetics1. Conversely, lower income householdswith male or joint headship are very generally able to rely onwomen's earnings to keep their households above the poverty lineor to prevent from declining into poverty in times of crisis. Investingin women's economic resources helps poor household to weather crisis andincreases their chances of moving out of poverty.

Economically deprived countries clearly identified by the international recognized financial indicators, the annual GDP of the nation and the per capita individual income of the citizens; and the provision of low infrastructures and facilities, lack of technology and service-based national economy. Finally, women's economic empowerment is essential if theyare to participate in, contribute to and benefits from growth processeson terms which recognize the value of their

contributions,respect their dignity and make it possible for them to negotiate afairer distribution of the benefits of growth. It therefore brings about amore balanced process of growth. However, this will not be achievedmerely by increasing women's access to resources. We know fromexperience that it is possible to improve women's access to land, tojobs, to credit and so on in ways which are demeaning and exploitativeand do little to challenge their subordinate status within thehome. We are interested in forms of access which represent a substantiveexpansion of women's life options and capacity of agency.This is unlikely to occur through market forces alone.

2.12. Empirical review

Women empowerment is crucial for the growth and development of the nation. This paper tries to demonstrate the role of Non-Governmental Organization (NGOs) to long term community development. Women empowerment can be attained through provision of adequate education facilities, political support, and effective legislation system and employment generation for women. NGO's play a very vital role in women's empowerment by providing basic education, vocational training, training for self-employment, legal aid, protection for women, and self-awareness programs.NGO s is basically focused towards improving the socio economic conditions of the people with whom they work. The following are the important characteristics that an NGO requires to have in order to be effective:NGOs are voluntary organizations and formed by a few concerned people who have their own self-interest towards societal development. They are not formed out of anybody's compulsion. If formed so, then it will not be effective in its functions. Minisha Gupta(2021) aims to identify the role of non-government organisations (NGOs) in promoting women empowerment through immediate livelihood facilities. Women are creative enough to start their own venture, but they are not able to explore the available opportunities because of male dominance, lack of education and proper government support.Thus, NGOs play a major role in training and empowering women to attain immediate livelihood.**Diriba Ayele, Sori Tefera(2020)** emphasizes to investigate the effects of NGOs on socio-economic empowerment of women by conceptualizing and developing five basic dimensions of women empowerment including income, saving, decision-making ability, expenditure level,and assets ownership rights of women based on empirical evidence from some NGOs operating in Ethiopia.(Dr. Bharath,et.al, 2022)

Development policy and programming can increase the enablers of and reduce barriers to WEE. It is important to distinguish between broad-based policies not specifically targeted towards women but which can impact WEE and gender-specific policies. **Promote economic growth:** Expanding the overall size of the economy is essential to improving the position of women. Research shows that growth increases demand for labor, incentivizing employers to hire female workers—especially if employment among men is already high (Doepke and Tertilt 2009). In countries experiencing rapid economic growth, increasing demand for labor and availability of better paying jobs ensures that WEE does not become a zero-sum game between men and women. In these countries, greater female inclusion in the labor market is less likely to adversely affect male counterparts.

Increase public services and infrastructure: A substantial body of literature shows that improvements in infrastructure and public services can positively affect WEE because they reduce the amount of time women spend taking care of basic household functions, freeing up time for participation in the labor market. For example, electrification, which has many positive effects on people's lives, can reduce unpaid work by enabling the use of labor-saving devices such as electric stoves and has been shown to increase labor force participation among women (Dinkelman 2011). Greater piped water access can also play a key role in reducing the burden of unpaid work for women (Devoto et al. 2012) given that women are still largely responsible for collecting safe drinking water, which can be a very onerous task.

Provide women-friendly public transportation: A few studies are beginning to investigate the effect of urban public transportation on outcomes for women (Sur 2014). This literature finds that access to speedy and reliable transportation is highly desirable for everyone, especially if designed in gender-sensitive ways. This may also reduce safety concerns that discourage women from entering the labor force or limit them to working at home. **Promote the diffusion of technology:** The ability of information and communications technology to empower women through greater access to education, political involvement, and greater market access is widely documented, but its effectiveness depends on the social and economic characteristics of women and their households (H.Elzabeth, et.al, September 2016)

Findings indicated that most of the NGOs‟ operations in Zimbabwe were insufficient to fight gender disparities as the organizations largely relied on international donors for financial viability. The findings also revealed that donor-funding had declined sharply and that this was inevitably creating resource paucity among these NGOS. The lack of financial sustainability by most women-NGOs was also supported by key informants who indicated that NGOs relied heavily on foreign donors and that this created a dependency pattern which was largely compromising gender-responsive programs and processes which are necessary for the attainment of gender parity in the country. (MAFA, 2019)

According to Stormiest (2002) there are three major functions of NGOs service delivery such as relief, welfare, basic skills; educational provision including basic skills and often critical analysis of social environments; and finally public policy advocacy. Baccaro (2001) also illustrated a combination of microcredit, awareness raising, training, and other social services as a means of women empowerment. Moreover, through political and cultural empowerment, women can make their voices heard, they can defend their rights and ideas, they can gather together and advocate, as they can also exist through their art, and deliver their messages through music and dance. The work of women NGOs is important, especially in the Southern countries where the States usually fail to establish a democracy where all

citizens‟ rights are respected, and where women can have access to information, education, health and resources. (Bennis, 2016)

Narumugai & Kumar conducted a research article in 2017 on "Role of NGOs towards women empowerment". Here the researchers stated that NGOs have played a vital role in the development of rural India since 1970. NGOs are focused on improving the socio-economic conditions of the people with whom they work. Efforts by NGOs mainly focus on the empowerment of poor women; they provide skill development training to improve the socioeconomic status of women. NGOs are also working for creating awareness regarding legal and property rights. NGOs give support to women through loans. NGOs also play role as capacity building programs for women. So in the Indian scenario, the role of NGOs in women empowerment is very crucial (Arifa ,et.al, 2020)

Margaret (2012) examined the impact of NGO interventions on the empowerment of women in Addis Ababa (Ethiopia) and Chennai (India)". The findings of the study revealed high empowerment of beneficiary women could take place in the economic, cultural, social and psychological walk of life. There was a significant difference in the level of empowerment before and after NGOs intervention, it was quite positive. Active participation of NGOs is necessary for bringing women empowerment in rural areas.

This review paper has discussed the role of NGOs in Women Empowerment through Decision Making. Women's socio-economic and political empowerment as well as participation in decision making is beneficial to families and societies. It has been proven by the number of researchers outcomes presented and discussed at global regional and national conferences. Women are less empowered than men in ways. But if development interventions focus on them it would create a critical solution to poverty alleviation, economic crisis, decision making and global sustainable development (Megersa, 2019)

In fact, NGOs help the State to achieve those goals, and they also raise awareness about specific issues facing a specific population. Sometimes, the lack of information is not only from the citizens‟ side, but also from the State's. One major part of NGOs‟ work is to deliver the messages of the underprivileged categories and to train the latter to advocate for their rights. Studies have shown that women have higher labor burden (time poor) as opposed to men.

Family and community responsibilities take a lot of women's time that could be applied for improving their income generating efforts. Their responsibility for child care (often caring for three to six children at a time) limits their mobility and obliges them to generate income in less conductive environment for business. Although statistical data are not available on the share of children attending early childhood education, there is greater shortage of affordable

child care and preschool programs even in urban areas in many parts of Africa. Women responsibilities for child care are often cited as reasons for women's low participation in skills training and literacy programs, which are crucial for building business management skills of female enterprises (Dejene, 2020).

Researcher is further crucial of roles women empowerment the way of political empowerment, economically empowerment ,educational empowerment ,social empowerment, personal empowerment, equality use financial recourse, self-help group ,culture empowerment roles women empowerment to investigate identify situation.

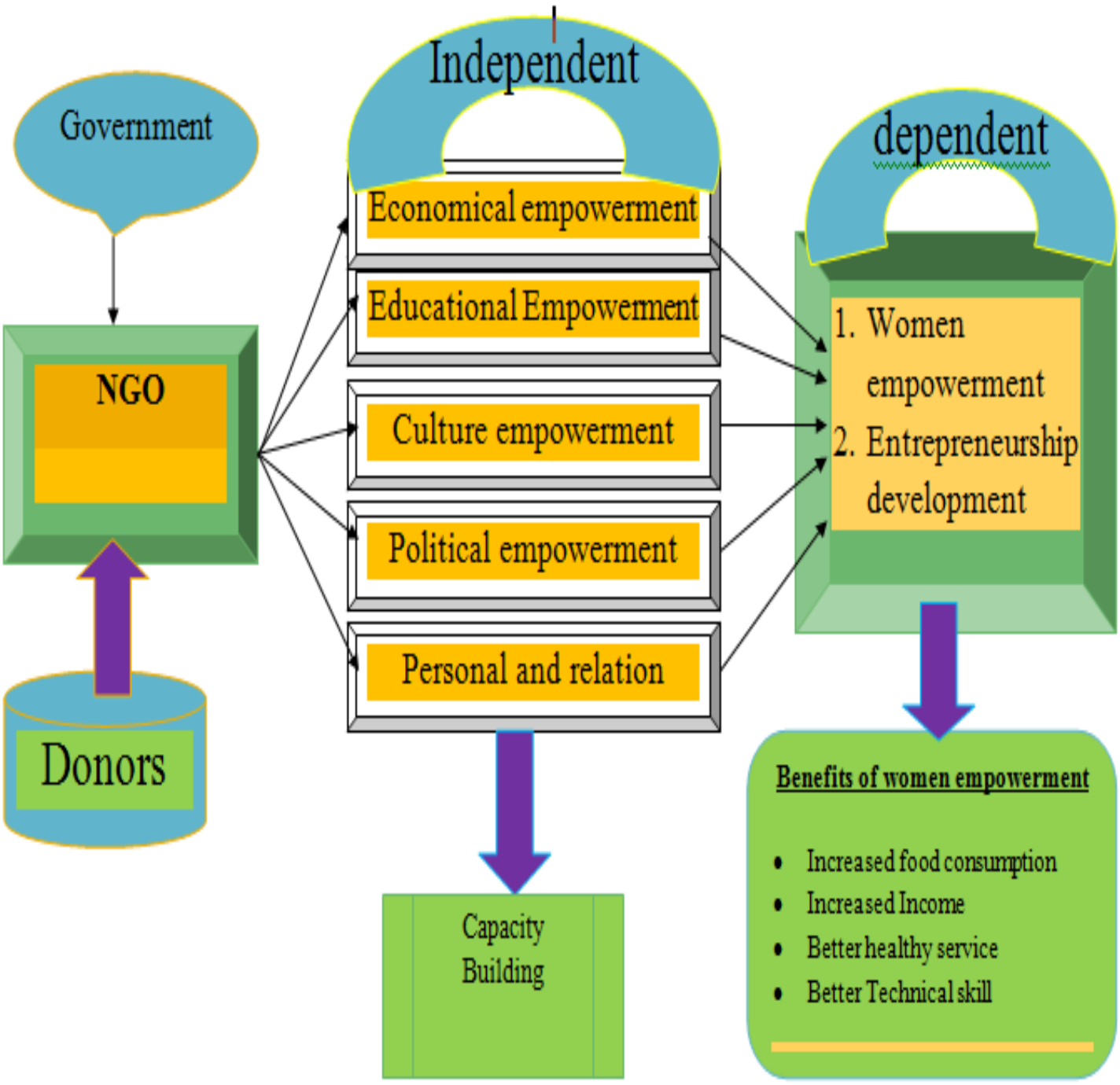
2.13.**Knowledge Gap**

From the reviewed literature, there has been little empirical study done on the role of NGO economic empowerment of women. Most of the previous studies have focused on eradicate poverty, grouping on microfinance and Family saving of women, So as per the researcher's level of understanding the all about limiting a gender gaps as to economic aspects and having an approach of reducing discrimination of any kind. This may include availability of micro-loans, skill training, financial education and consulting. Equal employment participates in decent work or full employment, resiliencies, income generating means and access to resources. Across the world, women are in the lowest-paid worker. Globally, they earn 24 percent less than men and at the current rate of progress; it will take 170 years to close the gap. (World Economic Forum 2016).Economic service might include, but not limited to, access to land, raw-material, skilled labor, capital, power source, equipment, entrepreneurship. Reviewed literature does not provide satisfactory position on why NGOs are failing to close the women economic equality gaps. For this purpose economic service is any activity related to raising capability of women to own resource.

2.14. Conceptual Framework

A conceptual framework involves forming an idea about the relationship between the variables in the study and showing relationship graphically or diagrammatically (Dionadji, et,al, 2018). Conceptual of this study is based on linked variable included Independent, personal and relation, Economical empowerment, Education empowerment, political empowerment, Socio-cultural empowerment, and Dependent women's empowerment, for entrepreneurship development: cases study of Batu Administration.

Figure 1: Frame work



Source Own; (2024)

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

Introduction

This chapter discusses the description of the study area, research design, research approach, data collection methods, sources of data, method of data analysis and presentation, validity and reliability as well as ethical consideration.

3.1. Description of study area

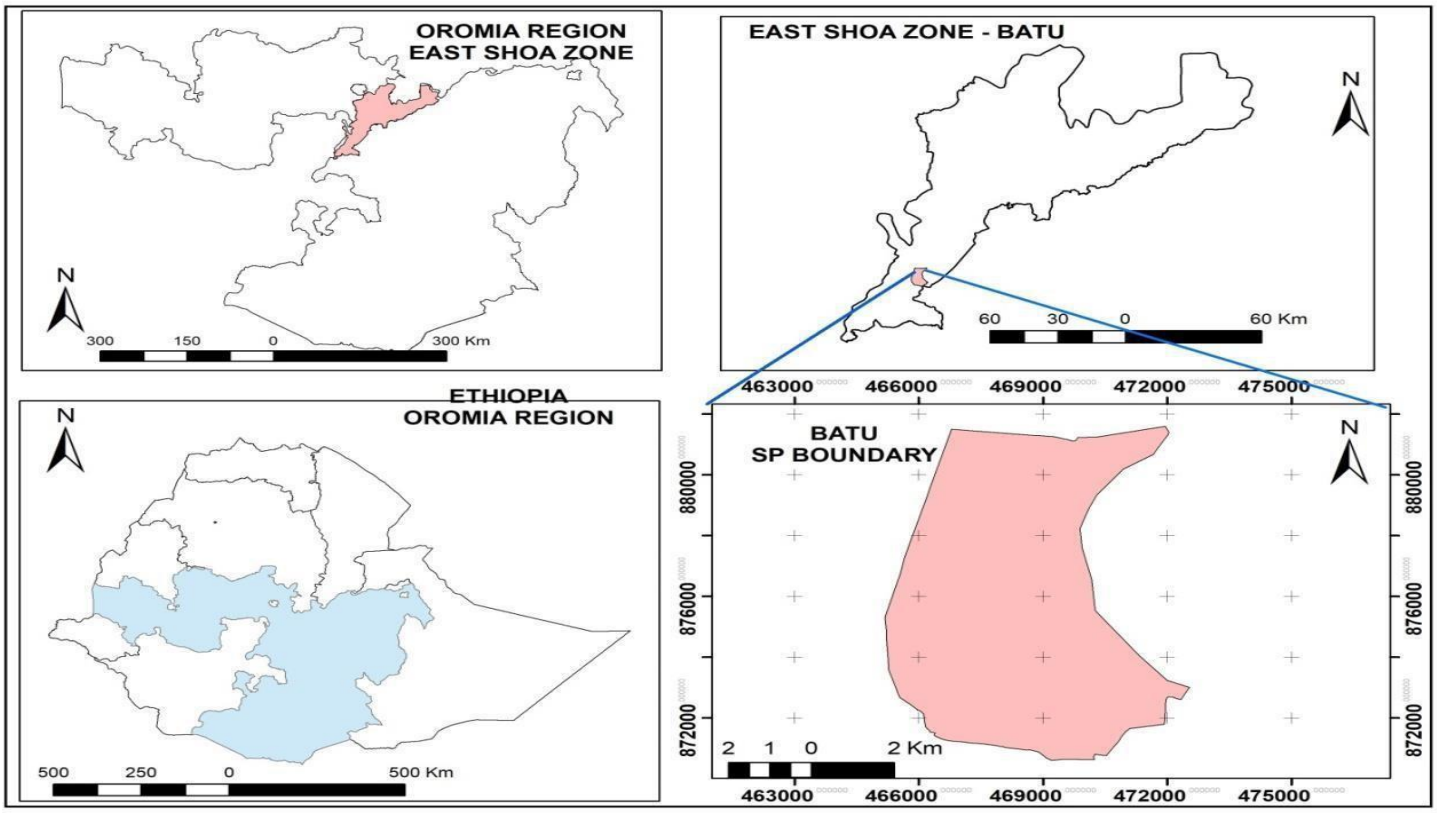
Batu Town is located in the mid Rift Valley of Ethiopia and Oromia Regional state 163 km South of Addis Ababa on the road to Hawasa town. The town has been an important center for business and trade activities including natural resource like Lake Denbel. In addition to this it has outlet roads extending from five directions. Batu town has seven kebele like Malka Shalo ,melka wafiko, Danbel ,Abosa, werja ,Bocesa and Batale control Batu Town Revenue authority office.Batu (Zeway) is a town in central Ethiopia. It is located on the road connecting Addis Ababa to Nairobi in the East Shewa zone of Oromia regional state, adjacent to Lake Zeway (harodembel). It is found in the Great East African Rift Valley and 163 km from Addis Ababa. Batu is one of the beautiful towns in the central Oromia region with immense potential for tourism and investment. The name “Batu” refers to Gods greatest gift to human beings.

The most convenient, ever green and comfortable place where one can get ample pasture and water for cattle. Batu as a town administration come in to being in 1953 and the practices of formal municipal town administration system began in 1956, as per the current system, the town composed of three administrative districts or locally called „Kebele. The specific location of the town is found in Adami Tulu Jido Kombolcha wereda. Adami Tulu woreda, which covers an area of 1403.3 sq.km hectares, is located between 7037-9004‟‟E longitude. It is bounded by Southern, Nations, Nationalities and Peoples‟‟ Regional State in the West and North West, Dugda-Bora Woreda in the North, Arsi zone in East and Arsi Negele Woreda in the South. Ziway (Batu) town is the administrative center of the woreda.

Demography

Grounding the 2007 population and housing census the town has a total of 43,660 out of them 22,956 are female and 20,704 males. Geographically speaking, the town stretches from 7 degree latitude to 38 degree longitude, The Town has total surface of area 1000 hectares and currently the total surface area is about 5,306.73hectares (BTTCO, 2008).The study was conducted from February 2024-May 2024 in Batu town.

Figure 2: Demography



3.2. Research Design

Figure 2: Demography

According to (Leedy & Ormrod, 2010), the research design is defined as the plan and structure of investigation and how studies are put together. According to (Leedy & Ormrod, 2010) descriptive survey involves acquiring information about one or more groups of people by asking them questions and tabulating their answers. It also further explained the ultimate goal of survey research design is to learn about the large population by surveying their representative sample and summarizing those using statistical tools. Descriptive design is the most economical method of obtaining information; it is not time taking to collect data; and drawing assumption about a particular population from the responses of the sample would be possible (Leedy & Ormrod, 2010). Therefore in this study, explorative and

descriptive research designs were used. Explanatory research attempts to clarify why and how there is a relationship between two aspects of a situation or phenomenon.

3.3. Research approach

The quantitative and quantitative approach was used for numerical data whereas the qualitative was used for nonnumeric data. A qualitative approach is concerned with the assessment of the attitudes of people and helps to analyze various factors which make them like or dislike (Mukoka et al., 2020). Therefore the study was conducted by using qualitative approaches because it helps to collect diverse types of data that provide reliable information and to generalize the result. The researcher has chosen this method because it has appears to be the most suitable way for addressing the research questions of the study. Even though the researcher has mainly focus very much on qualitative method due to the nature of the study which needs acquiring deep information from the informants and some case analysis by using interpretive (qualitative method) so as to assess the effectiveness. The study focuses on NGOs‟ role in empowering women economically who live in Batu Town and the tangible life changes acquire during and after the role. Some quantitative method has also been use specially to acquire and analyze some quantifiable practical related information so as to come up with comprehensive findings.

3.4. Source of Data

To achieve the future objective of the study, the important data required for this study was collected both primary and secondary sources of data were used. The primary data was collected women's and employee officers which have connectivity with private organization and 11 NGOs by form of key informant interview, and questionnaires for this study. The secondary data was collected from the internet, books, journals, reports, available online, and different documents researcher's publications.

3.5. Target Population size and Sampling Techniques

3.5.1. The target Population

According to (Liamputtong & Ezzy, 2005), a population is a well-defined set of people, services, elements, events, groups of things, or households that are being investigated. The target population implies to the entire group of people that the researcher prefer to address. In this research therefore, the target population includes 2771 members of the Batu who are the beneficiaries‟ of the 11(eleven) NGO‟s works on women economic empowerment program and 118

employees of NGO. Moreover, the researcher interview top managers of NGOs that are currently working around Batu in all which is neighbors with expertise implementing women's empowerment proposal in mainly.

Table 1: Target Population

No	Population category	Target Population	Sample size	Sample %	Research instrument
1	Total Women Empowered	2771	337	96%	questionnaire
2	Total Employee of NGOs	118	14	4%	Structural interview
3	Total	**2889**	**351**	**100%**	

Source NGO Batu city administration office 2024

Table 2: Sample size with Percentile of women and employee

No	Name of NGO	Target Population		Target population sample size and percentile		
		Women empowered	Employee of NGO	Total sample size	Sample size each	each Sample %
1	FHI	500	33	533	65	19%
2	Assemble of God	40	4	44	5	1%
3	MKC Compassion	141	16	157	19	5%
4	Yehiwot Birhan Church	220	10	230	28	8%
5	Mulu wengel Church	120	4	124	15	4%
6	Emanuel BapistChurch	101	6	107	13	4%
7	Lutheran Church	140	5	145	18	5%
8	New Generation	40	12	52	6	2%
9	Beza Community	150	5	155	19	5%
10	WID	115	13	128	16	5%
11	World Bank	1204	10	1214	147	42%
	Total	**2771**	**118**	**2889**	**351**	**100**

Source NGO Batu city administration office 2024

3.6. Sampling Size and Techniques

According to (Cooper, D. R., Schindler, P. S., & Sun, 2006), a sampling technique is a statistical technique a researcher adopts to develop an appropriate sample that is representative of a population under study. Research Methodology) pointed out that the sampling technique is a definite plan for obtaining a sample from a given population. Total target populations supported by NGO are 2889, from the above populations 2771womens are supported by NGO and 118 employees work in office of NGO. According to Yemane 1967, the sample size of the population can be calculated by using this formula; n= N/1+N (e) 2; where, n= the sample size, N= Number of population, e= 0.05 level of confidence. **2889/1+2889(0.05)2 = 351**. In this study, the probability and non-probability sampling method have been applied in survey of data is stratified sampling and purposive sampling for tax payers and employees respectively. Purposive sampling: - is one type of non-random sampling that conforms to certain criteria. In other words, it occurs when the researcher selects sample members or respondents to conform to some principle. It is a lower cost of sampling. This method would use for this study to the authority's employees. The researcher used probability sampling through a simple random sampling technique to select the NGO employees from 351 of target population. Totally sample size for this study is 351.

3.7. Methods of Data Collection

There are many different tools for collecting quantitative and qualitative data. For this research the researcher uses Questionnaires, focus individual, and interviews to collect important data. Questionnaires, focus groups, and interviews are conduct with the managers of the selected NGO‟ and some women beneficiaries from those selected NGO‟ The type of data analysis use on a set of data and the relevant forms of graphic presentation or data display. The decision is based on the scale of measurement of the data. Output data from SPSS version 20 is present in the form of Percentages, Tables and Figures. Finally the relationships between responses are summarizing in addition to interview ideas gathered from the respondents. The researcher use types of measurement scales in using SPSS which are Liker scales.

3.7. 1. Questionnaire

The purpose of the questionnaire was generated to develop complete information from as many NGO experts as possible. Accordingly, questionnaire data was gathered from non-governmental organizations experts using closed-ended and partially open-ended questionnaires. The survey questionnaire was designed on likert scale. According to (Joshi et al., 2015) the original scale is a set of statements offered for a real or theoretical situation under study.

Participants are asked level of agreement (from strongly disagree to strongly agree) with the given statement on a metric scale.

3.7.2. Key Informant Interview

Interviews with key informants through unstructured questions was deployed to explore respondents‟ earnest feelings and insights about the problem under a study conducted and to gather information to explain issues at their proper unstructured place. The unstructured questions offered those interviewed sufficient flexibility and an opportunity to express their opinion broadly as well as allowed the researcher to approach several respondents differently and to use follow-up questions to expand his understanding of the subject. To this end, experts who have had practical experience with the problem under study were purposefully interviewed regarding their views on the impact of organizational commitment.

3.8. Research variable

These researches will contain dependent and independent variables. Dependent variable is the value that results from the independent variables. The research the roles of NGO economical empowerment women consider as one variable. For roles empowerment women and the independent variable are personal, culture empowerment, political empowerment, educational empowerment, and economical empowerment women. Dependent variable is women empowerment and entrepreneurship developments.

3.9. Method of Data Analysis and Presentation

All the data from interview and are collect in Afaan Oromoo language by using hand write notes. After the completion of the data collection, notes are organizing and translate into English. After having made some check on the validity of the data that gathering through all techniques, themes relate to research questions are select and the analysis is making. In the process of organizing the gather data under each category, proper representation of information is making to identify from which source it is identifying and to know who say what. The quantitative analysis is triangulate with data from FGDs, interviews and organizational document review. The study use both descriptive and statistical analysis methods to determine the impact of WEE intervention of the eleven NGOs on the economic empowerment of their target groups. The descriptive result is present using frequency tables‟ percentage and graphs. In addition to this, a narrative analysis is using to examine the missing components in WEE intervention, assess knowledge of beneficiaries and analyzing organizational WEE framework of those two NGOs.

3.9.1. Data Analysis

In this study data which is collected from both the primary and the secondary sources by using various data collection tools are analyzed and described through different data presentation methods such as percentage and frequency, table charts, and figures. Besides, descriptive statistics shall be used by using SPSS data analysis tools.

3.9.2. Data Presentation

The data in this study were presented by using different tables, charts, and figures that are accompanied by written discussion analysis methods depending on the characteristics of the data collected from both the primary and the secondary data sources.

3.10. Reliability and validity of data

3.10.1. Reliability

According to (Kubai, 2019) reliability is "the extent to which measurements are repeatable when different people measure on different occasions, under different conditions, evidently with alternative instruments which measure the construct or skill". It can also be defined as the degree to which the measure of a construct is dependable. For instance when several people guess your weight, the value of the weight might not be necessarily correct since it will be inconsistence with the accurate value hence the measurement is said to be unreliable. If a weighing scale is used by different people to give the value of your weight then there is the probability of getting the same value every time a measurement is done hence this measurement would be said to be reliable. For this study, the reliability of collected data from primary and secondary data was checked by using Statistical Package for Social Science (SPSS) software. According to (Taherdoost, 2018) have proposed four cut-off points for dependability: excellent reliability (0.90 and above), high reliability (0.70-0.90), moderate reliability (0.50-0.70), and low reliability (0.50 and below). Therefore, based on our outcomes the cronbach's alpha is 0.779 so it have high reliability or very good. The detail is shown in the table below.

Table 3: Cronbach Alpha Table

Reliability Statistics

Cronbach's Alpha	N of Items
.921	39

Source SPSS output ;(2024)

Cronbach`s Alpha is a statistical test used to examine the internal consistency of theattributes determined for each dimension. As shown in table 3 the value of the Cronbach'sAlpha for thirty ninedimensions of both dependent and independent variables was found to beabove **0.921** which is an indication of acceptability of the scale for further analysis.

3.10.2. Validity

As defined earlier (Kubai, 2019) validity is the extent to which an instrument measures what it claim to measure. Validity is trying to explain the truth of research findings. This study was checked by using Statistical Package for Social Science (SPSS) software. In order to address validity, this study focused on criteria validity. Any validity procedures that concentrate on the relationship between the test being validated and some of good reputation outside measure(s) of the same objectives or specifications are typically referred to as criterion-related validity. Predictive validity is another name for criterion-related validity. The level of correlation between test results and another measure that the test is intended to predict is known as predictive validity. Use of an expectancy table can be used to represent criteria-related evidence. Simple a critical Correlation coefficient is a commonly used index that measures the degree of association between an individual's scores on two different tests and is represented by the letter "r". +Relationship: One score is high and the other is low - Relationship: Both scores are high or low.

3.10.3. Ethical Considerations

The four basic ethical issues often raised are protection from harm, informed consent, right to privacy and honesty. As a result, putting ethical considerations are necessary. The following governing rules of the research were respected during data collection. The research could not affect the physical and social life of the individual respondent, time would be respected and activities are governed by schedule, respect social values, and due recognition for respondents during and after the interview was attempted, and be free from personal biases and opinions, affair consideration was given for data obtained from respondents

CHAPTER FOUR: RESULTS AND DISCUSIONS

Introduction

This chapter discusses the analysis of results that are gathered from NGO employees with branch managers and women they are supported that are currently with them. Data collection was managed through interviews, questionnaires and document review is the secondary data collection method that includes published and unpublished documents that are important for this study

4.1. Data Presentations, Analysis and Interpretation

This study is mainly focused on looking into the roles of NGO Economic empowerment of women In case of Batu Town. To finish this study and accomplish the task interview and questionnaire has been utilized. In addition documents have been reviewed and focus group discussion was held. This chapter of the study is classified in to two parts, the first part discusses about the respondent profile and the second part presents the empirical evidence collected from beneficiaries and staff as well as review of documents. The data collected were analyzed with qualitative methods and presented using tables showing with frequencies

4.2. Respondents general Profile

In this section respondent's general profile which includes gender, education level, marital status and occupation are discussed and their relationship with the study is explained

Table 4: sex of respondents

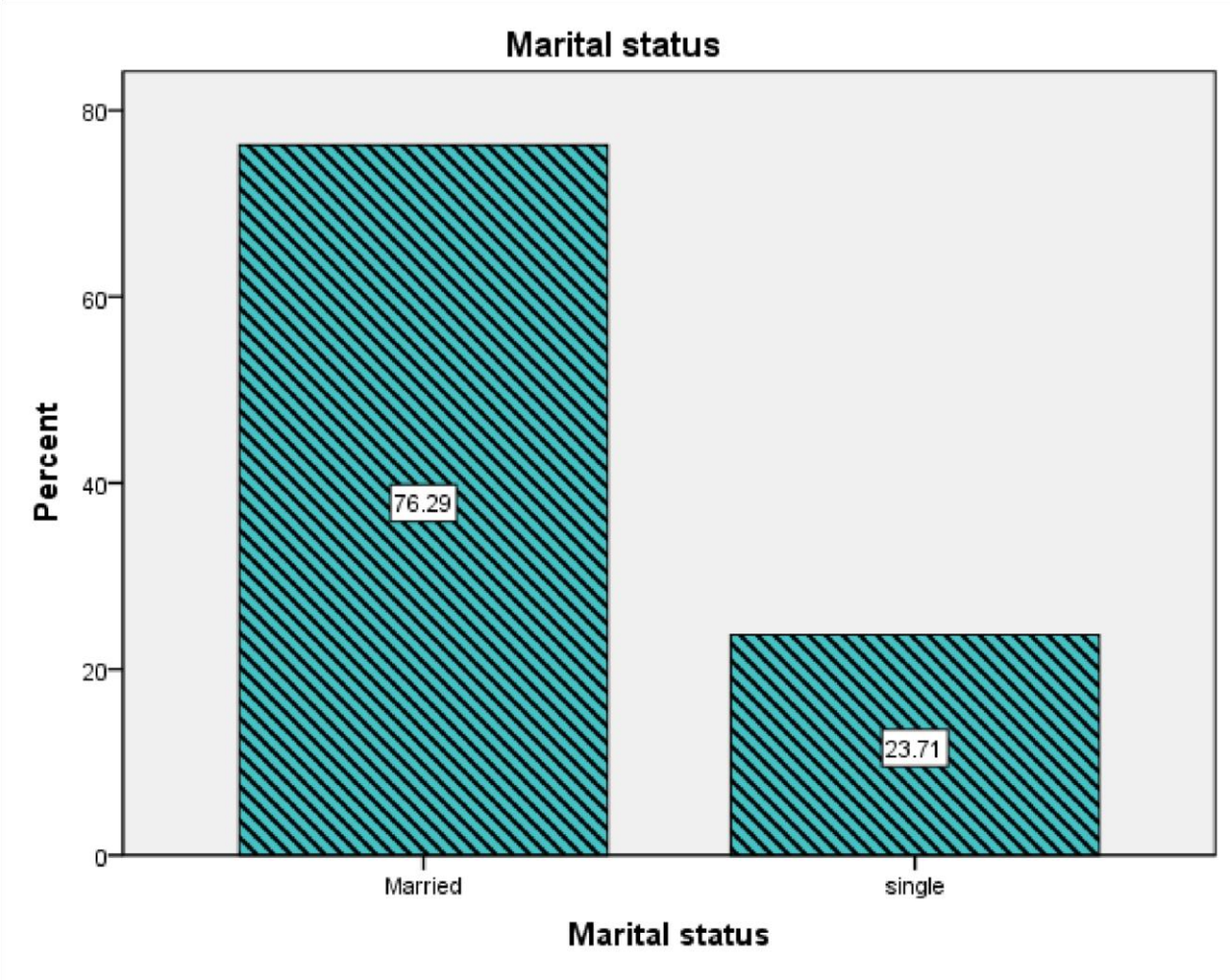
Respondents Gender					
Valid sex		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	89	25.4	25.4	25.4
	Female	261	74.6	74.6	100.0
	Total	350	100.0	100.0	

Source SPSS output ;(2024)

Table 1: According to the statistics 351 total sample size of employee and women's, respondents 89 (25.4%) were male and 261 respondents (74.6%) were female. According to the statistics, female made up the majority of supporter

by Non-governmental organization in Batu Town Administrator, while the proportion of male supported and employed in NGO there is lower than that of female. That means NGOs are aims to capacitate more society parts of women's.

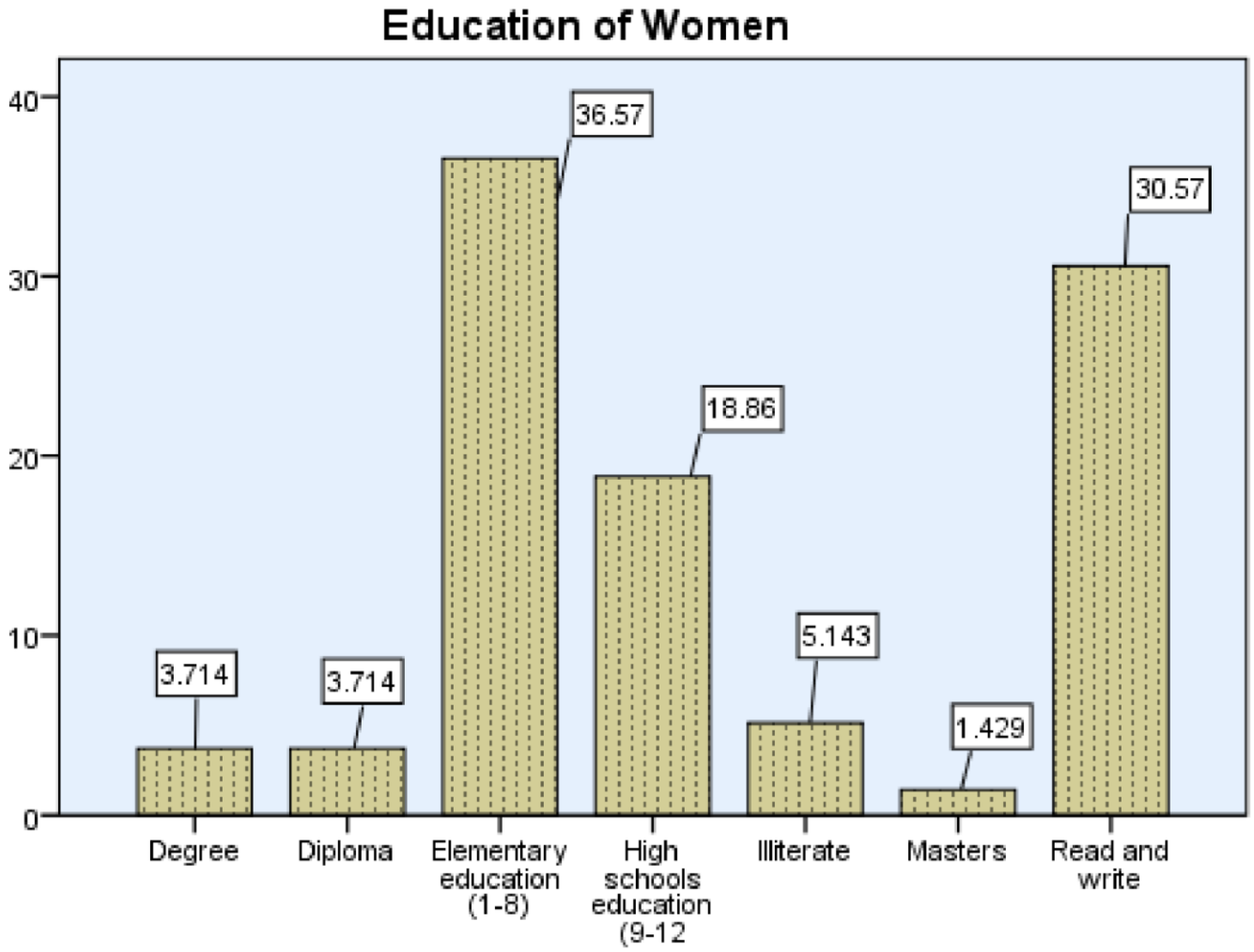
Figure 3: Distribution of respondents by marital status



Source SPSS output ;(2024)

Table 1: According to the statistics 351 total sample size of employee and women's, respondents 83 (23.71%) single and respondents 261 (76.29%) are married. This shows that the majority of respondents married are very high (76.29%) and NGO support people which have double responsible for them self and their families Children's.

Figure 4: Distribution of respondents by Education Status

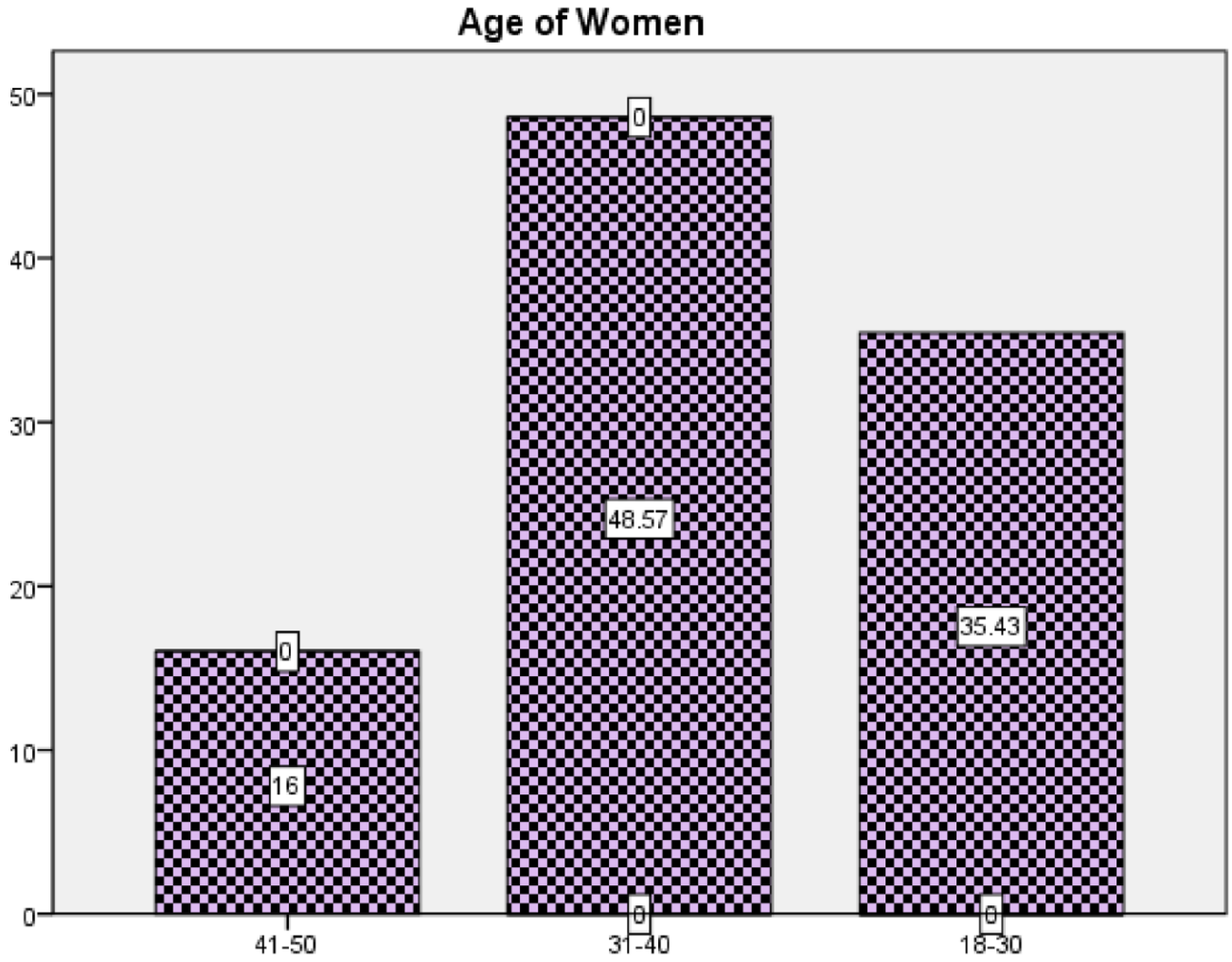


Source SPSS output ;(2024)

According to the statistics 351 total sample size of employee and women's from the above data 18 (5.1 %) have a have nothing (Illiterate), 107 respondents (30.6%) have a Read and write, 128 respondents (36.6%) Elementary education (1-8), 66 respondents (18.9%) High schools education (9-12, 13 respondents (3.7%) Diploma, 13 respondents (3.7%) Degree and 5 respondents (1.4%) have a Masters, as stated in table 3 above. This shows that the majority of respondents in the study held Elementary education (1-8), and Read and writing people only.

NGO are giving for such like people short and long term training and also they tried to give them technical supporter educations for those people, but still know researcher identified that they have wide gap specially read and write.

Figure 5: Distribution of respondents by marital status Age



Source SPSS output ;(2024)

According to table: - 1 above, 124 of the respondents (35.3%) were between the ages of 18 and 30, 171 (48.7%) were between the ages of 31 and 40, 56 (16.0%) were between the ages of 41and 50. The results suggest that the majority of responders were between the ages of 31 and followed by 40. As a result, the majority of women and employees in NGO currently organized and supported are under 40 and are therefore quite youthful.

4.3. Descriptive statistics of respondents on role of NGO women empower

Descriptive statistical analysis provided the mean and standard deviation for each variable in order to show the role of NGO on economic empowerment of women in Batu town. The mean indicates to what extent the sample group

averagely agrees or disagree with the different statements whereas standard deviation shows the variability of an observed response from a single sample. The following tables present the mean scores and standard deviation of individual characteristics.

4.3.1. NGOS Economic Empowerment of women

The researcher has summarized the measurements with the corresponding averages and standard deviations to evaluate how respondents generally recognize that non-governmental organizational are economically empowering women. Therefore, the mean shows how much on average the sample group agrees or disagrees with the various propositions. More respondents disagree with the statements, the lower the mean. More respondents agree with the statement when the mean is greater. Standard deviation, on the other hand, demonstrates the variability of an observed response from a single sample. The study was based on a likert scale from 1 to 5, with 1 = strongly agree, 2= agree, and 3= disagree 4 = neutral 5 = strongly disagree, and the flows for the detailed study of the non-governmental organizational are economically empowering women were presented as follows.

Table 5: Respondents Response on Economic empowerment

My NGO is empowering women to overcome raise in cost of living by diverse income source				
Economic empowered	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	168	48.0	48.0	72.3
Disagree	182	52.0	52.0	52.0
Total	350	100.0	100.0	
My NGO creates job opportunity for women				
Economic empowered		**Frequency**	**Percent**	**Valid Percent**
Strongly agree	284	81.1	81.1	81.1
agree	15	4.3	4.3	85.4
Disagree	51	14.6	14.6	100.0
Total	350	100.0	100.0	
My NGO support women to access to financial resource like revolving fund, micro loans like revolving fund, micro loans				
Economic empowered	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	183	52.3	52.3	52.3
Disagree	167	47.7	47.7	100.0
Total	350	100.0	100.0	
My NGO give some money for benefiters' at final of the project				

Economic empowered	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	69	19.7	19.7	19.7
Disagree	281	80.3	80.3	100.0
Total	350	100.0	100.0	
My NGO do social networking to pool resource, talent in meeting women economic objectives				
Economic empowered	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	38	10.9	10.9	10.9
Disagree	312	89.1	89.1	100.0
Total	350	100.0	100.0	
My NGO support women in use of new technology				
Valid Economic empowered	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	213	60.9	60.9	60.9
Disagree	137	39.1	39.1	100.0
Total	350	100.0	100.0	
My NGO having support monthly food supply services.				
Economic empowered	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	138	39.4	39.4	39.4
Disagree	212	60.6	60.6	100.0
Total	350	100.0	100.0	

Source SPSS output ;(2024)

According to table: - 5 above, from total sample populations 351, of the respondents 168 (48.0%) were strongly agreed with the given questions, and 182 (52.0) were disagreed and no sound of one respondent. The results suggest that the majority of responders were Disagree 52.0% from all given. As a result, the majority of women's in NGO currently are disagreed on idea. That means accordingly to researcher more people are not more satisfied and not happier on. Researcher identified that what are the cause, 1. Money funded from NGO not enough to be living of life 2. Due to inflation (price increase) the value of money is useless and they need hand to mouse but it's not the same or different from one NGO to the others. Generally the researcher identify that there is less effective and efficient role help women's to translate economically empowering.

According to table: - 5 above, from total sample populations 351, of the respondents 284 (81.1%) were strongly agreed with the given questions, 15 (4.3%) were Agreed, and 51 (14.6) were disagreed and no sound of one respondent. The results suggest that the majority of responders were strongly agree (81.1%) from all given. As a result, the majority of

women's in NGO are supported by two ways those are free of monthly pocket money and monthly paid for work accordingly category their age. The researcher identified that NGO are played great role to be Entrepreneurship developed opportunity for women.

According to table: - 5 above, from total sample populations 351, of the respondents 183 (52.3%) were responding positively strongly agree, and respondents 167 (52.3%) were said Disagree, and one person does not respond. The results suggest that the majority of responders were said strongly agree, There are of work which was NGO support women to access to financial resource like revolving fund, micro loans like revolving fund, micro loans.

According to table: - 5 above, from total sample populations 351, of the respondents 69 (19.7%) were strongly agreed, and 281 (80.3%) were disagreed and no sound of one respondent. The results suggest that the majority of responders were disagreed 80.3% from all given. As a result, the majority of women's in NGO currently are disagreed on idea. Researcher identified that some women can got some money at final of the project but more than women's not authorized for this

According to table: - 5 above, from total sample populations 351, of the respondents 38 (10.9%) were strongly agreed with the given questions, and 312 (89.1) were disagreed and no sound of one respondent. The results suggest that the majority of responders were strongly agree 10.9% and Disagree 89.1% from all given. As a result, the majority of women's in NGO currently are do not have social networking to pool resource, talent in meeting women economic objectives.

Table 6: Respondents Response on Education empowered

My NGO helps in women in diversifying sources of Income				
Valid Education empowered	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	164	46.9	46.9	46.9
Disagree	186	53.1	53.1	100.0
Total	350	100.0	100.0	
My NGO project can secure sustainable livelihoods and resilience strategy for women				
Education empowered	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	204	58.3	58.3	58.3
Disagree	146	41.7	41.7	100.0

Total	350	100.0	100.0	
My NGO give you Adult Education services and vocational training.				
Education empowered	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	33	9.4	9.4	9.4
agree	58	16.6	16.6	16.6
Disagree	259	74.0	74.0	74.0
Total	350	100.0	100.0	
NGO providing women to **read, Speak and write three languages Afaan Oromoo, Amharic and English equally**.				
Education empowered	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree		33	9.4	9.4
agree		58	16.6	16.6
Disagree		259	74.0	74.0
Total		350	100.0	

Source SPSS output ;(2024)

According to table: - 6 above, from total sample populations 351, of the respondents 164 (46.9%) were as they said "Strongly agree", and 186 (53.1%) were as said" Disagree", and no sound of one respondent. The results suggest that the majority of responders were Disagree 53.1% from all given. As a result, the majorities of women's in NGO currently have not helps in women in diversifying sources of Income.

According to table: - 6 above, from total sample populations 351, of the respondents 224 (64.0%) were as they said "Strongly agree", and 126 (36.0%) were as said" Disagree", and no sound of one respondent. The results suggest that the majority of responders were Disagree 64.0% from all given. As a result, the majorities of women's in NGO currently have project can secure sustainable livelihoods and resilience strategy for women.

According to table: - 6 above, from total sample populations 351, of the respondents 33 (9.4%) were strongly agreed with the given questions, 58 (16.6%) were Agreed, and 259 (74.0) were disagreed and no sound of one respondent. The results suggest that the majority of responders were Disagree 74.0% from all given. As a result, the majority of women's in NGO currently are Disagreed on idea and there is no more Effective and efficient Adult Education services and vocational training.

According to table: - 6 above, from total sample populations 351, of the respondents128 (36.6%) were as they said "Strongly agree", and 222 (63.4%) were as said" disagree", and no sound of one respondent. The results suggest that

the majority of responders were disagree 63.4l% from all given. As a result, the majorities of women are in NGO currently have no more educated and they cannot read, Speak and write three languages Afaan Oromoo, Amharic and English equally.

Table 7: Respondents Response on Healthy Empowerment

My NGO initiates urgent action response to human right violation to bring to Changing				
Valid *Healthy Empowerment*	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	224	64.0	64.0	64.0
Disagree	126	36.0	36.0	100.0
Total	350	100.0	100.0	
My NGO prepares a shadow report to local leaders, police station and human right office				
Healthy Empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	237	67.7	67.7	67.7
agree	113	32.3	32.3	100.0
Total	350	100.0	100.0	
My NGOs are provided women's with supporting of healthy service				
Healthy Empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	123	35.1	35.1	35.1
disagree	227	64.9	64.9	100.0
Total	350	100.0	100.0	

Source SPSS output ;(2024)

According to table: - 7 above, from total sample populations 351, of the respondents224 (64.0%) were as they said "Yes", and 126 (36.0%) were as said" disagreed", and no sound of one respondent. The results suggest that the majority of responders were strongly agreed (64.0%) from all given. As a result, the majorities of women are in NGO currently initiates urgent action Response to human right violation to bring their life changing.

According to table: - 7 above, from total sample populations 351, of the respondents 237 (67.7%) were strongly agreed, and 113 (32.3%) were Agreed, 259 (74.0) were no sound of one respondent. The results suggest that the majority of responders were Agree (74.0) % from all given. As a result, the majorities NGOs are prepares a shadow report to local leaders, police station and human right office

According to table: - 7 above, from total sample populations 351, of the respondents 123 (35.1%) were strongly agreed, and 227 (64.9%) were Agreed, no sound of one respondent. The results suggest that the majority of responders were Agree (64.9%) from all given. As a result, the majorities, NGOs are provided women's with Supporting of health services

Table 8: Respondents Response on Social empowerment

My NGO disapprove of law and policies limiting women Right				
Social empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	138	39.4	39.4	39.4
Disagree	207	59.1	59.1	98.6
Strongly disagree	5	1.4	1.4	100.0
Total	350	100.0	100.0	
Our socio-cultural, support that the ideas of women are better to decides how much money is spent on food				
Social empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	202	57.7	57.7	57.7
disagree	148	42.3	42.3	100.0
Total	350	100.0	100.0	
My NGO provides economic, socio-legal assistance to victims of human right women				
Social empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	312	89.1	89.1	89.1
Disagree	38	10.9	10.9	100.0
Total	350	100.0	100.0	
Both husband and wife should decide how many children they have.				
Social empowerment	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree		283	80.9	80.9
agree		27	7.7	7.7
Disagree		40	11.4	11.4
Total		350	100.0	
My NGO Increasing women personal income				
Social empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**

Strongly disagree	262	74.9	74.9	74.9
Disagree	88	25.1	25.1	100.0
Total	350	100.0	100.0	
Control over rapid population growth in scientifically method				
Strongly agree	99	28.3	28.3	28.3
Disagree	251	71.7	71.7	100.0
Total	350	100.0	100.0	
Household work (cooking, cleaning, and laundry) are only work for women.				
Social empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agreed	301	86.0	86.0	86.0
Disagree	49	14.0	14.0	100.0
Total	350	100.0	100.0	

Source SPSS output ;(2024)

According to table: - 8 above, from total sample populations 351, of the respondents 138 (39.4%) were strongly agreed, 207 (59.1%) were disagreed, 5(1.4) strongly disagree, and no sound of one respondent. The results suggest that the majority of responders were disagree (59.1%) from all given. As a result, the majorities, NGO are not eradicated the law and policies limiting women Right.

According to table: - 8 above, from total sample populations 351, of the respondents 202 (57.7%) were strongly agreed, and 148 (42.3%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (57.7%) from all given. As a result, the majorities, our socio-cultural, support that the ideas of women are better to decides how much money is spent on food

According to table: - 8 above, from total sample populations 351, of the respondents 312 (89.1%) were strongly agreed, and 38 (10.9%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (89.1%) from all given. As a result, the majorities, show that NGO are provides economic, socio-legal assistance to victims of human right perfectly.

According to table: - 8 above, from total sample populations 351, of the respondents 283 (80.9%) were strongly agreed with the given questions, 27 (7.7%) were Agreed, and 40 (11.4%) were disagreed and no sound of one respondent. The results suggest that the majority of responders were strongly agree 80.9% from all given. The results suggest that the

majority of responders were strongly agreed (80.9%) from all given. As a result, the majorities, better that both husband and wife should decide how many children they have.

According to table: - 8 above, from total sample populations 351, of the respondents 262 (74.9%) were strongly agreed, and 88 (25.1%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (74.9%) from all given. As a result, the majorities, women's have promoting better way to increasing of their personal income.

According to table: - 24 above, from total sample populations 351, of the respondents 99 (28.3%) were strongly agreed, and 251 (71.7%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (71.7%) from all given. As a result, the majorities Control over rapid population growth in scientifically method.

According to table: - 8 above, from total sample populations 351, of the respondents 301 (86.0%) were strongly agreed, and 49 (14.0%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (86.0%) from all given. As a result, the majorities, Household work (cooking, cleaning, and laundry) are only work for women.

Table 9: Respondents Response on political empowerment

Increase supply of quality health care, education,				
political empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	206	58.9	58.9	58.9
Disagree	144	41.1	41.1	100.0
Total	350	100.0	100.0	
Increase supply of basic needs				
political empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	288	82.3	82.3	82.3
Disagree	62	17.7	17.7	100.0
Total	350	100.0	100.0	
Protecting and promoting women right				
political empowerment	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**

Strongly agree	285	81.4	81.4	81.4
Disagree	65	18.6	18.6	100.0
Total	350	100.0	100.0	

Source SPSS output ;(2024)

According to table: - 9 above, from total sample populations 351, of the respondents 206 (58.9%) were strongly agreed, and 144 (41.1%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (58.9%) from all given. As a result, the majorities, the Increased supply of quality health care, education training.

According to table: - 9 above, from total sample populations 351, of the respondents 288 (82.3%) were strongly agreed, and 62 (17.7%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (82.3%) from all given. As a result, the majorities, the role of NGO are compatible to Increase supply of basic needs.

According to table: - 9 above, from total sample populations 351, of the respondents 285 (81.4%) were strongly agreed, and 65 (18.6%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (81.4%) from all given. As a result, NGO are more focused on, Protecting and promoting women right.

Table 10: Respondents Response on Challenge of NGO

Basing project plan				
Challenge of NGO	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	320	91.4	91.4	91.4
Disagree	30	8.6	8.6	100.0
Total	350	100.0	100.0	
Reducing State hostility and suspicion of NGO on friendly approach				
Challenge of NGO	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	230	65.7	65.7	65.7
Disagree	120	34.3	34.3	100.0
Total	350	100.0	100.0	

Cooperation with stakeholders, NGO, foundations, beneficiaries				
Challenge of NGO	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
Strongly agree	266	76.0	76.0	76.0
Disagree	84	24.0	24.0	100.0
Total	350	100.0	100.0	

Source SPSS output ;(2024)

According to table: - 10 above, from total sample populations 351, of the respondents 320 (91.4%) were said strongly agree, and 30 (8.6%) were said disagree, no sound of one respondent. The results suggest that the majority of responders were said strongly agree (91.4%) from all given. As a result, the majorities, of respondent are basing on project plan working activities.

According to table: - 10 above, from total sample populations 351, of the respondents 230 (65.7%) were strongly agreed, and 120 (34.3%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (65.7%) from all given. As a result, the majorities, Reducing State hostility and suspicion of NGO on friendly approach

According to table: - 10 above, from total sample populations 351, of the respondents 266 (76.0%) were strongly agreed, and 84 (24.0%) were disagreed, no sound of one respondent. The results suggest that the majority of responders were strongly agreed (76.0%) from all given. As a result, the majorities, there is Cooperation with stakeholders, NGO, foundations, beneficiaries

4.4. Analyzing Results from Interview questions

The following response was provided based on an interview with management of NGOs in Batu town about what kind role NGOs have to empowering women’s economically: Mechanisms of NGOs Need to Empowerment Women: - NGOs adopt holistic approaches to making people aware of their interests, providing them with mechanisms for support and giving them common more respectable voices by having them organized in some way.

Ina addition, supporting women’s to grow better and more successive life, promoting the encouragement of technical skill; helping them to rely less on Backyard agriculture irrigations, promoting better health, nutrition and household income through vegetable gardening, and finally, make use of better market opportunities training; Like Market strategies, Business development services, financial information, Direct loan services, Credit and saving services.

The outcomes of inferential statistics are presented in this section. Regression analysis and Pearson's Product Moment Correlation Coefficient were used to evaluate the study's goals. These statistical methods allow for the drawing of conclusions about the sample.

Women's Empowering and capacity building: - Empowerment is the gradual capacitating of women's to fulfill their life. The role of NGOs in improving the monthly income of the beneficiaries The impact of NGOs on the monthly income of target individually is computed using the income of beneficiaries households before NGOs intervention and after they supported by nongovernmental organizations are computed as follows. Domestic Animal like, Cow, Bull, Goat, and Sheep before NGOs nothing they have; accordingly to respondent after intervention of NGO 46% they have from all questioner respondent beneficiaries. The others of 54% of respondent have no empowered or capacitate by domestic animals. The researcher identified NGO which are in Batu town have no similarity of Program to support women's. That means one have large scope and the others have very narrow. Generally the researcher was depending on its sample size and the final result is not enough empowerment due to gap within lack of Budget on some NGOs in Batu Town.

NGOs role in employment creation for the Women's:- The socio- economic area is a significant component of NG0 coo work. However, the poor need sustainable livelihood to emerge from poverty. This can be achieved by creating employments, goods and services for economically empowering. Before intervention of NGO beneficiaries are unemployed or not have any kind of job (100%), and now around (38%) have created their our job like Vegetable Market, Cattle Fattening, Raising and marketing, Sheep and Goats are one of they are participating on it, but when we compare and contrast within sample size of populations its very small result and not effect and efficiently due to again vary budget and role they one is big difference with each others. So researcher identified that there is a gap between NGOs those have enough budget and have large scope and NGOs no have large budget and scopes. Again researcher identified that in some of NGOs there is lack of Managing system to run effectively their program due to lack of educations (their educational back ground is not match with project management).

4.5. Correlation analysis

In this study, the Pearson Product Moment Correlation was used to link between the variables of economic empowerment, educational empowerment, socio-cultural empowerment and, women empowerment and entrepreneurship development. The outcomes of Pearson's Product Moment Correlation on the relationship between independent variables and dependent variable are shown in the next section.

Table 11: Correlation analysis

Correlations[c]

		ECP	PE	SC	ED	WE
Economical empower	(ECP)	1.000	.431**	.600**	.477**	.310**
		.	.000	.000	.000	.000
Political empower	PE	.431**	1.000	.518**	.032	-.151**
		.000	.	.000	.477	.001
Social empower	SC	.600**	.518**	1.000	.095*	-.122**
		.000	.000	.	.036	.008
Educational empower	ED	.477**	.032	.095*	1.000	.732**
		.000	.477	.036	.	.000
Women Empower	WE	.310**	-.151**	-.122**	.732**	1.000
		.000	.001	.008	.000	.

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

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

c. Listwise N = 350

Source: Table 11 shows that there is a positive correlation between the economic empowerment and political empowerment**(r=0.518**).**Social empowerment and political empowerment system is positivelycorrelated with a coefficient reliability **(r = 0.600**)** to empower women. Social empowerment andpolitical is positively correlated (**r = 0..518**)** to empower women. Women Economical empowerment is positively correlated (**r = .732**)** to empower women.As the majority, focus on role of NGOs economic empowerment of women's in case of Batu town. Researcher reside some questions which will answer the problem of economic empowerment of women's and checked by system the coo relations of the questionnaires are displayed above table. According to above correlation analysis table, the result will show that there is strong or high relationship one variable with each other's.

4.6. Summary of findings

All projects have no continuity with the same women support or there is a time limitation. Some project have role to pay some money at finally. But researcher identified that according to beneficiaries the rest project has no role to pay some money at final. The results suggest that the majority of responders were disagreed 80.3% from all given. So, the majority of women's in NGO currently are disagreed on idea. Researcher identified that more society part of women are hand to mouse support get from NGO due to program they faced and lack of Budget.

About 312 (89.1) society part of women's were No supported and no sound of one respondent. The results suggest that the minority of responders were strongly disagree10.9% and the majority of responders were said 89.1% disagree from all given. As a result, the majority of women's in NGO currently are House repaired for them are very low. That means accordingly to researcher very small women's are supported by house repairing or constrictions is less. The main role of NGO is to create different kind of income source for women's but the highest majority respondents (53.1%) were are" Disagreed", and no sound of one respondent. So the results suggest that NGO currently have not effective helps in women in expand sources of Income. Gender equality is the main role of NGO, accordingly to respondents 207 (59.1%) were disagreed. So researcher identified that results suggested the majority of responders were NGO are not eradicated the law and policies limiting women Right. Generally According to the results of this study, NGOs have been playing various roles in economic empowerment of women in Batu town administration for about 5 years. But there is no gradual changing still now's they have been undermined for the reasons listed below.

According to Batu City, 11(eleven) NGOs have different support programs in the face of having similar objectives for economic empowerment of women. They haven't constantly fund or DonnasMost them are public Church (religious) and they give more attention for children and people noting like: food consumption and housing

Chapter Five: Conclusions and Recommendation

5.1. Introduction

This chapter concludes the result of data collected from primary and secondary sources of data and recommends the gap existed from the findings.

5.2. Conclusion

The purpose of this chapter is to discuss and draw conclusions and recommendations on the findings of the main objective of the study which was to examine the role of non-governmental organizations project in the study area based on the specific objectives and answers to research questions pertaining to the intervention on economic empowerment, social empowerment, Educational empowerment, Personal relationship, Healthy care and Political empowerment are performed to empowering of women's.

The principal objective of the study was to find role of NGO‟s economic empowerment of women's Incase of Batu town focusing on six women empowering concept of economic empowerment, social empowerment, Educational empowerment, Personal relationship, Healthy care and Political empowerment are performed to empowering of women's.

To conclude, the findings of the study indicates NGOs intervention in the target communities have significantly increased the agricultural income and nonagricultural income of households target individual or group respondents. Similarly, after the intervention of NGOs, monthly expenditure of the household beneficiaries has significantly increased in food, clothing, housing repairing or constriction, health, education, and service items. The contribution of NGOs in employment creation is beneficial, through typically in the form of permanent employment and self-employment in the study area. The following response was provided based on an interview with management of NGOs in Batu Town about what kind role NGOs have to empowering women's economically: NGOs adopt holistic approaches to making people aware of their interests, providing them with mechanisms for support and giving them common more respectable voices by having them organized in some way.

The role of NGOs engagement in Socio-culturally aimed at improving the quality of social services (e.g., personal health, basic education, improve housing, cleanliness, and improve productivity. They have fantastic role but society was not eradicated the ideology still now.

Mechanisms of NGOs need to empowerment women are making people aware of their interests, providing to support and giving them common more respectable. Ina addition, supporting women's to grow better and more successive life, promoting the encouragement of technical skill; helping them on Backyard agriculture irrigations, promoting better health, nutrition and household income through vegetable gardening, and finally, make use of better market opportunities training; Like Market strategies, Business development services, financial information, Direct loan services, Credit and saving services. The final achievement of NGO is improving the economical of beneficiaries by computing their monthly income as follows.

Before NGOs intervention they have nothing domestic Animal like, Cow, Bull, Goat, and Sheep Accordingly to respondent after intervention somewhat 46% they have empowered and 54% nothing capacitate by domestic animals. The researcher identified that NGO which are in Batu town have no similarity of Program to support women's. That means one have large scope and the others have very narrow. Generally the researcher was depending on its sample size and the final result is not enough empowerment due to gap within lack of Budget and different program they have NGOs in Batu Town.

The socio- economic area is a significant component of NG0 coo work. However, the poor need sustainable livelihood to emerge from poverty. This can be achieved by creating employments, goods and services for economically empowering.Before intervention of NGO beneficiaries are unemployed or not have any kind of job (100%), and now around (38%) have created their our job like Vegetable Market, Cattle Fattening, Raising and marketing, Sheep and Goats are one of they are participating on it, but when we compare and contrast within sample size of populations its very small result and not effect and efficiently due to again vary budget and role they one is big difference with each other's. So researcher identified that there is a gap between NGOs those have enough budget and have large scope and NGOs no have large budget and scopes. Again researcher identified that in some of NGOs there is lack of Managing system to run effectively their program due to lack of educations (their educational back ground is not match with project management).

The role NGO is empowering of Women's by creating their own job and to be perform by their income. But the results suggest that the majority of responders were Disagree 52.0% from all given. As a result, the majority of women's in NGO currently are disagreed on idea. That means accordingly to researcher more people are not more satisfied due to inflation (price increase) the value of money is useless and they need hand to mouse. Educational empowerment aimed to improving social service such as: basic education at least women can read and write, understood and accepting of family planning. But accordingly to researcher, from total give size of respondent 259 (74.0) was disagreed with this

idea and no sound of one respondent. The result shows that large of amount women's are not capacitating because lack of knowledge, and skill adult obtained.

The main and very critical role of NGO is minimizing populations that can affect women's economically by giving training of family saving scientifically and naturally. But the result of respondent suggested that (71.7%) were disagreed to Control over rapid population growth in naturally or scientifically method Financial sustainability for the saving credit groups is not satisfactorily sustainable .strong follow-up from the project staff on the handed over projects to the community seem to be essential in addition to continuous and committed follow up of the beneficiaries support utilization and life improvements Improved involvement of the stakeholders is essential for the sustainability of the project, since the root of the sustainability attempt has to be planted with the wider context and process of the community -NGO relation etc are necessary building block.

Improved capacity for community (empowerment) is role part of the NGO works one for the selected in Batu Town women empowerment or entrepreneurship development program. Personal cleanliness and environmental health awareness works are some aspects of the NIGOs works. From community empowerment works; Capacity building issues like training to water users committee, training on credit and saving, training on environmental protection and crop production, heartbreak management ,improving community copping strategies etc were some the fear of the Area development program of NGOs. Generally, women's empowering economically program not only attained through NGOs but also through the role of government, NGO and private sectors.

5.3. Recommendations

NGOs should prioritize interventions that directly impact women's economic empowerment, such as income-generating activities and skill development programs. Enhance monitoring and evaluation mechanisms to track the effectiveness role of NGO in empowering women economically. Strengthen efforts to improve access to finance, markets, and educational opportunities for women in Batu City Administrator. Promote sustainable agricultural practices and value chain development to enhance women's economic opportunities.

Policy makers should create an enabling environment for NGOs to operate effectively and support their initiatives in empowering women economically. By implementing these recommendations, NGOs and policymakers can work towards more impactful and sustainable economic empowerment initiatives for women in Batu City Administrator, ultimately contributing in women's empowering and sustainable development in the region.

NGOs need to focus on enhancing the economic empowerment of women in a more sustainable and impactful manner. There is a need for NGOs to address the limitations in livelihood income enhancement and food consumption aspects for beneficiary communities. Infrastructural development and employment creation efforts by NGOs have shown positive outcomes and should be further strengthened.

Collaboration and partnership between NGOs, government, and private sectors are essential for effective empowering Women's personally, economically, socio-Culturally, educationally, and political aspects. Transforming Backyard or Garden agricultural practices towards market orientation and diversification can lead to improved livelihoods for women. NGOs have contributed to enhancing the livelihood income of beneficiary communities to some extent, although not in a far-reaching manner.

Expenditure aspects on shelter, leisure, and other high-cost material goods were limited. In terms of food availability and consumption, the impact on milk, butter, and meat consumption was unimportant. NGOs have been successful in achieving empowering of women's economically, and creating employment opportunities. Positive moves have been made towards expanding infrastructural facilities for better access to finance, markets, pure water supply, and vocational educational training. There are efforts to transform agricultural practices towards escalation, diversification, and market orientation. NGOs follow various approaches such as target group approach, enterprise approach, and holistic integrated development approach for empowering to eradicating poverty.

Generally the researcher recommends that the integration and partnership between government, NGOs, and private sectors for effective empowering of women's e economically, socioculturally, educationally, and political participations for gender equality to eradicating poverty is very important. NGOs need to focus on enhancing the economic empowerment of women in a more sustainable and impactful manner. There is a need for NGOs to address the limitations in livelihood income enhancement and food consumption aspects for beneficiary communities.

Reference

Ethiopian Chamber of Commerce. (2005). *Taxationin EthiopiaDirect and Indirect Taxes - Categories of Tax PayersDeclaration of Income and Assessment of Taxes.* (F. M. Jira Jebessa, Ed.) Addis Ababa.

Ismaila Ahmed sajo et'al. (2017). Financial Development Export and Economic growth in. *7* .www.google.com. (n.d.). Retrieved from google search.com, w.979/2016, M. o. (2018).

Federal Democratic Republic of EthiopiaFederal Income.979/2016, P. N. (2018).

Federal Democratic Republic of EthiopiaFederal Income Tax.979/2016, t. p. ethiopian taxation. *tax proclamation.* www.google.com, Adis Ababa.

Abate, M. T. (2014). *Ethiopia tax accounting prinicples and practice 2nd edition.* Addis Ababa: Maruf Kedir Ibrahim.

Abate, Misrak Tesfaye. (2014). *Ethiopia tax accounting prinicples and practice 2nd edition.* Addis Ababa: Maruf Kedir Ibrahim.

Adegbola Olubukola Otekunrin, e. ((2021), November 5). "E-tax system effectiveness in reducing tax evasion in Nigeria". pp. 19(4), 175-185. doi:10.21511/ppm.19(4).2021.15.

African Research. (2010). Women NGO's and Women Empowerment in. *An International Multi-Disciplinary Journal, Ethiopia, Vol. 4 (3b) July, 2010* (ISSN 2070-0083 (Online)).

African Research. (July, 2010.). *Women NGO's and Women Empowerment in.*

Alemaw, E. (2020). *Public Finance and Taxation Accounting(AcFn 3171).* (A. p. Tsega zemen (MSc, Ed.) Wollo University: Wollo University Collage of Business and Economics Department of Accounting and Finance.

Alemaw, Enyew. (2020). *Public Finance and Taxation Accounting (AcFn 3171).* (A. p. Tsega Zemen (MSc, Ed.) Wollo, oromia, Ethiopia.

Alemu Bekele. ((2021)). Assessment on Factors that Affect Tax Collection in Tepi Town Merchant's Yeki. *International Journal of Accounting Research* , 1.

Alix, et,al. (2018). Non-Governmental Organizations' Interventions in Women's Economic Empowerment. *Dionadji Nepidimbaye Alix et al., International Journal of Research in Management, Economics and Commerce, ISSN 2250-057X, Impact Factor: 6.384, Volume 08 Issue 11, November 2018, Page 48-62* , 49.

Antony, M. M. (2016). Tax & Public Finance: Ethiopian System For Promotional Activities. *College of Business and Economics, [Volume 5, Issue 2 (9),* , 144.

Arifa Wahid,et.al. (2020). A STUDY ON THE ROLE OF NGO's IN WOMEN. *VOL 7, ISSUE 9* (ISSN-2394-5125).

Awuku, E. T. (June 2022). Empowering Women and Achieving Gender Equality through Capacity Building Programmes: The Role of NGOs. *European Academic Research* .

Bekele, A. (2021, August 17). Assessment on Factors that Affect Tax Collection in Tepi Town Merchant's Yeki. *International Journal of Accounting Research* .

Bekele, A. (2021). Assessment on Factors that Affect Tax Collection in Tepi Town Merchant's Yeki Woreda, Sheka Zone, South West Ethiopia. *International Journal of* , Int J Account Res, Vol.9 Iss. 8 No: 220.

Bekele, A. ((2021)). Assessment on Factors that Affect Tax Collection in Tepi Town Merchant's Yeki Woreda, Sheka Zone, SouthWest Ethiopia . . 1.

Bekele., A. ((2021)). Assessment on Factors that Affect Tax Collection in Tepi Town Merchant's Yeki. *International Journal of Accounting Research* , 1.

Bennis, H. (2016). The role of NGOs in women's empowerment The case of Tunisia . *Tunisia* .

Bogale, Y. M. (2009). *Prepared under the Sponsorship of the Justice and Legal System Research Institute.* Bogale, Y. M. (2009). Tax Law . *Prepared under the Sponsorship of the Justice and Legal System* , 5.

Bogale, Yohannes Mesfin&Sisay. (2009). *Prepared under the Sponsorship of the Justice and Legal SystemResearch Institute.*

Boru, D. (2019). Assessment of Tax Collection System and Its Challenges on Category ‘C’ Tax Payers The Case of Nekemte Town. Vol.10 No.15.

Boru, Dandi. (2019). *Assessment of Tax Collection System and Its Challenges on* (Vols. 10, No.15). Nekemte.

civil, W. a. (2020, September). Women’s empowerment and the link to . (T. G. Ethiopia, Interviewer)

Commerce, E. C. (2005). Ethiopian Business Development Services Network (EBDSN). In T. i. Ethiopia, *Partnership Project Rhein-Main Chamber, Germany and ECC (with SEQUA)* (p. 1). Addis Ababa.

Commerce, Ethiopian Chamber of. (2005). *Taxationin EthiopiaDirect and Indirect Taxes - Categories of Tax PayersTax Incentives.* (F. M. Jira Jebessa, Ed.) Addis Ababa: Ethiopian Chamber of Commerce (ECC).

Contribution of Civil Society Organizations to Women’s Political. (2022, Decembe). *The Ethiopian Journal of Social Sciences, Volume 8, Number 2*.

Dadi, M. D. (2020). ASSESSMENT OF TAX PAYMENT AND COLLECTION PROBLEMS IN JIMMA.

Dandona1. (Dandona on 22 May 2017.). Empowerment of Women: A Conceptual Framework. *The International Journal of Indian Psychology* , 38.

Daniel et.al. (June, 2015). Assessment on the Relevance of the Women’s Empowerment. *ST. MARY’S UNIVERSITY* .

Dejene, Y. (2020). *Studies have shown that women have higher labor burden (time poor) as opposed to men. Family and community responsibilities take a lot of women’s time that could be applied for improving their income generating efforts. In many SSA countries, women wor*.

Dionadji Nepidimbaye Alix1, et,al. (2018). Non-Governmental Organizations’ Interventions in Women’s Economic Empowerment . *Dionadji Nepidimbaye Alix et al., International Journal of Research in Management, Economics and Commerce* , 50.

Diriba Ayele Gebisa,et.al. (2019, Septembe 15). The effects of NGOs on socio-economic empowerment. (ISSN: 2360-7858).

Dr.K.KASIVISWANATHAN Assistant Professor et,al. (2022). WOMEN EMPOWERMENT: ROLE OF EDUCATION IN INDIA. *Dogo Rangsang Research Journal UGC Care Group I Journal ISSN : 2347-7180 Vol-12 Issue-05 No. 02 May 2022* , 50.

Esayas. (August 20, 2010). *Women's Economic Empowerment,.* Addis Abab: Addis Ababa University fekymeky1999@gmail.com.

Esayas, B. (August 30/2010). Befikadu Esayas. *American Journal of Entrepreneurship* .et.al, M. K. (2016). Problems Associated with Tax Payers and Revenue Authority in. *Journal of Poverty, Investment and Development, Vol.25* (2422-846X An International Peer-reviewed Journal), 57.et.al,

Mengıstu Deyassa Dadi& Sintayehu Tulu Wondimu & Mathewos Woldemariam Biru. (2020). Assessment Of Tax Payment And Collection Problems In Jimma. *International Journal of Commerce and Finance, Vol. 6,* (2, 2020, 125-138), 125.

Eunice et,al. (2022). Women's economic empowerment in sub-Saharan Africa: Evidence from cross-national population data. *Demographic Research: Volume 47, Article 15 Research Article* , 34.

Gachemi, D. M. (2018, JULY). THE ROLE OF WOMEN GROUPS IN WOMEN ECONOMIC .

Gedamu, Samson. (2016). *The Efficiency and Effectiveness of Tax Management in Ethiopia With Special Emphasis on Value Added Tax:Case of Large Tax Payers.* Addis Ababa.

Getachew, A. (2019). Turnover-Based Presumptive Taxation and Taxpayers' Perceptions in Ethiopia. (t. I. Studies, Ed.) (978-1-78118-556-8), 12.

Hilda . (2021). FACTORS AFFECTING THE ECONOMIC EMPOWERMENT OF.Hilda,et.al. (2020, october). factors influencing the economic. *CONSTITUENCY, MOMBASA* .

http://www.erca.gov.et. (2017). *Ethiopian Revenues and Customs Authority*. Retrieved from http://www.erca.gov.et.

Husniyera Yesmin, R. A. (2020). A Study On The Role Of Ngo's In Women Empowerment. *Assistant Teacher, KGBV, Gobardhana, Barpeta, VOL 7, ISSUE 9, 2020*.

Hyman, D. N. (2010). *Public Finance: A Contemporary Application of Theory to Policy,*. South-Western: Joe Sabatino.

Hyman, D. N. (2011). *Public Finance: A Contemporary Tenth EditionApplication of Theory to Policy,Tenth Edition.* South-Western, United States: Joe Sabatino.

Hyman, David N. (2011). *Public Finance* (Tenth Edition ed.). (J. Calhoun, Ed., & N. C. UNIVERSITY, Trans.) Kingdom, Australia, Mexico, Brazil, and Japan., PDF Enhance, United States of America: Joe Sabatino.

Jemberie, Dereje Birhanie;. (2020). Determinants of Tax Compliance: A Case of Nekemte Town. (2326-9553), 1.

John Wiley & Sons, I. (2015). *Wiley IFRS 2015* (Vols. ISBN: 978-1-118-88955-8 (pbk); ISBN: 978-1-118-88952-7 (ebk);). Canada, United States of America: Wiley.

Kratzke William. (2016). *Basic Income Tax 2016-2017.* CALI eLangdell.Kratzke, W. (2016, June 27). Basic Income Tax2016-2017. 1.

Lunteren., J. N. (2000). *Organizational structure and management of Tax Administrations* (Vol. ISBN 90 5458 893 4). (M. Allink, Ed.) Netherlands., American: Ministry of Finance.

MAFA, I. a. (2019). WOMEN-NGOS AND FINANCIAL VIABILITY: IMPLICATIONS FOR WOMEN EMPOWERMENT PROCESSES FROM A SOCIAL WORK PERSPECTIVE. © *National Association of Social Workers-Zimbabwe/Author(s), AJSW, Volume 9 Number 2* (ISSN Print 1563-3934).

Magdalena. (2018). The Role of Non-Governmental Organizations (NGOs) in Women's Education in. *Rzeszow University Poland, Institute of* .

Mahmoud, S. (2020). The Role of Governmental and Non-Governmental Institutions. *Department of Special Education, College of Education, Najran University, Kingdom of Saudi Arabia, Volume 19, Issue 3, Ver. I (Mar. 2014), PP 93-100* (e-ISSN: 2279-0837, p-ISSN: 2279-0845).

Mascagni, G. (2016, may 12). Aid and Taxation in Ethiopia. *Vol. 52, No. 12, http://dx.doi.org/10.1080/00220388.2016.1153070* (ISSN: 0022-0388 (Print) 1743-9140 (Online) Journal homepage: https://www.tandfonline.com/loi/fjds20), pp. 1744–1.

Megersa, H. (2019, novemper). A Role of Non-Governmental Organization for Women Empowerment through Decision Making in Ethiopia a Review. *Vol. 7(2), pp. 63-68,* (ISSN: 2384-6151).

Melville, A. (2017). *Taxation Finance Act 2016 Twenty-second edition* (Twenty-second edition ed.). (G. Ashford Colour Press Ltd, Ed.) British: First published 1995 (print) &Twenty-second edition published 2017 (print and electronic).

Mesele Kebede &Tesfahun Tegegn et.a, l. (2016). Problems Associated with Tax Payers and Revenue Authority in Case of Dessie Town, Northern Ethiopia. *Journal of Poverty, Investment and Development, Vol.25* (2422-846X), 56.

Mesele Kebede Tesfahun Tegegn et.al. (2016). Problems Associated with Tax Payers and Revenue Authority in. *Journal of Poverty, Investment and Development, Vol.25* (2422-846X), 57.

Mesele Kebede& Tesfahun Tegegn et.al. (2016). Problems Associated with Tax Payers and Revenue Authority in. *Journal of Poverty, Investment and Development, Vol.25* (2422-846X An International Peer-reviewed Journal), 57.

Michael J. Austin, L. S. (2020). Women and Non-Governmental Organizations in Developing Countries. *Director, Mack Center on Nonprofit Management in the Human Services* .

MinishaGupta. (2021). RoleofNGOsinwomen empowerment. *RoleofNGOsinwomen empowerment:casestudiesfrom Uttarakhand,India* .

Misikir Getachew,. (2021, January). CHALLENGES OF WOMEN EMPOWERMENT IN PUBLIC SERVICE ORGANIZATION. p. 1.

Mulunesh Dessie, e. (2022, December). Contribution of Civil Society Organizations to Women's Political. *The Ethiopian Journal of Social Sciences, Volume 8, Number 2*.

Mwamkinga, S. (2018). *Impacts of Businesses on Human Rights.* Tanzania: Biashara na Haki is Swahili for Business and Rights.

NO.286/2002, P. (2002). *OF THE FEDERAL DEMOCRATIC REPUBLIC OFETIDOPIA.* Federal Negarit Gazeta-Mo. 34 4. May, ministry revenue office, adis ababa.

Norhasni, et.al. (2022). Non-Governmental Organisations (NGOs) and Their Part towards Sustainable Community Development. *MDPIstaysneutral with regard to jurisdictional claims in publishedmapsandinstitutionalaffiliations* .

P.Narumugai,et al. (2017). Role Of NGOs Towards Women Empowerment. *IJARIIE-ISSN* .

Parameswaran, D. (2005). *Public Finance and Taxation.* Addis Abab, oromia ,Ethiopia : Department of Accounting and Finance, FBE, Addis Ababa University.

Parameswaran, Dr.Ramaswami. (2005). *"Public Finance and Taxation".* Addis Ababa.

Pasquale Pistone, Jennifer Roeleveld, Johann Hattingh,. (2019). *Fundamentals of Taxation* (Vol. nur826). Amsterdam: University of Cape Town and IBFD.

Phillips and Sandall. (2008). Effects of Economic Polices and Corruption,Tax revenue in Sub Saharan African.

Pomeranzi, B. (June 2021). *A practical model for women's economic empowerment for dynamic and sustainable territories in the COVID-19 Recovery.* Central America: The content and information may be used as long as the source is credited.

Pomeranzi, B. (June 2021). America: © UN Women.Ramaswami, P. (2005). *Public Finance and Taxation.* Addis Abab.

Roach, B. (2010). Taxes in the United States:History, Fairness, and Current Political Issues. In G. D. University, *A GDAE Teaching Module Issues in Economics on Social and Environmental* (Vols. Medford, MA 02155, p. 1). U.S.

Samman, A. H. (2016). *Women's economic empowerment.* developmentprogress.org.

Sarbina, et,al. (2021). *Women's economic empowerment in Ethiopia.* canada: International Development Research Centre.

Sebrina Zurga, et,al. (2021). *Women's economic empowerment in Ethiopia* . canada: n Reports (International Development Research Centre .

Singha, S. K. (2023). *Volume 11, Issue 12* (ISSN: 2320-2882).SINGHA, S. K. (December 2023). International Journal of Creative Research.

Soule Sow et.al. (2020, September 18). Effect of VAT Adoption on Manufacturing Firms in Ethiopia. *International Journal of Economics and Finance;* , doi:10.5539/ijef.v12n10p75.

Sujata et,al. (2020). *Women's economic empowerment in Ethiopia.* canada: International Development Research Centre.

Tafa, M. (2020). Assessment on Effectiveness of Tax Administration in Ethiopia The Case Kolfe Keranio Sub City Administration Revenue Office. *College of Business and Economics, Rift Valley University, PO box 01, Burayu, Ethiopia* , Vol.11, No.5, .

Tefera, B. D. (2019). The Effects of NGOs on Socio-Economic Empowerment of Women: Empirical Evidence from Some NGOs Operating in Ethiopia . *Global Journals Online ISSN: 2249-4588 & Print ISSN: 0975-5853* .

Tefera, B. D. (2019). The Effects of NGOs on Socio-Economic Empowerment of Women: Empirical Evidence from Some NGOs Operating in Ethiopia. *Global Journals Online ISSN: 2249-4588 & Print ISSN: 0975-58* , 13.

Tegegn, M. K. (2016). Problems Associated with Tax Payers and Revenue Authority in Case of Dessie Town, Northern Ethiopia.

Tegnell, F. (2019). Ethiopian Government impact on Non-Governmental .

Tesfaye, m. (2011). *Ethiopian Tax Accounting principles and practice 2nd Edition.* Addis Ababa,Ethiopia: Maruf kedir Ibrahim.

Tesfaye, M. (2011). *Ethiopian tax accounting principles and practice 2nd edition 2014 G.C.(2006 E.C)* (2 nd ed.). Addis Ababa, Ethiopia: Maruf Kedir Ibrahim.

Tesfaye, Misrak. (2006). *Ethiopian tax accounting principles and practice 2nd Edition* (Vols. 978-99944-981-4-7). addis Ababa: maruf Kedir Ibrahim.

Tesfaye, Misrak. (2006). *Ethiopian tax accounting principles and practice 2nd Edition* (Vols. 978-99944-981-4-7). addis Ababa: maruf Kedir Ibrahim.

Tizazu, M. (2017, june). Factors Affecting Category “C” Taxpayer’s Compliance with Taxation.

Tola, H. M. (2019). A Role of Non-Governmental Organization for Women. *International Journal of, Vol. 7(2), pp. 63-68*.

Tola, H. M. (May 2020). *Vol. 7(2), pp. 63-68, November 2019 DOI: 10.14662/IJEBM2019.150 Copy© right 2019 Author(s) retain the copyright of this article ISSN: 2384-6151 http://www.academicresearchjournals.org/IJEBM/Index.htm* , 65.

Tola, H. M. (May 2020). *International Journal of Economic and Business Management* , 65.

Tola, H. M. (May 2020). *International Journal of Economic and Business Management* , 65.Vito Bobek, e. (2023, January). The impact of women’s economic. (DOI: 10.32015/JIBM/2022.14.1.9).

Ward Hussey,] inyan Li, Donald Lubick, Richard Pomp, . (1996). *Tax Law Design and Drafting* (Vols. 1-55775-587-6 (vol. 1)). Washington.

Workneh et,al. (2020, may). Girls and women’s social and economic. p. 2.www.google.com. (n.d.).www.google.com. (n.d.)

. Retrieved from google search: http://www.adatumwww.google.com. (n.d.).www.google.com. (2021, october 3). *1*. Retrieved from https://www.britannica.com/dictionary/tax.

Appendix

III: - Questioner Filled By Respondents

DEPARTMENTS OF MANAGEMENT

Dear Sir/Madam

I am Ararso Urgessa, Masters of Project Management student in college of Finance and management in the department of management at Oromia State University .I am undertaking a research on the topic "The role of NGOs economic empowerment of women in batu city for the partial fulfillment of the requirements of the degree of Master of Project Management in departments of management. The aim of this questionnaire is to know how the role of NGOs economic empowerment of women in batu town is. The results of the study will have a supreme important to the institutions, to owners, to all people participating and to concerned government offices and policy makers and others. To this end, this questionnaire is prepared to gather pertinent information. I sincerely assure you that the information you provide will be used only for academic purposes. Your involvement is regarded as a great input to the quality of the research results. Your honest and thoughtful response is invaluable. Please put the tick mark (√) on the appropriate space as per your choice for each closed-ended question and the appropriate reason for open-ended questions.

Yours faithfully,

Ararso Urgessa

Tel Phone **0916333778**

/0919607422/

Email: **a77urgessa@gmail.com**

Table 12:Questioner Filled By Respondents

Respondent Descriptions		Indicators
1.Name of Women	None	
2.Sex of Women	{1, Male 2, female}	
3.Age of Women	{1, 18-30 2,31-40 3,41-50}	
4.Education of Women	{1, Illiterate 2, Read and write 3, Elementary education (1-8) 4, High schools education (9-12 5, Diploma 6,Deree 7, Masters }	
5.Marital status	{1, single 2, Marred }	
Women economic empowerment		1=Strongly agree 2=Agree 3=Disagree 4=Strongly disagree 5=neutral
6.My NGO creates job opportunity for women		
7.My NGO is empowering women to overcome raise in cost of living by diverse income source		
8.My NGO support women to access to financial resource like revolving fund, micro loans like revolving fund, micro loans		
9.My NGO give some money for benefiters‟ at final of the project		
10.My NGO do social networking to pool resource, talent in meeting women economic objectives		
11.My NGO support women in use of new technology		
12. My NGO having support monthly food supply services.		
13.My NGO helps in women in diversifying sources of Income		
14.My NGO project can secure sustainable livelihoods and resilience strategy for women		
15.My NGO give you Adult Education services and vocational training		

16.NGOs encourage women to learn three languages	
17.My NGO prepares a shadow report to local leaders, police station and human right office	
18.My NGO initiates urgent action response to human right violation to bring to Changing	
19.My NGO NGOs are provided women's with Supporting of health services	
20.My NGO disapprove of law and policies limiting women Right	
21.Our socio-cultural, support that the ideas of women are better to decides how much money is spent on food	
22.My NGO provides economic, socio-legal assistance to victims of human right women	
23. Both husband and wife should decide how many children they have.	
24. NGOs increase women's personal income	
25. my NGOs teaches to reduce population growth by scientific methods	
26. Housework (cooking, cleaning, and laundry) is exclusively women's work.	
27. NGOs provide quality health care and education	
28. The role of NGOs is to promote basic needs for the poor.	
29. NGOs should protect and preserve women's rights	
30. NGOs will work on a project-based plan	
31. the government has an obligation to support and monitor NGOs	
32.Cooperation with stakeholders, NGO, foundations, beneficiaries	
33.My NGO provides economic, socio-legal assistance to victims of human right women	
34. Both husband and wife should decide how many children they have.	
Interview	
35. What are NGOs contributions in enhancing household income of the beneficiaries in the study area?	
36. What are the roles of NGOs in employment creation for the beneficiaries?	
37. What are the major different supernatural achievements of NGOs in the study area?	
38.What are the assess programs of NGOs engaged in empowering the Women Economy?	

Thank you for your cooperation!!!