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**THE IMPACT OF RWANDA'S ECONOMIC INTEGRATION INTO
THE EAST AFRICAN COMMUNITY ON WOMEN'S
PARTICIPATION
IN GLOBAL BUSINESS IN RWANDA
A CASE STUDY OF NYARUGENGE AND MUHIMA
SECTORS IN NYARUGENGE DISTRICT**

*Thesis submitted to the School of Business, College of Business & Economics (Huye)
in partial fulfillment of the award of a Master's Degree in Business Administration (MBA)
by the University of Rwanda*

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Done at Huye, November 2017

DECLARATION

I, Laurent NSABIMANA NZAJYIBWAMI to the best of my knowledge, hereby declare that the work presented in this thesis entitled **“The impact of Rwanda’s economic integration into East African Community on women’s participation in global business,”** is my own work and has never been presented in any institution for the award of any academic qualification.

Signature.....

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APPROVAL

This thesis entitled **“The impact of Rwanda’s economic integration into East African Community on women’s participation in global business,”** has been done by **Laurent NSABIMANA NZAJYIBWAMI** under my supervision.

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Signature.....

Date:

DEDICATION

I dedicate this thesis to my beloved wife, Liliane Umulisa Ruzindana, my Daughters Laurel and Laura, my son Lauris Joshua, my Brothers and Sisters, my lecturers and all my colleagues.

ACKNOWLEDGEMENT

I would like to extend my sincere gratitude and consideration to those who supported me directly or indirectly in carrying out this research. I thank Almighty God for providing me grace and wisdom to complete this research. I would like to express my sincere gratitude and heartfelt thanks to my wife for her help provided to me during my studies. Never can I forget my supervisor Prof. BAIG M.S.A whose supervision, criticism and guidance were so much empowering, even though he was very occupied by different academic activities, but he accepted to bear the responsibility of taking over with his generous heart during the course of this thesis I owe him profound appreciation.

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LIST OF ABBREVIATIONS

AGOA	African Growth and Opportunity Act
ALLC	African landlocked countries
AMU	Arab-Maghreb Union
CET	Common External Tariffs
COMESA	Common Market for East and Southern Africa
DTIS	Diagnostic Trade Integration Study
EABC	East African Business Council
EAC	East African Community
EIF	Enhanced Integrated Framework
ILO	International Labour Organization
EALA	East African Legislative Assembly
EPA	Economic Partnership Agreements
EC	European Commission
EU	European Union
ECOWAS	Economic Community of West African States
FEPA	Framework Economic Partnership Agreement
FTA	Free Trade Agreement
GAP	Gender Action Plan
GDP	Gross Domestic Product
NEPAD	New Partnership for Africa's Development
NTB	Non-Tariff Barriers
REC	Regional Economic Communities
SADC	Southern African Development Community
TTFA	Trade and Transport Facilitation Assessment
UNIFEM	United Nations Development Fund for Women
UNECA	Economic Commission for Africa
UNCTAD	United Nations Conference on Trade and Development
VEAF	Vision East Africa Forum
WAEMU	West African Economic and Monetary Union
WTO	World Trade Organization

ABSTRACT

The study explored the impact of Rwanda's economic integration into East African Community on women's participation in global business, a case study of Nyarugenge and Muhima Sectors in Nyarugenge district. The study was guided by four objectives namely: to establish the current stake of women in global business with Rwanda's economic integration into the East African Community; to identify the various global business enterprises that Rwandan women are engaged in under the courtesy of Rwanda's economic integration into the East African Community; to analyse the challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community; and to find out practical solutions to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community. The study was both qualitative and quantitative in nature. The literature that was reviewed for the study was gathered from different textbooks, manuals, reports, journals and from internet. Both Simple Random Sampling and Purposive Sampling were used to select a total of 150 general and key respondents respectively for the study. To gather primary data for the study during the field, the researcher used the questionnaire, interview and observation guides. Data was finally analyzed using Microsoft Excel later presented in tables, pie-charts, and graphs. The findings of the study revealed that the majority of respondents were aware of the current stake of women in global business with Rwanda's economic integration into the East African Community. The findings of the study further indicated that the majority of respondents were aware of the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community. However, it was concluded that the majority of respondents were aware of any measures that were in place to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community. Among the challenges included lack of management position and limited access to finance. The study also concluded that the majority of respondents were aware of measures that were in place to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community; such as establishment of cooperatives and equipping organized women groups with the knowledge and skills through workshops and seminars. The research concluded the study by seeking more other practical solutions that could be adopted in Rwanda's economic integration into the East African Community such as the need to conduct active and occasional outreach information sessions and the need for sustained equal justice in service delivery. Basing on the study findings, various

recommendations were made such as joint permanent commissions composed of a big number of women; and that partner states should adopt a common strategy for customs integrated information systems that would enable women engage in global businesses. Further, basing on the study findings, some areas for further study were suggested. Among them include: a need to find out modalities appropriate for establishing the single customs territory in the region in line with mechanisms for tax collection and distribution amongst the partner states that will motivate Rwandan women into global businesses; and research to investigate the measures of how partner states (Uganda, Rwanda, Tanzania, Kenya and Burundi) will be compensated to adjust the costs arising from tariff revenue and other income losses while getting prepared to harmonize their policies and laws in taxation.

CHAPTER ONE: GENERAL INTRODUCTION

1.1 Introduction

This study explored the impact of Rwanda's economic integration into East African Community on women's participation in global business, a case study of Nyarugenge and Muhima Sectors in Nyarugenge district. In this first chapter, the following was covered, namely: the background of the study, statement of the problem, purpose of the study, objectives of the study, research questions, and scope of the study, significance of the study, the conceptual framework and definition of key operational concepts used in this study.

1.2 Background of the Study

Braude (2008) asserted that economic integration by definition requires constant institutional arrangements and policy coordination mechanisms. He further maintained that economic integration is the central nervous system of any regional economic community. The initiatives in this coordination provided the pathways along which decisions flow. According to the EAC setting the secretariat is mandated to draft laws and forward these to the council of ministers which then forwards them to the East African Legislative Assembly. The final decisions are taken by Heads of State in the summit.

1.2.1 Regional Economic Integration

Regional economic integration as a concept and process was developed in the 1950s following the creation of the European Economic Communities according to Ernst Haas (1971:4). As a process, regional economic integration refers to a voluntary collective action among states within a geographical proximity to economically and politically harmonize policies, production, and global business issues with a view of optimizing efforts in addressing national and regional challenges, the end result being an economic and political community. As the concept and its practice evolved with time, different definitions were provided by different scholars. For example, Reginald Harrison (2005), in the same line of thinking as Ernst Haas (1971), defined the economic integration process as "the attainment within an area of the bonds of political community, of central institutions with binding decision-making powers and methods of control determining the allocation of values at the regional level and also of adequate consensus-formation mechanisms" whereas William Wallace (2009) adopted a more generalized definition

as “the creation and maintenance of intense and diversified patterns of interaction among previously autonomous units”. The early regionalization of the 1950s and 1960s focused mainly on technical and economic factors, with a view that economic growth would ensure peace and the welfare of societies. But from the 1970s, empirical evidence increasingly pointed out that economic factors alone were not sufficient to ensuring growth as “economic stagnation fed political strife while political conflict exacerbated economic uncertainty (Reginald Harrison, 2005)”.

Global business provides 60% of non-agricultural self-employment to women in Sub-Saharan Africa with women constituting the largest proportion of informal global business representing between 70% - 80% in East Africa where Rwanda is inclusive (ILO, 2004). Informal cross border global business are a significant part of such global businesses that play a key role in addressing vital issues of livelihoods such as food and income security. It is estimated that women cross border global business in East Africa global business employ 1-2 people and support an average of 3.2 children as well as dependents who were not children or spouses. Majority of women in business in the East African region are small-scale business who depends on the modest profits generated from their global business to make ends meet. Most of the residents in the region rely on agriculture, thus global business being carried out mostly involves agricultural products. The second category of small business activities include consumables such as sanitary/beauty products, medicines, footwear and textiles etc. Women are involved in global business within the region, but lack the wherewithal to take advantage of global business opportunities to improve their economic and social status in the society. This is so despite studies done in the sector indicating that the informal cross border global business is contributing immensely to the process of regional economic integration by building on the informal networks that have been developed by people over years; however women clearly have less global business opportunities compared to men. The Protocol establishing the East African Customs Union mentions the special role of women in global business in the Preamble and Objectives, which jointly mandate the Union to mainstream gender in its programmes. In the legal framework, women are again not been well catered for to take advantage of the policy opportunities. Generally the laws have tended to recognize and favour the large-scale global business sector, which is largely dominated by the men as individual global business or corporations (UNIFEM, 2008).

In developing countries particularly in Sub-Saharan regions, The East African Community emerged and currently comprises of five partner states, namely; Kenya, Tanzania, Uganda, Rwanda and Burundi.

Together they cover an area of around 18 million km², with a population of 133.5 Million people and GDP of \$74.5 Billion and average GDP per capita is \$ 558 (EAC facts & figures Report, 2010). In 1977, the former East African Community collapsed due to ideological differences among and within the three founders, Kenya, Tanzania and Uganda (Ajulu, 2005). Firstly, the process of re-establishing the East African Community took eight years of negotiations with preliminary meetings of Heads of State of Kenya, Tanzania and Uganda in 1991. Secondly, the establishment of a Permanent Tripartite Commission in 1993, thirdly, a secretariat of the Permanent Tripartite Commission was formed in 1994. Lastly, in 1999 they signed a Memorandum of Understanding on foreign policy cooperation (Ajulu, 2005). On the 1st of December 1999, the new EAC was inaugurated at Arusha in Tanzania (Ajulu, 2005). The partner states re-launched the East African Community (EAC) due to a strong desire to cooperate in all identified fields to spur economic and social development in the East African region, for equal distribution of gains and benefits. The East African states have decided to forge cooperation and integrate their economies through the East African Community (Ng'eno et al., 2003). The partner states share global business and economic objectives, geographical proximity and historical bonds (Braude, 2008).

The East African Community is an emerging Global Actor (Tindyebwa, 2011). The East African Community presents itself as a political and economic entity with a role to play in the world of multilateralism with its own objective and interests. The East African Community has engaged women in multilateral global business negotiations and partner states have adopted common policy gender positions in regional affairs and international negotiations (Tindyebwa, 2011). Apart from the above, the East African Community has engaged women in accession negotiations of Rwanda and Burundi in 2005/2007, the Republic of Sudan and Southern Sudan in 2011, and at present, the Republic of Somalia (Sezibera, 2011, pp.1-2). On top of that, the East African Community is mobilizing resources for its project and programs implementation at a regional level with external development partners (Braude, 2008). According to Smith (2008), the articulation of the policy objectives is one requirement of actorness (p.2).

The primary pathways through which gender systems affect growth are by influencing the productivity of labour and the allocative efficiency of the economy (World Bank, 2002). In terms of productivity, for example, if the access of women farmers to productive inputs and human capital were on a par with men's access, total agricultural output could increase by an estimated 6 to 20 percent (World Bank 2001b).

In terms of allocative efficiency, while increases in household income are generally associated with reduced child mortality risks, the marginal impact is almost 20 times as large if the income is in the hands of the mother rather than the father (WBGDG 2003). Identification of women as being a reliable, productive and cheap labour force makes them the preferred workforce for textiles and electronic transnational corporations. Perception of women as 'good with money,' including being better at paying back loans, has led them to be targeted in microfinance programmes. Recognition of women as more efficient distributors of goods and services within the household has led to them being targeted with resources aimed at alleviating poverty, such as cash transfer programmes.

1.2.2 History on women in Rwanda

Twenty two years ago, in 100 days of slaughter between April and July 1994, an estimated one million Rwandan men, women, and children were killed by their fellow citizens (Tindyebwa, 2014). It was one of the worst genocides in history, and its effects still ripple through Rwanda, central and eastern Africa, and the world at large. It would be obscene to say that such a catastrophe has had even the thinnest silver lining. But it did create a natural or unnatural experiment, as the country's social, economic, and political institutions were wiped out by the genocide. And in important respects, the reconstructed Rwanda that emerged over the next two decades is a dramatically different country. One major improvement has come in the leadership of Rwandan women, who have made history with their newly vital role in politics and civil society. No longer confined to positions of influence in the home, they have become a force from the smallest village council to the highest echelons of national government. Understanding how and why such a transformation occurred offers not just an opportunity to celebrate their accomplishments. It also provides lessons for other countries struggling to overcome histories of patriarchy and oppression (Nyanjom, 2005; Khadiagala, 2011; and Khadiagala, 2012).

The rising status of Rwandan women is a particular triumph. Half of the country's 14 Supreme Court justices are women. Boys and girls now attend compulsory primary and secondary school in equal numbers. New, far-reaching laws enable women to own and inherit property and to pass citizenship to their children. Women are now permitted to use their husbands' assets as collateral for loans, and government-backed funds aimed at encouraging entrepreneurship offer help to women without familial resources. Established businesswomen are leading members of Rwanda's private-sector elite. And the advance of women in the political sphere has received global attention. In 2000, the country ranked 37th in the world for women's representation in an elected lower house of parliament. Today, it ranks first (Khadiagala, 2012).

The strategic plan for 2012-2016 was fine-tuned on January 30-3rd February 2012 in Arusha (Tindyebwa, 2014). It was however important that key priorities were planned to promote women, youth and community development in EAC. The evidence shows that female participation in EAC is still low. Only 17 percent of women participated in ministerial positions in Kenya and 48 in Rwanda by 2008. The parliamentary seats were at 9.9 percent in Kenya and 56 in Rwanda. Also, it was found out that despite increase of women earners in agriculture sector, there are still traditional practices that marginalize women in their attempts of socio-economic development. Statistics also showed that female adult literacy is low with 52 percent in Burundi and 70 in Kenya.

Therefore, the strategic plan for 2012-2016 seeks to address inequalities as means of improving women equity and participation in development (Tindyebwa, 2014). The priority areas for this plan are to promote gender equality, equity, women and girl child empowerment as normative in EAC Partner states, to establish an enabling policy and legal framework in EAC member states aimed at mainstreaming gender in macroeconomic sector policy, programs and budgeting, to proactively empower the girl child and provide business opportunities for women, reduce gender based violence within the region and ensure adherence (implementation) to the key protocols ratified by the governments in EAC (Tindyebwa, 2014).

Due to this, logistics in landlocked developing countries like Rwanda are receiving growing attention (see for example Arvis et al, 2011). The literature and evidence on global business logistics and gender is extremely thin. Some of the broader challenges identified in the literature, however, may more acutely affect women global business than men. For example, we know the majority of women global business is micro or small-scale global business.

This group of global business faces particular logistics constraints. Small-scale producers, especially those located in lagging regions in developing countries, lack easy and affordable access to efficient logistics services. To start with, small-scale global business pays comparably high unit costs for logistics services: there is a significant premium on small volumes and this presents a hurdle to small-scale producers who, for example, are not able to fill a truck or container.

In addition, logistics in lagging regions, where many small-scale global business live, are often high cost due to low traffic volumes and long distances to economic centers or trading hubs. So unless small-scale global business can consolidate traffic volumes, both scale and geographical alienation can prevent them from fully benefiting from global supply chains (Kunaka, 2011: 1).

To manage these processes, some small-global business commission intermediaries. The role of intermediaries is controversial. In some cases it has been found intermediaries exploit small-scale global business, while in others it has been found that they facilitate global business that otherwise would not have occurred (Kunaka, 2011: ix). In East Africa, there is evidence of women depending on brokers or agencies to transact business and clear goods: despite clearing processes being simplified as a result of the EAC Customs Union, women global business are still using middlemen to facilitate their global business (FES/CCGD, 2006: 50). Given the role that women in Rwanda play in cross-border global business, the particular constraints that they face need to be captured in these diagnostic assessments. For example, non-containerized modes of transporting goods need to be incorporated into the analysis, head loading is a common method used by women to transport goods but is often ignored in diagnostics (UNECA et al, 2010: 425).

1.3 Statement of the Problem

The East African Community (EAC) is currently one of the promising regional economic integration initiatives in Africa particularly with the participation of women. In this context, Regional economic integration refers to the effort by and among nations to come together and form themselves into regional groupings with the aim of promoting economic and political co-operation among them. East Africa's regional economic integration initiative thus looks at those efforts towards regional economic integration in Africa whereby gender roles and women participation in global business and the general livelihoods programmes are enhanced. The African continent has had a number of regional groupings and attempts at regional groupings. However, to date, there are few studies that have addressed measures by which partner states are

required to transform the East African Community from inter-governmental forms of cooperation to supra-national institutional arrangements in the process of deep economic integration (Ng'eno et al., 2007; Khadiagala, 2012), nor have there been efforts made to address the extent to which the expansion of intra and inter-regional forms of cooperation in the East African Community can be fostered and intensified on bilateral fronts amongst the partner states, women being the focus in the initiative.

Women participation in economic integration into global businesses plays a central role in poverty reduction and, on the whole, countries such as Rwanda that have made global business and exports a key part of their development strategy have grown at a faster rate than those that have not. But a critical challenge for many developing countries such as Rwanda is reaping the full economic benefits that international global business such as integration into the East African Community in this study offers. Following obstacles exist, for example poor infrastructure and cumbersome border processes, cultural issues, illiteracy and language barrier which limit women the gains that can be accrued through global business at the country and the EAC levels. In addition, there are economic, social, cultural and geographic factors that limit women within countries from accessing and benefiting from existing and new international global business opportunities. However, there is a big information gap about women's participation in global business especially in Rwanda where women compose a bigger percentage of the population and contribute much towards the development of the Country.

The overall employment rate is 71% of the resident population aged 16 years and above in Nyarugenge district; the unemployment rate is 9% and the economic inactivity rate is 22%. As shown in Figure 5.1 below, Nyarugenge district is ranked last of all districts by employment rate. The national average employment rate is 84%, the unemployment rate is 0.9% and the economic inactivity rate is 15%.(EICV3, Nyarugenge 2011).

This study contributes much in fulfilling this information gap. The researcher acknowledges that the attempt to realize the objectives in economic integration of the EAC requires having constant political economic realities. These realities could contribute to the success or failure of the process. The study therefore investigated and documented the impact of Rwanda's economic integration into East African Community on women's participation in global business.

1.4 Purpose of the Study

The study explored the impact of Rwanda's economic integration into East African Community on women's participation in global business in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda.

1.5 Research Objectives

The study was guided by the following objectives:

- a) To establish the current involvement of women in global business with Rwandan's economic integration into the East African Community.
- b) To identify the various global business enterprises that Rwandan women are engaged in as a result of Rwanda's economic integration into the East African Community.
- c) To examine the challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community.
- d) To find out practical solutions to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community.

1.6 Research Questions

The study was guided by the following research questions:

- a) What is the current involvement of women in global business with Rwandan's economic integration into the East African Community?
- b) What are the various global business enterprises that Rwandan women are engaged in as a result of Rwanda's economic integration into the East African Community?
- c) What challenges hinder women's participation in global business brought about by Rwanda's economic integration into the East African Community?
- d) What are practical solutions to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community?

1.7 Scope of the Study

1.7.1 Geographical Scope

The study was carried out in Nyarugenge and Muhima Sectors, two of the ten sectors in Nyarugenge district, Kigali City. Nyarugenge is a district (*akarere*) in Kigali Province, Rwanda. It is based around the city centre of Kigali (which is actually towards the west of the urban area and the province), and contains most of the city's businesses where women are taking part. Nyarugenge district is divided into 10 sectors (*imirenge*): Gitega, Kanyinya, Kigali, Kimisagara, Mageragere, Muhima, Nyakabanda, Nyamirambo, Nyarugenge and Rwezamenyo. The geographical coordinates for Nyarugenge district are 1° 56' 25" South, 30° 3' 55" East.

1.7.2 Content Scope

The study was limited to an exploration of the economic impact of Rwanda's economic integration into East African Community on women's participation in global business in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda. The purposive choices for the two sectors were dictated by the facts that this district has well built up structures of business enterprises and infrastructures where women are striving to play a very big role in a countries economic development.

The study area also is well positioned for opportunities attracting regional and global businesses being at the city center of Kigali. The research process involved proposal writing, data collection, data analysis, presentation, and discussion of results. Conclusion and recommendations of the study were later presented basing on the results of the study.

1.7.3 Time Scope

The study considered the period of five years (2009 to 2014) following the impact of Rwanda's economic integration into East African Community on women's participation in global business in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda. The researcher chose this period of time because, that was when the East African Community was re-launched.

1.8 Significance of the Study

The study closes the information gap that existed on the impact of Rwanda's economic integration into East African Community on women's participation in global business in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda which is very useful to the Government of Rwanda in addressing issues that hinder women participation into global businesses.

This research intends to contribute to the existing literature that various scholars, academicians and researcher would need and find very useful especially when they are in their library search for related information about the impact of economic integration on women's participation in global business.

The study also provides dependable data and information that policy and decision makers, development partners, Government and Non-Governmental Organizations would need to empower women and boost their participation into global businesses through Rwanda's economic integration into the East African Community.

1.9 The Conceptual Framework

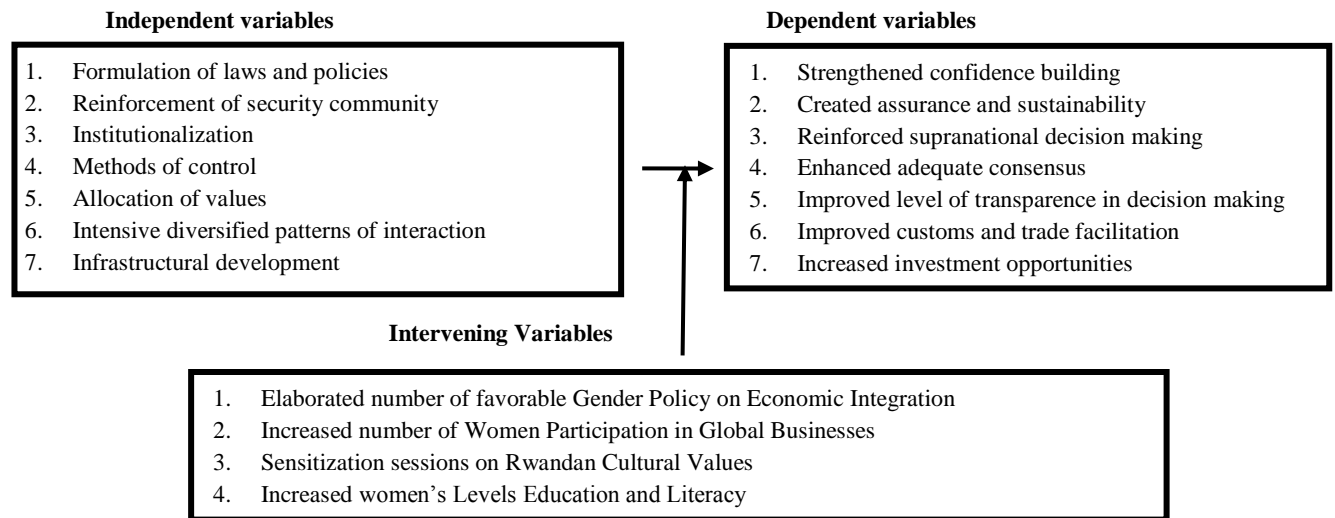
This conceptual framework consists of three variables namely: the Independent Variables, Dependent Variables and Intervening Variables.

The Independent Variable refers to Rwanda's economic integration into East African Community, the Independent Variable being manipulated. This means that Rwanda's economic integration into East African Community lead to Women's Participation in Global Business, a Dependent Variable.

Figure 1. 1: The Conceptual Frame Work

Rwandan Economic integration in EAC

Women Participation in Global Business



Source: Primary Data 2017

According to Figure 1.1 above, it should be noted that the formulation of laws and policies, regional and international businesses, reinforcement of security community, institutionalization of the economy, methods of control of the national economy, allocation of values, intensive diversified patterns of interaction, infrastructural development; leads to confidence building among women entrepreneurs, creates assurance and sustainability for investment, supranational decision making, adequate consensus, transparence in decision making, customs and global business facilitation and increased investment opportunities for women in global businesses.

However, in order for the independent variable to achieve the dependent variable, then there should be an Intervening Variable.

In this case, the intervening variables are considered that include: favorable government gender policy on economic integration, levels of women participation in global businesses, Rwandan cultural values, political and scientific participation and initiatives, women's levels education and literacy.

1.10 Organization of the study

This study covers five chapters:

1. Chapter one of this study illustrates the strategic plan of the research. This includes the background of the study, statement of the problem, research objectives and questions, scope, significance of the study and the conceptual framework.
2. Chapter two reviews the related literature of the study in accordance to the study objectives.
3. Chapter three encompasses the methods and tools that the researcher used to achieve the intended objectives.
4. Chapter four is concerned with the analysis, presentation, interpretation and discussion of the study findings.
5. Chapter five is composed of the summary, conclusion and recommendation and areas for further research.

CHAPTER TWO: LITERATURE REVIEW

2.1 Introduction

This chapter provides the related literature reviewed for the study that was extracted from various publications, libraries and the internet. This chapter is divided into four sections according to the study objectives: The first section reviews literature on the current involvement of women in global business with the regional economic integration; the second section reviews literature about the various global business enterprises that women are engaged in under the courtesy of the regional economic integration; the third section reviews literature on the challenges hindering women's participation in global business brought about by the regional economic integration; while the fourth section reviews related literature on practical solutions to the challenges hindering women's participation in global business with the regional economic integration.

2.1.1 Definition of Operational Terms

Economic Integration: refers to all initiatives that involves more formality, missions are compatible and that requires common planning and more formal communications, risk increases due to increased intensity of the relationship" (Mattessich and Monsey, 1992). Multilateralism Bouchord & Peterson (2011) further defined economic integration as a process of three or more actors engaging in voluntary and essentially institutionalized international cooperation governed by norms and principles. In this study, the EAC partner states participate in multilateral global business negotiations by harmonizing their bargaining positions in the Doha development agenda under the World Global business Organization, and similarly, in economic partnership agreements with European Union (Adar, 2011; Tindeyba, 2011).

Regional Economic integration: refers to policy measures jointly undertaken by a group of countries typically located within a geographical area, to achieve a level of welfare that is higher than what is possible when compared to pursuing such goal unilaterally (Lamberte, 2004). For the East African Community, customs union implementation and community external relations allows partner states to retain most of their sovereignty in regional customs administration, foreign and global business policy coordination.

In developing countries particularly in Sub-Saharan regions, The East African Community emerged and currently comprises of five partner states, namely; Kenya, Tanzania, Uganda, Rwanda and Burundi. Together they cover an area of around 18 million km², with a population of 133.5 Million people and GDP of \$74.5 Billion and average GDP per capita is \$ 558 (EAC facts & figures Report, 2010). In 1977, the former East African Community collapsed due to ideological differences among and within the three founders, Kenya, Tanzania and Uganda (Ajulu, 2005). Firstly, the process of re-establishing the East African Community took eight years of negotiations with preliminary meetings of Heads of State of Kenya, Tanzania and Uganda in 1991. Secondly, the establishment of a Permanent Tripartite Commission in 1993, thirdly, a secretariat of the Permanent Tripartite Commission was formed in 1994. Lastly, in 1999 they signed a Memorandum of Understanding on foreign policy cooperation (Ajulu, 2005). On the 1st of December 1999 the new EAC was inaugurated at Arusha in Tanzania (Ajulu, 2005). The partner states share global business and economic objectives, geographical proximity and historical bonds (Braude, 2008).

At the same time the East African Community partner states are calling for people centered and women driven economic integration (Ajulu, 2005). Most importantly, the partner states seek to increase the market size-global business expansion and utilization of regional factors of production through regional economic integration (Ng'eno et al., 2003). Furthermore, as the East African Community progresses towards other stages of economic integration, it will enable its position to bargain in an effective manner with other sub regional economic integration schemes, international organizations and non-state actors in the international arena (Ruhangisa, 2005). Nevertheless, since the partner states re-launched the EAC in 1999, the treaty establishing the community has laid down several areas of cooperation and economic integration stages of which partner states undertake to establish among themselves. Ever since the community was re-established, the slow pace of implementation of protocols, resolutions and directives at the national level has been attributed to lack of functional regional structures capable of enforcing laws and policies under the EAC treaty (Odhiambo, 2005; Khadiagala, 2012).

According to Draper & Sally (2005), “market access is the bread and butter of the Doha round”. Hence the negotiations on core market access in agriculture and non-agriculture goods and services are far more important for development than all other aspects of the Doha round (p.10). Tindyebwa (2011) argues that global business negotiations at the WTO take place between

governments, and he noted that non-government stakeholders beef up the government negotiating team.

The views of non-governmental stakeholders are expressed in the stakeholder's forum and form an integral part of national positions (Tindyebwa, 2011). Moreover, Tindyebwa (2011) argues that in order to effectively participate in global business negotiations, any country need a sufficient number of technically trained global business negotiators. Tindyebwa (2011) asserts that there are differences in perception in negotiations and sometimes aspirations and concerns of EAC partner states differ.

According to Tindyebwa (2011), Economic Partnership Agreements (EPA) aim at promoting sustained growth; increasing the production and supply capacity; fostering the structural transformation and diversification of African, Caribbean and Pacific group of countries' economies and support the regional economic integration initiatives. In November 27, 2007, the EAC initiated an interim framework economic partnership agreement (FEPA) with the European Commission (EC). In this framework, the EAC partner states have committed to liberalize their market fully for 82.6 percent of goods only imports from the European Union (EU) over a period of 25 years starting from 2010 up to 2035.

2.2 The current involvement of women in global business with regional economic integration

The World Bank recognizes the importance of gender equality for growth and poverty reduction. *Integrating Gender into the World Bank's Work: a Strategy for Action* was published in 2002, and called for strategic and selective economic integration of gender issues into World Bank projects (World Bank, 2002). More recent efforts have been spearheaded by *Gender Equality as Smart Economics*, a four-year plan for investing in improvements to women's access to jobs, land rights, financial services, agricultural inputs and infrastructure (World Bank, 2006). In 2011, *Applying Gender Action Plan (GAP) Lessons: A Three-Year Road Map for Gender Mainstreaming (2011-2013)* was launched. It identifies key lessons from the implementation of the GAP and sets out a proposal to improve performance on gender and development, particularly in the economic sectors.

Most recently, the 2012 World Development Report, *Gender Equality and Development*, provides a global update on the status of gender equality, a framework to analyze it, and a global agenda for action. In parallel, the World Bank presented to the Development Committee, in

September 2011, the paper ‘Enhancing Attentions to Gender and Development in the World Bank Group: Implications of the WDR, 2012 on Gender Equality and Opportunity’.

With the exception of EAC, which is tackling the labour issue in the context of the common market, labour mobility remains an important missing piece in African economic integration (UNECA, 2010). Due to domestic political factors, countries tend to reserve national jobs for their own women, potentially leading to a suboptimal allocation of resources at the regional level. In many countries, youth under-employment is high as a result of population growth and the failure to build economies that generate enough jobs. Moreover, more than three quarters of workers (75.8 percent) in sub-Saharan Africa were in vulnerable employment in 2009, a rate significantly exceeding all other world regions except South Asia (ILO, 2011). In these circumstances, it is politically difficult to allow foreigners to work in a country where a large number of nationals are jobless or under-employed. In Central Africa for example, women of neighboring countries are required to produce visas when they cross borders despite the existence of economic integration agreements, including a monetary union.

Despite evidence that gender influences how women and men engage with and benefit from global business facilitation and logistics, the TTFA does not advise that gender differences are examined in these assessments. Similarly, the Corridor Diagnostic of the Northern and Central Corridors of East Africa did not consider gender-differentiated constraints. These, and virtually all other global business diagnostic tools, are ‘gender blind’ (Jobes, 2010a). The DTIS is an exception; the DTIS template does include references to gender. This is largely the result of advocacy efforts following a roundtable on the gender dimensions of the Enhanced Integrated Framework (EIF), convened in 2008 (ITC et al, 2008 and Hassanali, 2011).

Braude (2008) notes that, in the initial stages of East African Community treaty negotiations and even during the customs union negotiations, women felt excluded from the economic integration process. Therefore, since 2010, the women in the East Africa Community have forged a coalition known as the East African Civil Society Network on Economic Issues (CUTS, 2010). The network hopes to approach all civil society organizations in the region for their inputs into the EAC economic integration process. Moreover, the East African Business Council is the principle body that motivates women activities within the EAC economic integration agenda (Tindyebwa, 2011).

The Tanzania Chapter of the Vision East Africa Forum (VEAF) investigated the role of women participation in the economic integration process or lack thereof (Killian, 2012). This country study highlights a number of insights on the extent to which a lot is still required to encourage full participation of all political parties and their members in the EAC economic integration.

What this country presents as the situation pertaining to Tanzania seems to apply to most other EAC member states.

LaPalombara and Weiner (1966) note that women are not only creatures of modern and modernizing political systems, but are also, in one way or another, omnipresent. Basedau and Stroh (2008) assert that women groups ought to be institutionalized so as to play their democratic roles effectively. An institutionalized party is thought to enhance women participation and strengthen accountability (Thames, 2007). Besides, such a party is capable of performing the usual functions of interest articulation, interest aggregation, political socialization, political recruitment, rulemaking, representation, and forming a government (Gunther & Diamond, 2001).

Women's participation can be sought through collecting their opinion on the particular issue; a task that is usually done by a commission or a committee (NEC, 2010; TEMCO, 2011). However, this method only provides an opportunity to some members of the community to participate, instead of involving the whole community. Following a recommendation by the Fast-Tracking Committee in 2006, each member state carried an enquiry into the need for fast-tracking the EAC economic integration. Out of 65,000 Tanzanians who had the opportunity to air their views before the Committee, 74.6% said that there is no need for fast-tracking the East Africa Political Federation. Only 25% of those interviewed were in support of a fast-tracking the process (NEC, 2010; TEMCO, 2011).

The world capitalist system is now identified as globalization, and neo-liberalism has been given a new lease of life (Lwaitama, 2012). In the long run, the re-established East Africa Community can only survive if it is people-centred including the mass participation of women and thus operating within an enhanced democratic economic integration setting capable of mounting an effective counterpoise to the dominant neo-liberal political and economic vision for developing countries promoted by the powerful global neo-colonialist forces. The neo-liberal political and economic vision is awesome but not left uncontested; it invariably finds expression in contradictory states of affairs in most developing countries: pervasiveness of state failures and

the rise of structural militarism and impunity on the one end, and intensified struggles for greater democratization with the inclusive participation of women on the other (Lwaitama, 2012).

Bretherton & Vogler (1999) proposed five requirements to emerge as a global actor: (i) shared commitments to a set of overarching gender values and principles (ii) the ability to identify policy priorities and to formulate coherent policies that give women an involvement in decision making (iii) the ability effectively to negotiate with women actors in international systems (iv) the availability of, and capacity of women to utilize, policy instruments (v) domestic legitimation of women in decision processes and priorities relating to external policy. Meanwhile, the business community, civil society and regional parliamentarians, *inter alia*, have called for the EAC Council of Ministers to explore the possibilities of having women representatives in Brussels and Geneva, and stressed that the partner states should strengthen their national structures for international global business negotiations to ensure proper coordination and multi involvement holder involvement in the process of global business negotiations (EAC, 2012).

2.3 The various global business enterprises that women are engaged in as a result of regional economic integration

Regional cooperation refers to policy measures jointly undertaken by a group of countries typically located within a geographical area, to achieve a level of welfare that is higher than what is possible when compared to pursuing such goal unilaterally (Lamberte, 2005). Adetula cited in Uzodike (2009) assert regional cooperation may be a phase in the process of regional economic integration and allows states to retain much of their sovereignty. For the East African Community, customs union implementation and community external relations allows partner states to retain most of their sovereignty in regional customs administration, foreign and global business policy coordination. Uzodike (2009) stated that economic integration is much deeper than cooperation. (iii) Policy Coordination Braude (2008) noted that policy coordination relies on effective structures and linkages, both horizontal and vertical. According to Mattessich and Monsey (1992) “coordination involves more formality, missions are compatible and this requires common planning and more formal communications, risk increases due to increased intensity of the relationship”. (iv) Multilateralism Bouchord & Peterson (2011) defined multilateralism as a process of three or more actors engaging in voluntary and essentially institutionalized international cooperation governed by norms and principles. International organizations provide the forum for dialogue on global issues that require coordinated action at international level.

The EAC partner states participate in multilateral global business negotiations by harmonizing their bargaining positions in the Doha development agenda under the World Trade Organization, and similarly, in economic partnership agreements with European Union (Adar, 2011; Tindyebwa, 2011).

Well-managed labour mobility in Africa has benefited both the sending and host countries, and can provide intrinsic human development benefits for migrants themselves. Cote d'Ivoire, one of the world's top destinations for international migrants, provides a good illustration of the benefits of migration to host and sending countries. The country benefited from migration through the contribution of low-skilled foreign workers to bridging labour gaps in industry and agriculture, contributing to export-led growth and hence better social and economic conditions. Sending countries, such as Benin, Burkina Faso, Niger and Togo, benefited through the reduction of unemployment and poverty as well as the development of human capital thanks to remittances (World Bank, 2008). In this regard, regional cooperation arrangements must consider labour mobility as a mutually beneficial arrangement. Host and sending countries should work together to ensure that migrant workers' rights are respected, including their access to social protection mechanisms such as health insurance and pension benefits in the countries where they work.

Women's socially constructed altruistic behaviour means that economic resources that enter the household via women are more likely to be spent on household and children's needs. Female-headed households may not be the 'poorest of the poor' as popularly constructed, since women who live with men may suffer 'secondary poverty' the household overall is not poor but, as the man withholds income for personal consumption, women and children within the household are poor (Chant, 2006). When women earn, men may withhold even more of their income, leaving women and children with access to the same level of resources but improving the position of women through greater control of those resources.

This 'irresponsibility' of men has meant women have been targeted within poverty reduction and social policy initiatives. While the targeting of women with resources is welcome, the associated "feminization of obligation and responsibility" (Chant, 2008) for delivering policy outcomes may not only marginalise men but add further to women's existing triple burden of reproductive,

productive, and community management work. It may privilege their reproductive over their productive role and reinforce women as mothers rather than workers.

Care needs to be taken to ensure that programmes serve women's needs and women are not merely placed at the service of these policy agendas (Molyneux, 2007). It is important to remember that policies to promote economic development that include women but do not tackle the structural inequalities at the basis of their exclusion may bring growth gains, but will not necessarily bring gender equality gains.

As Hellsten and Lwaitama (2004) and Hellsten (2008) have correctly observed, women groups and non-governmental organizations, together with and through the mass media, constitute critical institutions that are bound to make a critical contribution in addressing the challenges of East Africa's development ethics. These challenges are tragically reflected in the 'traumatic experiences' that characterized the genocidal mayhem in Rwanda in April 1994 (Amnesty International, 2008); and more recently, the post-election violent civil unrest in Kenya in December 2007. Political parties and non-governmental organizations, as representatives of civil society, are well positioned to play a key role in *identifying and promoting shared values and the adoption of forward-looking and economic injustices instead of preying on each ones fears and past mistrusts* (Hellsten, 2002). These institutions, working with a rejuvenated EALA, and through a strengthened EALA's Inter-Parliamentary Relations Seminar (the Nanyuki Series), are capable of helping East African women and permanent residents to engage in "*reflective civic education and training*" (Hellsten and Lwaitama, 2004). This may assist them to begin to break out of the "*viscous circle that integrates ethnically and tribally based power politics and unfair resources distribution,*" (Hellsten, 2002) within and across the EAC member states (Lwaitama, 2012).

Women have played key roles at the grass-roots level of reconstruction as well, applying their existing proficiencies in new ways: mothering expanded to include caring for homeless children, managing households encompassed supporting widows, cleaning evolved to construction in Rwanda (Tindyebwa, 2011). Facing ruin, many men seemed debilitated, while most women recognized that they had no alternative but action in order to preserve their families and rebuild. Formal institutional changes helped ensure their continuing role.

Women held three of 12 seats on the commission that created the country's new constitution, which was approved by referendum in 2003. Among other gender-equalizing measures, the resulting document established a 30 percent minimum quota for women in offices throughout the government, including Parliament.

In 2003, in the first national election since the genocide of Tutsi in 1994, women won 49 percent of the seats in the lower house of Parliament (Tindyebwa, 2012). And once in office, many who had found their voices at the national level reached back to their rural communities to encourage more women to run for office. The women's caucus in Parliament then devised a strategic move for the next election: members who had occupied the seats reserved for women used their newfound prominence to contest seats open to all party members, freeing up the women-only seats so that they could be won by a successor cohort of new female politicians. As a result, female representation rose to 56 percent in 2008 and to 64 percent after the most recent elections last fall (Tindyebwa, 2012).

After their election and appointment, moreover, many female officials have maintained links to allies in nongovernmental organizations. Groups such as Pro-Femmes/Twese Hamwe, Réseau des Femmes, and the Rwanda Women Network play an important role in disseminating information about new laws to a largely illiterate population (Tindyebwa, 2011). For example, a landmark 2008 bill on gender-based violence is starting to have an impact. Implementation is a work in progress, but the law provides police forces and hospitals countrywide with specialized professional training and raises public awareness about previously taboo subjects, such as marital rape (Tindyebwa, 2011).

The focus on men's aggression toward women began soon after the genocide, during which hundreds of thousands of women and girls were sadistically gang-raped or held as sex slaves, and often subsequently mutilated (CUTS, 2010). Activists and academics, backed by international rights groups, demanded that rape be prosecuted as "an act of genocide" at the UN-backed International Criminal Tribunal for Rwanda. It was, and the legal scholar Kelly Dawn Askin called the subsequent 1998 conviction of the local official Jean-Paul Akayesu "the most important decision in the history of women's jurisprudence." "When society requires to be rebuilt, there is no use in attempting to rebuild it on the old plan," John Stuart Mill once wrote.

After its time of horror, Rwandan society did indeed require to be rebuilt, and the country's new leaders seized the opportunity to scrap the old plan and follow a new one. Over the succeeding generation, they have not only begun to weave together the rent national fabric but also designed a new pattern for it, one in which women can fill the highest roles in all spheres of life (CUTS, 2010).

In Rwandan history and customs, women were used to be at the back side and not allowed for going sermons amongst men because men used to plan and implement needs on their behalf (Tindyebwa, 2011).

But, during the aftermath of the 1994 genocide, gender issue arose up due to the imbalance in the population. Female population was around 70% in 1994 and women immediately assumed multiple roles as heads of household, community leaders, and financial providers, meeting the needs of devastated families and communities. Acknowledging the presence, needs, and potential role of this majority population, the government determined that women should be central to the process of governing, reconciling, and rebuilding the country. Changes to matrimonial, inheritance, and land laws have sought to give women the right to inherit land and unlike in many neighboring countries, the new laws override customary law, which often denied women property rights. In order to legally achieve women's access to high management positions with 30 percent, then the government managed to break with the past and stipulate in the 1999 law, offering to them the property rights to inherit land from their parents (CUTS, 2010). The efforts made by women, the government and international organizations have shown an encouraging trend toward independently owned women's businesses in Rwanda. However, according to CUTS (2010), it has not been documented as has been taken to be hearsay in media that the researcher would love to investigate and document. The study will therefore explore the impact of Rwanda's economic integration into East African Community on women's participation in global business in Nyarugenge and Muhima Sectors in Nyarugenge district in particular, and Rwanda in general.

The EAC partner states recognize the role of women in the Treaty establishing the community. Art. 121 of the Treaty for the Establishment of the East African Community, stipulates that the Partner States recognize that women make significant contribution towards the process of socio-economic transformation and sustainable growth. It would be impossible to effectively implement social and economic development programs of the EAC without the full participation

of women. It is from this context that partner states committed to promote empowerment and participation of women in decision making, discourage discriminatory practices against women, promote education awareness programs aimed at changing negative attitudes towards women, and promote technologies for women employment.

Article 122 of the treaty also provides for enhancement of the Role of Women in Business where Partner States recognize the importance of women as a vital economic link between agriculture, industry and global business. In this article, EAC commits to promote women participation in business and policy formulation, promote special programs for women in business, laws that help women access loans and support regional and national women associations in global business.

Today EAC is putting in place a conducive environment for Women in terms of incorporating gender issues in EAC policies and programmes. Rwandan women role in boosting social and economic development of the Community needs to be enhanced through entrepreneurship and global business across the region. As the Community has now entered into the Common Market, women in Rwanda have to be proactive so as to benefit from this stage of economic integration, which provides for free movement of persons and workers, labour, right of establishment, free movement of capital and goods and right to residence.

Awareness rising is part of the mandate for the Ministry of East African Community of deepening and widening EAC economic integration among East Africans. Awareness campaigns have been done and others are underway. These include organizing women conferences in Partner states like the one that was organized in Kigali on August 5-6, 2011 in Serena Hotel under the theme “Women in Socio-Economic Development and in Business”. These act as an opportunity for Women to come together and share experience, best practices from legal and socio-political systems that have gained acclaim for championing, enforcing and attaining the rights of and for Women.

2.4 The challenges hindering women's participation in global business brought about by the regional economic integration

With greater global business liberalization globally, outdated and bureaucratic border clearance processes imposed by customs and other agencies are now seen as posing greater barriers to global business than tariffs.

Complex and cumbersome procedures and systems, along with poor infrastructure, increase transaction costs and lengthen delays to the clearance of imports, exports and transit goods. These delays and costs affect a country's competitiveness, by either imposing inefficiencies that effectively tax imports, or by adding costs that increase the price of exports. Further, inefficient customs and border management creates opportunities for corruption (McLinden et al, 2011). Evidence suggests that women global business face particular constraints when it comes to customs and border management. Low levels of literacy and lack of information and knowledge about cross border global business regulations and procedures are more prevalent among female than male global business (Morris and Saul, 2000). This means that women are not able to fully benefit from the opportunities and efficiencies that border management reform offers. For example, research by Dejene (2001) in West Africa found that changes to liberalize and facilitate global business, brought about through regional global business and monetary institutions such as the Economic Community of West African States (ECOWAS) and the West African Economic and Monetary Union (WAEMU), had only a marginal effect on the practices of female cross-border global business: women had not been informed of the changes and therefore were not able to benefit from them. In East Africa, the evidence is similar: one year after the East African Community (EAC) Customs Union had become operational, cross-border women global business was not aware of it. Women were still using illegal (*panya*) routes to move goods across borders, unaware that some of the goods they were trading were not taxed (FES/CCGD, 2006: x). In the Common Market for Eastern and Southern Africa (COMESA), these trends have also been reported: high rates of illiteracy among women partly contribute to low levels of knowledge of the COMESA Global business Regime, the implication being that many women do not benefit adequately from zero tax facilities (Andjouza, 2009).

Research undertaken across Africa shows how lack of physical security at border crossings differentially affects women, particularly in the form of harassment and gender-based violence (Brenton et al, 2011; Morris and Saul, 2000; Ndiaye, 2010; Simavi et al, 2010). A baseline study of women cross-border global business in Liberia, for example, found that 37% of respondents

had experienced sexual based violence at border crossings, and 15% had been raped or forced to have sex in exchange for favors (Randriamaro and Budelender, 2008 in UNECA et al, 2010).

Informal women cross-border global business face perhaps even greater risk than women engaging in formal global business: a study of women and informal cross-border global business in East Africa found that if women were caught, they could be detained for the day while their wares were confiscated. In addition, in some cases they were asked to pay heavy bribes to be released, and sexual favors were demanded by officials to avoid arrest or confiscation of their goods (FES/CCGD, 2006). The negative health implications of cross-border trading also appear more prominent for women than men. For example, the contours of HIV/AIDS transmission are evident at border crossings where customs procedures are slow and lack transparency. As an expert at a roundtable on the gender dimensions of the Enhanced Integrated Framework noted, poorly advertised taxes and duties at border posts could compromise the position of women small-scale global business and leave them in risky positions (ITC et al., 2008).

The officialdom and corruption associated with cross-border global business is also considered a constraint that women experience more prominently than men. Typically, border agencies are manned by men and do not have a culture of working in gender sensitive ways to facilitate female global business (Dejene, 2001). For example, in a study conducted at four key border crossings in the Great Lakes region of Africa, it was found that 82% of officials who regulate the border were men (Brenton et al, 2011). In addition, lower levels of literacy and knowledge of the border process among women can fuel extortion (UNECA et al, 2010: 442). Simavi et al (2010) cite a World Bank Urban Informal Sector Investment Climate Analysis from Nairobi and environs from 2006, which found that on average, women perceive tax rates, tax administration and customs to be greater constraints to business growth than do men. Further, they found women are less confident when confronted with corrupt or intimidating behavior on the part of officials than men and felt that lack of clear information on rights and obligations made them vulnerable to exploitation, poor enforcement behavior by officials and poor service attitudes by tax officials.

These information asymmetries and concerns around border delays and corruption result in some women informal cross-border global business being reluctant to shift to 'formal' global business, even if global business liberalization and regional economic integration reforms are to their advantage. Ellis et al (2006) argue that women perceive the regulatory burden of formal business as greater than men do, are more 'time poor' and as a result are less inclined to formalize their business. Women fear that even if protocols and policies are in place to speed up and simplify border processing, in practice this will not happen.

Masinjila (2010) notes that women give several reasons for lacking confidence in the benefits of the EAC Customs Protocol - a common belief is that the protocol will favour big global business and women express doubts that official rates of taxation will be easily applied. Their experience is that border officials will find reasons to demand a bribe. While much of the literature makes separate references to 'formal' and 'informal' global business, this dichotomy does not necessarily exist in reality. As Perberdy (2000) found in her study of cross-border global business between South Africa and Mozambique, most cross-border global business have some engagement with officials-most travel with visas and most pay some (though not all) duties on goods. In their review of informal cross-border global business in sub-Saharan Africa, Lesser and Moise-Leeman (2009) found that while some of these global business operate entirely outside the formal economy, others are registered domestically but escape some or all regulations and duties.

African countries have made important progress toward market economic integration through the Regional Economic Communities (RECs). But progress is uneven.

The East African Community (EAC) is the most advanced REC, having launched a common market involving the free movement of factors of production goods, services, labour and capital in July 2010. The common market builds on a fully operational free global business agreement (FTA) and customs union. Restrictions on the movement of capital and labour are to be fully dismantled by 2015. The Arab-Maghreb Union (AMU), on the other hand, has made no discernible progress toward the creation of a free global business area among its members. Moreover, although the RECs have been able to reduce tariff barriers on intra-African global business, "other [non-tariff barriers] NTB and restrictive business practices are still wide-spread" (Borgatti, 2010). The liberalization of global business in services is at a much more incipient stage. No RECs have initiated market economic integration in this area, although SADC

concluded negotiations of a protocol aimed at the substantial liberalization of global business in services by 2015.

The protocol has yet to be formally adopted by its governance mechanisms (AU, 2010). Instead of the eight RECs recognized by the Abuja Treaty, there are 14 major regional economic groupings in Africa with significant membership overlaps. These overlaps have become a liability for deepening market economic integration through common global business policy instruments such as Common External Tariffs (CET) in customs unions, standards, etc. The lack or weakness of hard infrastructure exacerbates the geographical constraint and keeps African economies apart (UNCT AD, 2009). Hard infrastructure refers to roads, railways, ports, waterways and airports used for communication linking African countries with each other and the rest of the world. Most African countries are still dependent on hard infrastructure inherited from the colonial time, which was not developed to foster intra-African economic relations. There has been under-investment in new infrastructure, with important country variations. South Africa and most northern African countries have better infrastructure than the rest of the continent. Therefore, even within Africa, there is a gap in terms of access to infrastructure such as electricity, telephony, roads and rail, with richer countries having better infrastructure.

Inadequate physical infrastructure lowers economy-wide productivity and raises global business costs, and as a result, constrains many people in developing countries from benefiting from opportunities offered by international global business. Non-existent or ageing transport systems separates many people particularly those living in remote areas – from global markets.

Cold chain and other specialized infrastructure required for exporting high value agricultural and good products in many places do not exist. Telecommunications and energy systems need to be upgraded to meet the demands of modern economies in many regions (World Bank, 2009). Evidence suggests that women are disproportionately disadvantaged when it comes to infrastructure. There is particularly strong evidence in relation to transport infrastructure, where they often face higher transaction costs (World Bank, 2007). As with many other resources, men tend to have control over transport. For example, according to the Malawi Diagnostic Global business Economic integration Study (DTIS), women own only 10% of registered vehicles, 15% of bicycles and 2% of animal drawn carts (ITC et al, 2008). As a result, women rely more heavily on walking and public transport to get their products to market than men (Jones, 2007). Indeed, in West Africa, women account for 70% of users of regional public transportation (Morris and Saul, 2000).

While both men and women suffer from poor roads, the fact that women predominate among global business who use public transport means that they feel the implications of poor transport infrastructure more acutely (Morris and Saul, 2000). For example, village transport surveys from Tanzania and Zambia show that women spend nearly three times as much time in transport activities compared with men, and transport about four times as much volume (Malmberg-Calvo, 1994 and Barwell, 1996 in ITC et al, 2008). In West Africa, road travel via public transport results in frequent delays, missed market days and perished goods (UNECA et al, 2010).

Women also spend a higher share of their income on transportation costs than men (Babinard and Scott, 2009), eroding their profits and reducing their ability to invest in their business and other productive activities. Security and safety also appears to disproportionately affect women when it comes to global business related transport. For example, a study on women cross-border global business in West Africa found that women global business reported increased incidents of robbery and physical assaults in buses and trains, and at bus and train stations en route to markets across borders. Indeed, some women had stopped travelling to port markets such as Lagos and Lome because of increased levels of violence experienced at these locations. It has also been reported that in West Africa women will travel dangerously, on the top of vehicles, or through the night (Dejene, 2001; and UNECA et al, 2010).

African landlocked countries (LLCs) are particularly affected by their geographical location. They are not only dependent on their weak domestic infrastructure but also on the infrastructure and global business facilitation measures and policies of transit countries. This dependence is an additional constraint, particularly in the absence of effective regional policy coordination mechanisms available to countries to voice their concerns. The result is that African LLCs have higher trading costs than coastal countries. On average, export and import costs of African LLCs are twice those of non-LLCs in Africa. As a result, LLCs' vulnerability to transit countries' infrastructure and policies reduces their overall global business. On average, the ratio of export to GDP in African LLCs is 70 percent of the corresponding ratio in non-LLC African countries (Nkurunziza, 2011).

Moreover, the limited range of global business products and their similarity across countries reduces the opportunity for intra-regional global business. Africa's LLC exports are dominated by cotton, coffee, cattle and minerals, which in part reflects the continent's natural factor endowments and agricultural products supported by the climate. These commodities are not particularly appealing to African consumers (Nkurunziza, 2011). It is likely that African countries would increase their range of global business products if the physical and institutional links across countries were stronger. Currently, the top four intra-African exporters in sub-Saharan Africa are South Africa, Nigeria, Cote d'Ivoire and Kenya. These four countries have economies that are relatively diversified in comparison with most other African countries: they mainly export manufactured goods (UNCT AD, 2009).

The absence or weakness of physical infrastructure limits the potential human development impacts of regional economic integration. The linkages are further undermined by weak capacities, institutions and policies. Capacities are weak in many national government structures, including those departments and agencies that deal with elements of economic integration: global business ministries, standards bodies, home ministries and financial sector regulatory agencies. For example, poor road and port infrastructure explains only a part of export delays. Global data shows that about 75 percent of delays in shipping are due to non-physical factors or administrative procedures that form 'soft infrastructure'. These factors include delays in customs clearance, cargo and road inspections, as well as other controls associated with moving goods within and across countries (Djankov et al., 2010; UNCT AD, 2009). These administrative procedures result from domestic policies governing global business and economic integration and their implementation.

Considering Africa's geography, one would expect African countries to adopt policies that seek to minimize the negative effect of this locational challenge (Djankov et al., 2010; UNCT AD, 2009). However, in many countries, the negative effect of geography is compounded by domestic policy choices and practices that hinder rather than facilitate deeper economic integration. Indeed, there is often a gap between African countries' declared commitment to deeper economic integration and the actual implementation of this commitment (Djankov et al., 2010; UNCT AD, 2009).

Domestic policies related to global business in services also tend to be at odds with regional economic integration (Ngaruko and Nkurunziza, 2006). There has been some progress in global business facilitation and the creation of sector-specific regional professional associations. Examples include the creation of transport corridors in Eastern and Southern Africa and the establishment by ECOWAS of ECOBANK, a transnational offshore bank operating in 29 countries in sub-Saharan Africa. Nevertheless, services global business liberalization per se is still fraught with difficulty. The supply of transport, health, and education services remain particularly highly protected. Although most African women are aware of the advantages of regional economic integration, political considerations hamper the process in most parts of the continent. However not all barriers to economic integration are political. In some instances, economic integration is hampered by the lack of expertise and available resources. Overlapping membership of countries across RECs further adds to the capacity and resource constraints (Ngaruko and Nkurunziza, 2006).

According to a UNECA survey of regional economic integration in Africa, overlapping memberships make it difficult for African countries to pay their dues to various RECs; explain low, conflicting or duplicative programme implementation; and limit meeting attendance (UNECA, 2006). On the other hand, where global business facilitation measures are implemented, economic integration improves. For example, the introduction of the United Nations Conference on Global business and Development (UNCT AD) Automated System for Customs Data helped to substantially cut processing times at the borders of 42 African countries, resulting in faster and more plentiful traffic.

Tindyebwa (2011) stressed that the impediment for EAC negotiation abilities include inadequate financial capacity to cover high costs of participation from the region and delegation of partner states abroad. He further argues that partner states lack adequate funds to support training and refresher courses for the national negotiating teams. Thus, one of the issues he raised about Burundi, that there is no consultative process has taken place to inform the national negotiation position.

Moreover the national negotiating team in Burundi mainly comprises the officials from the public sector and the women is hardly involved (Tindyebwa, 2011). He concluded that the EAC member states will need to jointly develop training programmes that will build capacity for the regional global business negotiating team in multilateral trading systems, where they can adequately push for the interest of their countries and the community at large.

Despite the differential gender effects and experiences in relation to global business, and the compelling business, development and human rights cases for integrating a women involvement into global business and export strategies and initiatives, gender features only marginally in global business initiatives (Lammersen, 2010). It is reflected in the national export and global business strategies of only a few countries and is very rarely integrated into global business facilitation and logistics initiatives. There does appear to be a shift, however. For example, a number of meetings on the women involvements in global businesses have been convened in recent years, including the UNCTAD expert meetings on mainstreaming gender in global business policy, an expert roundtable on the women involvement in Aid for Global business and an expert roundtable on the women involvement in the Enhanced Integrated Framework. In addition, there is evidence of an increased gender focus in donor Aid for Global business investments: Aid for Global business initiatives with a 'gender marker' almost tripled from US\$0.5 billion in 2006 to US\$1.3 billion in 2008. This focus on gender remains marginal, however it constituted only 3% of the US\$42 billion invested in Aid for Global business in 2008 (Lammersen, 2010).

2.5 The practical solutions to the challenges hindering women's participation in global business with regional economic integration

The 2012 World Development Report, *Gender Equality and Development* (World Bank, 2011), states that gender inequality matters for two reasons: First, gender inequality matters intrinsically, because the ability to live the life of one's own choosing and be spared from absolute deprivation is a basic human right and should be equal for everyone, independent of whether one is male or female. Second, gender equality matters instrumentally, because greater equality contributes to economic efficiency and the achievement of other key development outcomes.

Jones (2007) makes similar points in relation to the gender gap in global business. Specifically, she argues that there are at least three reasons why gender inequality in global business needs to be addressed: the business case: Removing the internal impediments to global business faced by women and proactively promoting the participation of women in exporting, will boost exports; the development case: Increased entrepreneurship and labor force participation by women leads to income generation, employment, improved social status of women in the home and society, wealth creation and slower population growth. In addition, evidence shows that increases in women's income tend to correlate with greater expenditure of children and family welfare, unlike similar increases in the income of men; and the human rights case: Governments have made a commitment to protecting and promoting internationally agreed principles that all human beings are born free and equal in dignity and rights.

The business, development and human rights cases highlight why global business policies, programs and projects should take gender issues into account. Steps must be taken to minimize the negative impact of global business and export policies on women. But efforts need to go beyond this to ensure female global business; producers, entrepreneurs and workers reap the same benefits from global business improvements as their male counterparts (Simavi et al, 2010). For compelling equity and economic reasons, policy makers and experts working in this field need to consider how the participation of women in global business can be promoted.

In the context of global business policies, programs and projects, gender analysis and gender mainstreaming should be used to: Assess the different constraints that women and men face in relation to global business; Assess the impact that particular global business-related initiatives

will have on the well-being of men and women; Design, implement and monitor global business-related initiatives in a way that supports gender equality, and in doing so, spurs the global business expansion and competitiveness of the country. The objective should be to facilitate women's empowerment and well-being, while at the same time avoiding the entrenchment of existing gender disparities (UNCTAD, 2009). Importantly, two common shortcomings should be avoided when using gender analysis and mainstreaming gender in global business-related initiatives. First, 'adding on' gender considerations as an afterthought without adequately integrating them into the design processes. Second, discussing and assessing gender dimensions during the formulation of the initiative, but then failing to include concrete measures in design, implementation and monitoring (IANWGE, 2011).

Volumes of informal cross-border global business, and the conditions these global business experience, is largely undocumented (Brenton et al, 2011). This means the contribution of informal cross-border global business to global business expansion and economic growth is unrecorded and as a result can be 'invisible' to government officials and decision makers. This means that despite the evident contribution of women informal cross-border global business to the economy, mainstream global business policies and institutions tend to neglect them (Masinjila, 2010; UNIFEM, 2010; Ndaiye, 2010). The implication of ignoring this segment of the trading population is significant: it means that policy decisions are being made in response to incomplete data and information, and those informal businesses may be 'missed' in policy decisions and not offered the support they need to expand.

In spite of political positions recognizing the need to strengthen regional economic integration; African countries have achieved limited success in terms of adapting infrastructure to this need (Nkurunziza, 2011). In many countries, even the infrastructure inherited from the colonial period is in poor condition due to lack of maintenance. For example, the 1,254 kilometer railway linking the Indian Ocean port of Dar-es-Salaam with the port of Kigoma on Lake Tanganyika is seldom used due to decay. When it was operational, this was the shortest route linking Central Africa to the busy Indian Ocean shipping lines. Exporters and importers from Burundi, the Democratic Republic of Congo and Rwanda now have to use a longer and more treacherous and expensive road option to and from the port of Mombasa in Kenya (Nkurunziza, 2011).

Developing intra-African infrastructure could generate substantial benefits for women in global business, economic growth and human development. According to some estimates, an

investment of USD 32 billion in Africa's road network, the main mode of transport used to move goods from producers to consumers or shipping port, could increase intra-African global business by USD 250 billion over a period of 15 years. As expected, LLCs including Chad, Sudan and Uganda would benefit most as their global business would increase several times over (Buys et al., 2006). In the 2010, Human Development Index of these countries was ranked low in human development, with index scores of 0.295, 0.422 and 0.379 respectively. A similar study found that paving all the roads linking the countries forming the West African Economic and Monetary Union (WAEMU) would increase intra-WAEMU global business threefold (Coulibaly and Fontagne, 2005).

In response to the need to develop regional and cross-Africa infrastructures, the New Economic Partnership for Africa's Development (NEPAD) created an infrastructure development plan and is actively helping to put in place institutions to mobilize financial resources for infrastructure development. Through cooperation, the continent has developed a significant part of the Trans-African Highways Network linking Africa's capitals and major economic production areas; 75 percent of the highway's missing links have been fixed (UN ECA, 2006). The option of establishing global business corridors is being pursued. For example, the North-South Corridor Pilot Aid for Global business Programme is promoted by COMESA-EAC-SADC as a joint initiative. The objective is to reduce the time and costs of road and rail travel along two main corridors: the Dar es Salaam Corridor, which links the port of Dar-es-Salaam to the Copperbelt, and the North-South Corridor, which links the Copper belt to the southern ports of South Africa. In East Africa, the Northern Transport Corridor has operated for several years, linking the economies of Burundi, Democratic Republic of the Congo, Kenya, Rwanda and Uganda. Discussions are under way to transform it from a pure transport corridor to the Northern Corridor Economic Zone, which would cover parts of Burundi, Democratic Republic of the Congo, Kenya, Rwanda, Sudan and Uganda. Accelerating the implementation of these initiatives and consolidating their achievements would make an important contribution even to women engaged in intra-Africa global business and global business performance and economic growth more broadly.

Knowledge-intensity is crucial to the competitiveness required to integrate into the global economy. Despite progress in the last decade in educational attainment, Africa still has one of the lowest adult literacy rates in the world. Many countries failed to increase their investment in education in step with increased demand from population growth.

As a result, in some African countries, fewer than three out of 10 adults can read and write (UNESCO, 2010). The combination of low levels of education, poor health and poor living conditions has restricted capacities to fully exercise the potential of human rights of women. The Arusha Convention on the recognition of qualifications in higher education in Africa was adopted in 1981, but only 20 African countries have ratified it to date. More recently, within the framework of the African Union, governments adopted the Strategy for the Harmonization of Higher Education Programmes in Africa. However, weak political commitment and problems of coordination have hampered the pace and depth of progress of cooperation on education in Africa.

Regional and global economic integration of African economies should be considered complementary rather than competitive (World Bank, 2008). For example, deepening regional economic integration will improve Africa's transport and other global business infrastructure, reducing trading costs both within Africa and outside. This will strengthen African economies, enabling them to play a bigger role in the global economy. Currently, the main forces for globalization are the WTO's Doha Round of Multilateral Global business Negotiations and the EPAs between the European Union and the African, Caribbean and Pacific countries. At the bilateral level, the major forces are the African Growth and Opportunity Act (AGOA) between Africa and the United States, and several cooperation initiatives between Africa and emerging economic powers from the South, including China, India and Brazil. Africa faces several options, which are not necessarily incompatible.

Countries like China are building industrial zones in several African countries that in the medium to long term should help Africa increase its manufacturing exports. A significant proportion of Africa's total global business goes unrecorded. Important global business and migratory movements historically occurred in areas that later became fragmented by the establishment of national borders and accompanying barriers such as tariff and control systems. This global business plays a critical role in the distribution of a variety of commodities, including food and medicines, locally or regionally produced goods, as well as merchandise brought from outside

Africa (UNECA, 2010). The size of informal global business and its growth are difficult to quantify, but judging by the size and growing importance of the informal economy in Africa, there is likely sizeable and perhaps growing economic integration invisible to official figures. This type of global business provides livelihood opportunities across regions and involves significant women involvements, as many women constantly cross borders to global business a range of products.

One estimate suggests that 4 to 5 million women in West Africa are engaged in the collection, processing and marketing of shea nuts and butter (Plunkett and Stryker, 2002).

As noted by Tindeybwa (2011), the East African Community partner states need to jointly develop training programmes that will build capacity for the regional and multilateral global business negotiating teams. Equally vital, the regional and multilateral global business negotiating teams need to be trained on a multilateral trading system so that they can adequately push the interests of their respective countries, in addition to the entire Community (Tindeybwa, 2011). On top of that, partner states need to decentralize training at their Centre's of excellence to create a common global business negotiations practice and culture, include a *esprit de corps* while engaging multilateral trading forums (Tindeybwa, 2011).

Article 15 of the East African Global business Negotiations Act of 2003, provides that the EAC global business commission may establish offices at the seats of regional and multilateral organization as may be necessary. The factors that underpin the EAC secretariat establishing its permanent missions in the World Global business Organization and European Union, cut across the range of activities: (a) negotiations (b) dispute settlements (c) actively women participation in the WTO committees and working groups (d) handling day to day administration of global business rules (Draper & Sally, 2005). Realistically, the EAC partner states delegation sent to their missions in European Union and World Global business Organization, technically are not trained to participate in multilateral trading forums (CUTS, 2010).

Sindiga (2012) asserts that the East African common market protocol marked its second anniversary on the 1st July 2012. The protocol has not yet been fully implemented since there is no common legal framework in the region to ensure free circulation of goods, with minimal or no border controls, harmonization of standards of goods moved through the territory, inter connected payment systems, and the collection of customs duties at the first point of entry (Sindiga, 2012). Ligami (2012) points out that in the meantime the East African Legislative

Assembly has proposed Bills to be passed into laws of the community, such as the Advocates Act, that will enable the legal practitioners in East Africa to practice in the partner states, and in the domestic legal space. In addition to that, an Employment Act, and Immigration and Aliens Restrictions Act have been proposed by the

East African Legislative Assembly to accelerating employment of the EAC women in the region, and to facilitate the implementation of the common market protocol on free movement of persons and labour at a national level (Ligami, 2012).

The need to assess commitment to and implementation of gender equality instruments in Africa has been identified in various forums and by various actors. For instance, the 7th African Regional Ministerial Conference on Women, held in Addis Ababa in October 2004, concluded that “African governments continue to commit to international instruments promoting and protecting women’s rights, but there has been a lack of effective implementation at the national level” (Westhuizen, 2005:15). A similar conclusion was reached at the Beijing+10 conference held in New York in March, 2005.

2.6 The current situation of women in Rwanda in the course of the integration into the EAC

In the course of the EAC integration, the Treaty recognises gender as one of the principle cornerstones of the Community’s integration programme. Of interest is Article 6 under the Fundamental Principles of the Community which states: Good governance including adherence to the principles of democracy, the rule of law, accountability, gender equality, as well as the recognition, promotion and protection of human and people’s rights in accordance with the African Charter on Human and People’s Rights. The East African Community has engaged women in multilateral global business negotiations and partner states have adopted common policy gender positions in regional affairs and international negotiations (Tindyebwa, 2011). Apart from the above, the East African Community has engaged women in accession negotiations of Rwanda and Burundi in 2005/2007, the Republic of Sudan and Southern Sudan in 2011, and at present, the Republic of Somalia (Sezibera, 2011, pp.1-2). Though the evidences show female participation in EAC is still low, in Rwanda, gender is mainstreamed at macro-economic and sectors policies and programs whereby women are equally participating in the economy of the country as per the Rwanda constitution.

Furthermore, in order to address gender issues and concerns identified, the government is promoting the access of women to regional and international markets; promoting skills in export management and marketing especially for women; to ensure effective participation of women in trade decision making; to facilitate the building of capacities of women entrepreneurs in business and financial management(EAC, Jan 2009).

For the last two decades after the genocide against the Tutsi in 1994, the country raised from ashes and moving toward reconstruction and economic boost paths. Women were longtime confined to positions of influence either at home and other levels, now considered as a productive force from smallest village to highest positions of government, a big lesson for the other countries struggling to overcome histories of patriarchy and oppression (Nyanjom, 2005; Khadiagala, 2011; and Khadiagala, 2012). Women are occupying Half of the country's 14 Supreme Court justices. New, far-reaching laws enable women to own and inherit property and to pass citizenship to their children. In Rwanda, women are now permitted to use their husbands' assets as collateral for loans, and government-backed funds aimed at encouraging entrepreneurship offer help to women without familial resources. Established businesswomen are leading members of Rwanda's private-sector elite. And the advance of women in the political sphere has received global attention. In 2000, the country ranked 37th in the world for women's representation in an elected lower house of parliament. Today, it ranks first (Khadiagala, 2012). In order to access finances, however, 45.6 percent of women are still using an informal way of credit access against 5.4 percent of formal way, savings are at 38.2 percent of informal way and 26.8 percent of formal way.

As in most of the Sub-saharan countries, women in Rwanda are involved in informal global business which represent between 70-80% in East Africa where Rwanda is inclusive (ILO, 2004). The most people involved in informal cross border global business in EAC are mainly done by women in order to support children as well as dependents who were not children or spouses. The majority of their businesses are mainly small-scale business with modest profits. During their usual trading, women encounter lack of knowledge of trade regulations, procedures and their rights, vulnerability during the travel times and borders' procedures, lack of adequate services etc. Other global business carried by women is small business including beauty products, sanitary/beauty products, medicines, footwear and textiles.

Since 2008, the Education systems, Science and Technology sectors are being harmonized as the education is stated as compulsory. This will the citizens to acquire the knowledge of "putting one's potentials to maximum use in order to meet new technical and business demands of the 21st century. To facilitate the Regional Integration process and especially the free movement of

human resources, the EAC Partner States have identified the harmonisation of the education curricula, standards, assessment and evaluation of education programmes as a priority issue (EAC, November 2014).

2.7 Conclusion

The literature review above gives other authors' views and opinions and thus contributed to the researchers understanding about the status and extent of the study; however, it left many gaps about the study in the context of the study area where little was known and had been documented on the impact of Rwanda's economic integration into East African Community on women's participation in global business in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda that encouraged the researcher to go to the field to explore the problem and document findings.

CHAPTER THREE: RESEARCH METHODOLOGY

3.1 Introduction

This study is about the impact of Rwanda's economic integration into East African Community on women's participation in global business. In this research methodology chapter, research procedure, research design, study area, target population, sample size and selection, data sources, methods of data collection and their instruments, reliability and validity of data collection instruments, data analysis, and challenges encountered during the field and how they were managed were discussed:

3.2 Research Procedure

The researcher obtained a green light of consent from the research supervisor of the University of Rwanda to go to the field for data collection after having satisfactorily accomplished and defended the research proposal. The researcher then moved to make introductory visits across women owned business enterprises in Nyarugenge and Muhima Sectors. The visits were for creating link with respondents. This brought about confidence between them and the researcher. On the second visit the researcher sampled the respondents (the Local Residents, Government Representatives, Members of the Civil Society Organizations and Women Business Entrepreneurs in Nyarugenge and Muhima Sectors). The respondents were assured that their details will be treated with high levels of confidentiality. The researcher personally administered the questionnaires to the respondents. The questionnaires were dropped to the potential respondents for filling at their own pace and later were picked. The administration of the questionnaire took place in the respondents' offices and business centers respectively. Questionnaires were distributed to the selected literate respondents; observation were done; and interviews were held; and check list field diaries were used and kept to record events that were very important during the interpretation and analysis of the results.

3.3 Research Design

According to Orodho (2003), research design is described as the scheme, outline or plan that is used to generate answers to research problems. This study employed descriptive cross sectional survey research design. This study design helped the researcher to determine and report the way things were and commonly involved assessing respondents' attitude, opinions towards the study problem that was being investigated.

A descriptive cross-sectional survey research design helped the researcher in gathering information where little knowledge was known about the impact of Rwanda's economic integration into East African Community on women's participation in global business. A cross sectional study design across the local residents, government representatives, members of the Civil Society Organizations and women business entrepreneurs in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda was therefore used to survey the study population. Both quantitative and qualitative data were collected and this enabled the researcher to draw valid and dependable conclusion and recommendation of the study. This study was both quantitative and qualitative in nature that enabled the researcher depicts legitimate and dependable conclusion and recommendation. In qualitative methods, the knowledge claims used by researchers are primarily based on constructivist perspectives such as the different meanings of individuals' life experiences, historically and socially constructed meanings.

3.4 Study Area

The study was carried out in Nyarugenge and Muhima Sectors, two of the ten sectors in Nyarugenge district, Kigali City. Nyarugenge is based around the city center of Kigali and contains most of the city's businesses where women are taking part in the global businesses. The researcher selected these sectors due to the fact that they contain mushrooming multi-business enterprises that connect with regional trade, involving a good number of women benefiting from the East African economic integration.

3.3 Target Population and Sample Determination

Target population also known as universe population is a group of elements such individuals, objects or items from which samples are taken for measurement. The target population constituted a total of 177 people in their different strata, namely: Government Officials, members of civil society organization that dealt with women issues and business entrepreneurship, women entrepreneurs and local residents from the selected sectors of Muhima and Nyarugenge sectors in

Nyarugenge district, Kigali Rwanda. The researcher got the population sizes of different strata from the Sector Authorities of the two selected sectors from which he went further on the ground to have their actual lists for consideration and sample size determination. The Morgan table was used to determine the sample size out of the population for the study as illustrated in Table 1.3 below.

Table 1. 3: Population and Sample Size Determination

Target Population	Population	Sample	Sample Size Determination
Government Representatives	10	10	Morgan Table
Civil Society Organizations' Members	12	12	Morgan Table
Women Business Entrepreneurs	72	60	Morgan Table
Local Residents	83	68	Morgan Table
Total	177	150	

Source: Field Data 2017

3.5 Sample Size and Selection

The study employed both Simple Random and Purposive Sampling techniques to select representative candidates from the target population on the lists of people from the sectors for the study as illustrated (table 2.3).

Table 2. 3: Sample Size Selection

Target Population	Sample	Sampling Technique
Government Representatives	10	Purposive Sampling
Members of the Civil Society Organizations	12	Purposive Sampling
Women Business Entrepreneurs	60	Simple Random Sampling
Local Residents	68	Simple Random Sampling
Total	150	

Source: Field Data 2017

A total of 150 respondents taken as sample size were put into strata namely: the Local Residents, Government Representatives, Members of the Civil Society Organizations and Women Business Entrepreneurs in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda.

As illustrated in table 2.3 above, both purposive sampling and simple random sampling methods were used to select a total of One Hundred and Fifty respondents.

Simple random sampling was used to select the Sixty Women Business Entrepreneurs and Sixty-Eight Local Residents in Nyarugenge and Muhima Sectors order to reduce bias in sampling.

The same simple random sampling method was used to select thirty women business representatives and Thirty-Four Local Residents from Nyarugenge Sector; then other Thirty Women Business Representatives and Thirty-Four Local Residents from Muhima Sector respectively. The researcher moved across business units on streets of Nyarugenge and Muhima Sectors selecting the Sixty business enterprise (30 from each of the 2 Sectors) operated by women engaged in global businesses under the courtesy of the East African Community. This process was done to avoid bias while selecting respondents for the study.

Purposive sampling was also used to select Twenty-Two key respondents for the study. They included Ten Government Representatives who were believed to be more knowledgeable and skilled with the content of the study.

3.6 Data Source

The data for the study was gathered from both primary and secondary sources that enabled easy comparability of secondary data available with responses from the primary data sources that were generated from the field in order to drive to meaningful interpretation of findings.

3.6.1 Primary Data

The primary data was gathered from the respondents who were selected for the study (the Local Residents, Government Representatives, Members of the Civil Society Organisations and Women Business Entrepreneurs in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda). The researcher used observation guide and interview guide to collect qualitative data and questionnaires to gather quantitative data from respondents.

3.6.2 Secondary Data

The secondary data/information was obtained through an extensive literature review the impact of economic integration on women's participation in global business. Secondary data was gathered from the information resources and reports, newsletters, and books/publications from different Libraries and from the websites. Secondary was very useful qualitative data.

3.7 Data Collection Methods and their Instruments

For this study, data refers to the facts, figures and other relevant materials, past and present, serving as basis for study and analysis. The following are methods and tools were used in this research during data collection:

3.7.1 Interviewing

The researcher used Interviews as one of the major methods of data collection during data collection. The researcher used in-depth interviews. During this process, the respondent being interviewed was considered the expert and the interviewer was considered the student. The researcher's interviewing techniques was motivated by the desire to learn everything the participant could share about the research topic. The aim of using an interview method was to explore the respondents' views, feelings, perceptions and experiences and due to the context, society or tradition in which the fieldwork was conducted. Therefore, the interviewing method helped in collecting data directly through face-to-face interactions especially to the illiterate respondents who could hardly read and write, those who showed no interest in not filling the questionnaire; and key informants who were assumed of providing more in-depth information. To flourish well, an interview guide was developed in advance and in a sequence that made sense to interviewees.

3.7.2 Participant Observation

During the study, the researcher employed participant observation to assess inter-respondental relationships. The researcher actively participated during the study in taking pictures, listening from respondents and recording their feelings and attitudes on the requested questions so as to become familiar with the respondents in order to observe the impact of Rwanda's economic

integration into East African Community on women’s participation in global business in the study area.

3.7.3 Questionnaire Method

The researcher used this data collection tool to gather data from the literate respondents who had time and the capacity to read and write. The researcher constructed a clear and relevant questionnaire that suited the comfort of respondents’ quick understanding and interpretation of the feedback. A detailed questionnaire consisting of open-ended and close-ended questions according to the study objectives was administered to the literate respondents in order to gather in-depth information about the study.

3.8 Validity and Reliability of Instruments

3.8.1 Data Quality Control

3.8.1.1 Validity

The validity of data was checked before processing the results to help the researcher establish the reliability of the tools that were used in data collection. Validity of the questionnaire was obtained by presenting it to at least 04 professionals including the research supervisor. This method was used to determine content and construct validity which was determined by expert judgment.

Table 3. 3: Showing the validity of the research instrument

Judge	Item relevant	Items not relevant	Total number of items
1 or 2	06	0	06
3 or 4	04	02	06
Total	10	02	12

Source: Researcher 2017

Content Validity Index was calculated from $CVI = \frac{\text{Number of items declared valid}}{\text{Total number of Items on the instrument}}$

$$CVI = \frac{10}{12} = 0.83$$

The CVI for the questionnaires was 0.83 which was greater than 0.7, the recommended validity as argued by Kathari and Palls (2003).

This process aided the correction of the mistakes and errors within the tools and thereafter, the data tools were revisited to suit the realities through restructuring of questions and illumination of those that appeared to be unnecessary.

3.8.1.2 Reliability

The reliability of an instrument is the consistence of a data collection instrument in picking the needed information. An instrument is considered reliable when it can be trusted to be accurate. To ensure reliability of this study's data collection instruments, the researcher carried out a pretest with 06 respondents (02 Government Representatives, 02 Members of the Civil Society Organisations and 02 Women Business Entrepreneurs) from Nyarugenge and Muhima Sectors in Nyarugenge district which yielded an average of 0.7 reliability.

3.8.2 Ethical Considerations

3.8.2.1 Pre-Visiting

Prior to the study, the researcher visited the study area to seek for permission to conduct a study from the respondents and ascertain that the study was required. This helped the researcher to make arrangements to ensure that all the necessary data was collected freely and timely.

3.8.2.2 Pre-Testing

Pre-testing was done before the study by administering a few questionnaire and interviews from Nyarugenge and Muhima Sectors. This aimed at evaluating the validity and reliability of the data collection tools that were used. Thereafter, the data tools were revised to suit the realities through restructuring of questions and eliminating unnecessary ones.

3.8.2.3 Informed consent

The researcher carried an introductory letter from the university introducing him to the authorities and respondents in Nyarugenge and Muhima Sectors that allowed him carry out a study from there. This was done to eliminate the bias of the respondent about the study.

3.8.2.4 Confidentiality

Confidentiality was strictly observed during data collection, descriptive and reporting of findings. The researcher achieved this by eliminating names on questionnaires and during reporting findings, their names or particulars were not recorded.

3.8.2.5 Honesty

The researcher ensured honesty throughout the study. The researcher also acknowledged the work of other scholars that were referred to and reported the results as were collected during the whole process of data collection.

3.9 Methods of data analysis

Despite the fact that both qualitative and quantitative data were gathered during the study, this shall entail classifying, comparing, weighing and combining empirical material from the questionnaires, observation and interview guides and field notes to extract the meaning for an understanding of the subject under study in a coherent explanation.

The data units were sorted according to the study objectives in order to produce coherent meaning. The data was then organized, captured into the computer and analyzed using Microsoft Excel a computer-based statistical application program, where both inferential and descriptive analysis were carried out. The study results were later presented in form of tables, pie charts, and graphs for easy interpretation. Conclusion and recommendation were further drawn in the same arrangement with the study objectives accrued from the study findings.

3.10 Limitations and how they were handled

The researcher faced a challenge of limited time in the field due to other demands at the workplace and school; though he worked very hard and also employed two research assistants to ensure that the research process was finished in time. This time was best done with several observation exercises.

The researcher also faced the challenge of limited funds because of hectic family responsibilities and other expenses as in University dues and on top of research which was much resource demanding.

However, the researcher used all efforts and fundraised from well-wishers and optimally used his personal savings and adhered to the stated study budget so as to avoid unexpected expenses that might have hampered the research process.

The researcher further encountered a failure of some respondents to reveal the truth of their information and even others who tried to dodge answering some critical questions an incident which might have resulted into the researcher missing very important information. However, the researcher used all ways possible to obtain relevant information in its fullness from respondents.

An example just illustrating one way used to obtain information from respondents was about one business women in Nyarugenge market. She was firstly not willing to inform about her wealth and difficulties she encounters in her business. But after taking her aside and taking a drink together, she finally revealed the information.

CHAPTER FOUR: PRESENTATION, INTERPRETATION AND DISCUSSION OF RESULTS

4.1 Introduction

This chapter gives a detailed presentation, interpretation and discussion of findings based on the order according to the objectives of the study namely: to establish the current stake of women in global business with Rwanda's economic integration into the East African Community; to identify the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community; to analyse the challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community; and to find out practical solutions to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community.

4.2 Demographic characteristics of Respondents

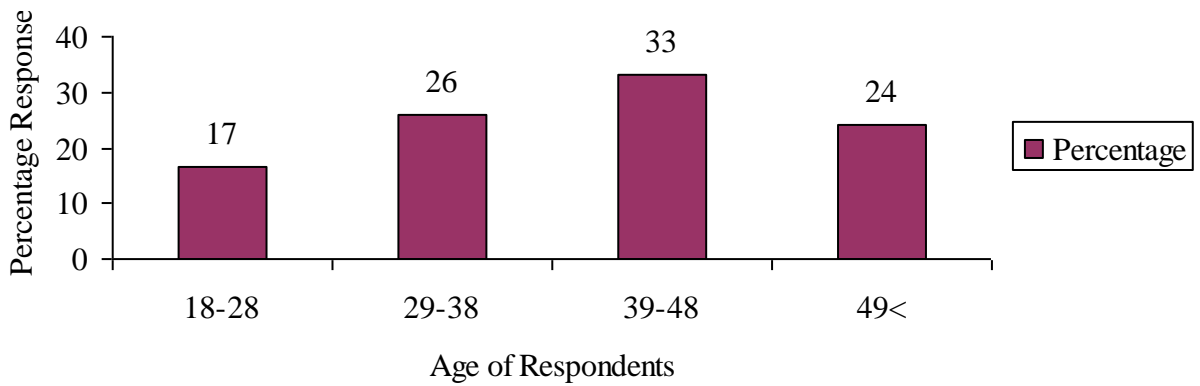
A total of One Hundred and Fifty (150) respondents were selected for the study. The researcher considered the age, sex, marital status, educational levels and occupation of respondents. Respondents of the study included the local residents, government representatives, members of the Civil Society Organisations and women business entrepreneurs in Nyarugenge and Muhima Sectors in Nyarugenge district, Kigali City-Rwanda. This biographic data was very essential for the researcher and the study in order to describe the best respondents that were selected for the study as presented below in 4.2 sub-sections in tables and figures:

4.2.1 Age of the Respondents

According to the study results of the age of respondents presented in figure 4.2.1 below, 33% the highest number of respondents were aged between 39 and 48 years where as 17% the least number of respondents were aged between 18 and 28 years. The rest included 26% of the respondents who were aged 29 to 38 years and the remaining 24% who had 49 and above years of age. The study results therefore indicated that the minimum age was eighteen because this is the time when a person is regarded mature and able to independently decide on his/her own with regard to business establishment reason according to the study.

The researcher considered the age of respondents in order to acquire appropriate data with regard to respondents' life time experiences in the context of the study problem.

Figure 2: 4 : Showing the Age of the respondents

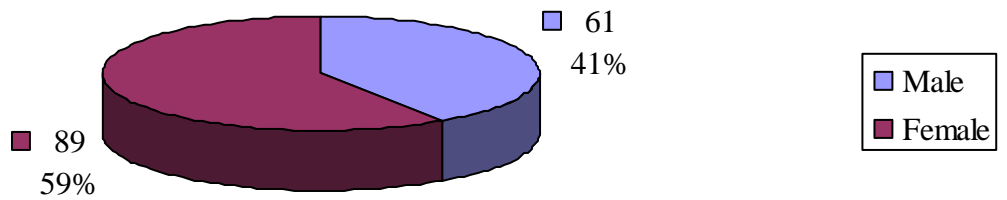


Source: Field Data 2017

4.2.2 Sex of the Respondents

The researcher considered the sex of respondents and the results in figure 3.4. below were recorded:

Figure 3. 4 : Showing the sex of the respondents



Source: Field Data 2017

The study results presented in figure 3.4 above indicated that 59% the biggest number of respondents were females while 41% the smallest number of respondents considered for the study was males.

The number of female respondents was higher than that of male respondents because, like in any country, the population growth of women surpasses that of males of which Rwanda is not exception.

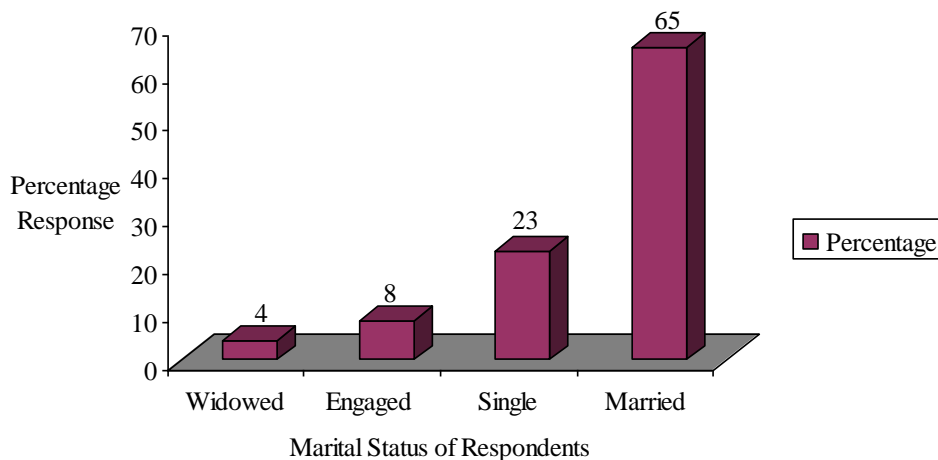
In addition, the researcher was blessed to have a very big number of women respondents because they were the primary target of investigation. On the biggest part, the researcher considered the sex of respondents in order to achieve gender balance with maximum participation of both sexes in the study.

The researcher has purposively considered to have a biggest number of respondent as per considering the national stake of women from to the (NISR, 2012) presenting the country with 92 males per 100 females, or females (5,451,105) than males (5,064,868), totalizing 10,515,973 people.

4.2.3 Marital Status of the Respondents

The researcher also considered the marital status of respondents in recording their bio data and the results presented below in figure 4.4 were recorded.

Figure 4. 4: Showing the marital status of the respondents



Source: Field Data 2017

As reflected in the study results presented in figure 4.4 above, 65% the biggest number of respondents was married, meaning that they were fully and legally married to their spouses in church and recognized by the Government and worked hand in hand in harnessing global businesses within the East African integration; while 4% the least number of respondents were widowed, meaning that they had lost their spouses through death.

The rest included 8% who were engaged with their fiancés with the intention of getting married in their near future and 23% of the remaining respondents who were still living single lives, meaning that they have never been married.

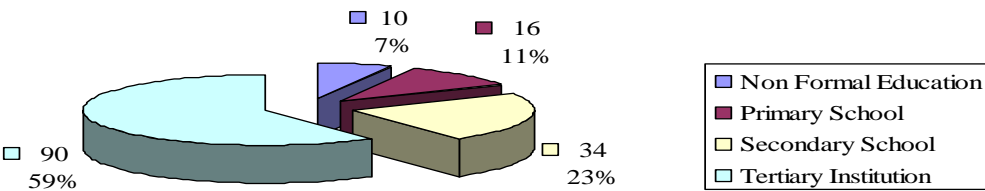
The study results indicated that the number of married respondents was the biggest because they proved to be the most stable status that was in position to handle global business initiatives with Rwandan integration into the East African Community. The researcher considered the marital status of the respondents in order to acquire relevant data and information from a variety of minds with different modes of reasoning tagged to their personal responsibilities in their daily lives relating to the problem of the study.

The number of the married respondents is in line with the total married females 44.9% and 47.4% males’ populations at the national level (NISR, 2012).

4.2.4 Highest Level of Educational attained by the Respondent

The researcher further requested respondents to record their highest levels of education attained and the results presented below in figure 5.4 were realized.

Figure 5. 4: Showing the respondent’s highest Level of educational



Source: Field Data 2017

According to the study findings presented in figure 5.4 above, 60% the highest number of respondents had attended tertiary institutions for their certificates, diplomas, degrees and other post graduate certificates such as Post-Graduate Diplomas, Masters and PhD, and composed of the most highly category of literate respondents considered for the study; while 7% the least number of respondents had never been to school for any formal education and accounted to the category of the most illiterate respondents considered for the study that could hardly read and write.

The others included 11% of the respondents who had undergone primary school education and 23% who had undergone secondary school education. The study results indicated that the biggest number of respondents (93%) had some levels of education and therefore knew how to read and write. The researcher considered the highest levels of education in order to ascertain the right data collection tools to use in relation to the levels of literacy of respondents. A report showed that school attendance in urban as well as in rural areas, a higher percentage of female than male have never been to school (16% as against 13% in urban areas, 30% against 25% in rural areas), (NISR, 2012).

4.2.5 Occupation of the Respondents

The researcher went ahead to discover the occupation of respondents and the results presented below in table 4.4 were recorded.

Table 4. 4: Showing the occupation of the respondents

Occupation	Frequency	Percentage
Government Representatives	10	7
Members of Civil Society Organizations	12	8
Women Business Entrepreneurs	60	40
Local Residents	68	45
Total	150	100

Source: Field Data 2017

According to the study findings presented in table 4.4 above, 45% the biggest number of respondents were the local residents while 7% the least number of respondents were the government representatives in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda.

The remaining respondents included 8% who were the members of the Civil Society Organisations and 40% who were the women business entrepreneurs in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda.

The researcher considered the occupation of respondents in order to be very relevant towards respondents who were in position of providing adequate data and information as was desired for the study. In 2012, the economically active female population aged 16 and above stood at 2,245,449 (corresponding to a labour force participation rate of 72%), while the active male population was 2,055,109 (76%).(NISR, 2012, pg 32).

Women in urban areas had better access to work as service and sales workers, professionals, and clerical support workers than their male counterparts. They are highly concentrated in skilled agricultural, forestry and fishery occupations. However, outside agriculture, women work as service and sales workers (7% compared to 10% for men) and in urban areas had better access to work as service and sales workers, professionals, and clerical support workers than their male counterparts (NISR, 2012, pg 38).

According to (afDB, 2014), industry and services have grown much faster than agriculture over the period 2000-2013, with the GDP share of the service sector increasing from 38% to 45% during this period. Growth in services has been driven by hotels and restaurants, financial services and trade, while construction has been the primary driver of growth in industry. The report continues that decisive policies to increase access to primary and secondary education as well as water and sanitation, promote gender equality, increase access to and affordability of health services via a country-wide community-based insurance scheme, have been integral to this progress.

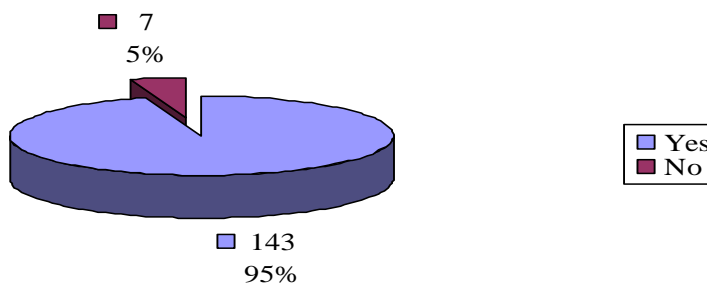
4.3 The current stake of women in global business with Rwanda's economic integration into the East African Community

The researcher began the investigation by requesting respondents to record their minds as presented in 4.3 sub-sections below.

4.3.1 Respondents' Views on whether they were aware of the current stake of women in global business with Rwanda's economic integration into the East African Community

The researcher therefore sought from respondents to reveal whether they were aware of the current stake of women in global business with Rwanda's economic integration into the East African Community and the results presented below in figure 6.4 were recorded.

Figure 6. 4 : Showing respondents' views on whether they were aware of the current stake of women in global business with Rwanda's economic integration into the East African Community



Source: Field Data 2017

According to the study findings presented in figure 6.4 above, 95% the biggest number of respondents replied 'Yes' meaning that they were aware of the current stake of women in global business with Rwanda's economic integration into the East African Community where as 5% the least number of respondents were not aware of the same issue that was being investigated and replied 'No'.

And indeed, as noted earlier by ILO (2004), Global business provides 60% of non-agricultural self-employment to women in Sub-Saharan Africa with women constituting the largest proportion of informal global business representing between 70% - 80% in East Africa where Rwanda is inclusive. It is estimated that women cross border global business in East Africa global business employ 1-2 people and support an average of 3.2 children as well as dependents who were not children or spouses. Majority of women in business in the East African region are small-scale business who depends on the modest profits generated from their global business to make ends meet. According to afDB report(afDB, 2014), Women's participation in economic activities at the national level at 56.4% is higher than for men at 43.6%. However, inequalities in economic participation remain. For instance, 38.7% of male workers were employed in remunerated non-farm jobs in 2010/11, compared to 18.1% of female workers. Progressive laws and policies are in place to promote the economic empowerment of girls and women.

4.3.2 The current stake of women in global business with Rwanda's economic integration into the East African Community

The researcher went ahead and asked respondents to record the current stake of women in global business with Rwanda's economic integration into the East African Community and the results presented in table 5.4 below were recorded.

Table 5. 4: Showing the current stake of women in global business with Rwanda's economic integration into the East African Community

Stake of Women	Frequency	Percentage
Heads of Business Enterprises	10	7
East-African Politics	13	9
Business Planning	17	11
Decision Making	20	13
Building Democracy	23	15
Labour Force Participation	31	21
Policy Development Process	36	24
Total	150	100

Source: Field Data 2017

As reflected in the study results presented in table 5.4 above, 24% the highest number of respondents noted that women in Rwanda were engaged in policy development process due to the fact that a very big number of women monopolize the seats of the parliament and develop policies that favour their participation to global businesses with

East African Community while 7% the least number of respondents noted that women had started heading business enterprises right from their home business levels to higher cooperate levels as business managers and directors of bigger local and international companies.

The rest included 9% of the respondents who noted that some women had participated in the East African politics which had given the Rwandan women a stake and a stand of influence in the East African Community business initiatives with other sister business partner blocks; Eleven percent (11%) of the respondents noted that the Rwandan women were participating in business planning of the country and some had led delegation into global business forums in the East African Community;

Thirteen percent (13%) of the respondents noted that through the organized form of arrangement in their cooperatives, women were having a stake in decision making right away from their households under the mandate of the marriage act to the macro level of interaction given their bigger numbers in the Rwandan Parliament to make sure that their voices are heard and adhered to locally and internationally;

Fifteen percent (15%) of the respondents noted that women had a stake in building democracy in their country by electing the rightful relevant leaders that are in position of supporting their careers to greater heights towards becoming international business entrepreneurs. Moreover, the East African Business Council is the principle body that motivates women activities within the EAC integration agenda (Tindyebwa, 2011). The East African Business Council represents the interests and aspirations of the women in all EAC meetings and in community policy formulation. Thus in the EAC the business communities spearheaded by women have expanded their commercial operations across the region, by tapping the potentials of the common market (Tindyebwa, 2011);

And the remaining 21% of the respondents noted that women of Rwanda had a very big stake in the labour force participation whereby they accounted for a bigger number of all women providing the biggest labour-force not only in Rwanda but in the entire East African Community. The study results are in agreement with CUTS (2010) who noted that since 2010, the women in the East Africa Community have forged a coalition known as the East African Civil Society Network on Economic Issues. The network hopes to approach all civil society organizations in the region for their inputs into the EAC integration process.

4.4 The various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community

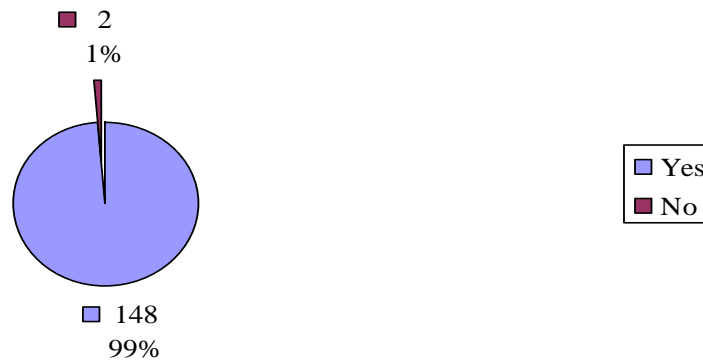
The researcher attempted and recorded answers for the second research question as presented in 4.4 sub-sections below:

4.4.1 Respondents' views on whether they were aware of the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community

The researcher sought from respondents to reveal whether they were aware of the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's

economic integration into the East African Community and the results presented below in figure 7.4 were realized.

Figure 7. 4: Showing respondents' views on whether they were aware of the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community



Source: Field Data 2017

According to the study findings presented in figure 7.4 above, 99% the biggest number of respondents were replied to the 'Yes' option indicating that they were aware of the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community while 1% the least number of respondents who replied to the 'No' option meaning that they were not aware of the same matter that was being investigated.

4.4.2 The various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community

The researcher went further and requested respondents to record the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community and the results presented below in table 6.4 were recorded.

Table 6. 4: Showing the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda’s economic integration into the East African Community

Global Business Enterprises	Frequency	Percentage
Transportation	5	3
Super markets	8	5
Tourism Operations	10	7
Internet cafes	13	9
Peace and Security	16	11
Financial Transactions	20	13
Law and Order	24	16
Service Provision	25	17
Retail and whole sale	29	19
Total	150	100

Source: Field Data 2017

As reflected in the study results presented in table 6.4 above, 19% the highest number of respondents noted that women were engaged in retail and whole sale business enterprises that dealt in mobile phones, household equipment and internet cafes where their derived their livelihoods.

Most of the items in their businesses were imported from the neighbouring countries and others especially mobile phones ordered on line an indication of participation in global businesses;

While 3% the least number of respondents noted that some women were engaged in the tours and travel businesses interacting with the international guests through the media especially the social media as the marketing tools and some were drivers in cross-border transport business of goods and services.

Others included 5% of the respondents who noted that women were engaged in super markets operations whose products are acquired through cross-border trade eased by Rwanda’s economic integration into the East African Community;

Seven percent (7%) of the respondents noted that women were engaged in tourism operations that encompassed bookings, guiding, and accommodation of whose clients were mostly international guests;

Nine percent (9%) of the respondents recorded that women operated internet cafes used by both locals and international micro and macro entrepreneurs;

Eleven percent (11%) of the respondents noted that women participated in ensuring peace and security locally and international so as to enable the growth and development of global businesses. Respondents revealed that women were part of the national army and others participated in arresting the unrest in the region such as in Darfur, Sudan's most chaotic regions;

Thirteen percent (13%) of the respondents noted that women were employed and participated in issues related to financial transactions especially in local and international Banks and foreign exchange businesses in the study area with Rwanda's economic integration into the East African Community;

Sixteen percent (16%) of the respondents noted that Rwandan women were serving in various public service platforms such as local and international police, advocates for human rights and civil educators to ensure law and order with Rwanda's economic integration into the East African community. Generally UNIFEM (2008) had also earlier recorded that the laws have tended to recognize and favour the large-scale global business sector, which is largely dominated by the men as individual global business or corporations;

And the remaining 17% of the respondents noted that Rwandan women had a responsibility of making sure that service delivery is enhanced and provided to the public right aware from their homes and beyond that crosscuts through the East African Community and other international levels in service provision. Naturally, the culture of Rwanda encourages women to be service providers and thus having a bigger constitutional mandate to sustain their families and access public service employment opportunities to sustain the national economy through Rwanda's economic integration into the East African Community.

The study results above add to LaPalombara and Weiner (1966) observation that revealed that women are not only creatures of modern and modernizing political systems, but are also, in one way or another; omnipresent that have contributed much in business development around the world.

Hellsten and Lwaitama (2004) and Hellsten (2008) in their study had also correctly observed, women groups and non-governmental organizations, together with and through the mass media, constitute critical institutions that are bound to make a critical contribution in participating in global businesses with the Rwanda's economic integration into the East African Community.

The (NISR, 2012, pg 40) report as expected, urban areas have a relatively low percentage of the currently employed population engaged in agriculture (32% of women and 16% of men). In contrast, the wholesale and retail trade and the repair of motor vehicles and motorcycles sectors offer more jobs in urban areas for both sexes (20% of females and 16% of males). The construction and transport sectors employ 13% and 12% of male workers in urban areas respectively, but only 2% and 1% of female workers. Women find more opportunities as household employees in urban areas (15%), as do men, though to a lesser extent (7%). The education and health sectors also offer more jobs to both sexes in urban areas and together occupy 8% of female workers and 6% of male ones.

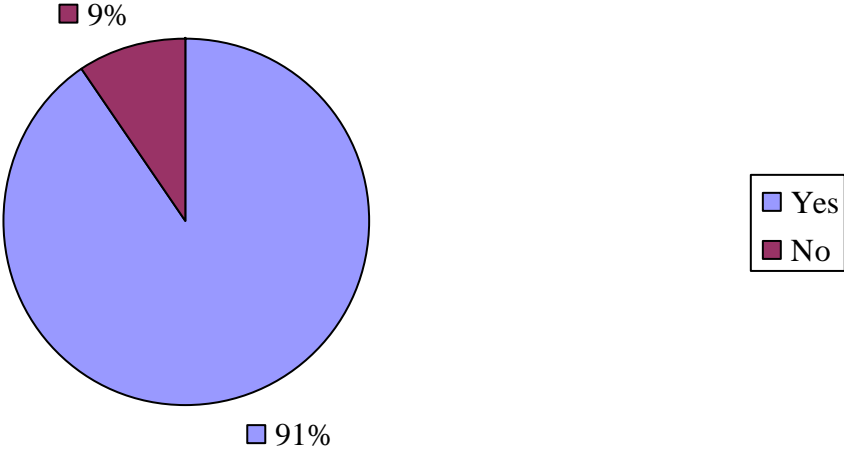
4.5 The challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community

The researcher sought from respondents the answers for the third research question as presented in the study results in 4.5 below.

4.5.1 Respondents' views on whether they were aware of the challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community

The researcher went ahead and sought from respondents to reveal whether their awareness of the challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community and the results presented in figure 8.4 were realized.

Figure 8. 4: Showing respondents' views on whether they aware of any measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community



Source: Field Data 2017

As reflected in the study results presented in figure 8.4 above, 91% the biggest number of respondents were aware of any measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community while 9% the least number of respondents were not aware of the same issue that was being examined.

4.5.2 The challenges hindering women’s participation in global business brought about by Rwanda’s economic integration into the East African Community

The researcher continued and asked respondents to record the challenges hindering women’s participation in global business brought about by Rwanda’s economic integration into the East African Community as presented below in table 7.4.

Table 7. 4 : Showing the challenges hindering women’s participation in global business brought about by Rwanda’s economic integration into the East African Community

Challenges	Frequency	Percentage
Limited access to finance	5	3
Illiteracy	8	5
Competition from foreigners	10	7
Rwandan culture	12	8
Poor negotiation skills	15	10
Delayed formalization process of enterprises	17	11
High tax rates	18	12
Inadequate technical skill training opportunities	20	13
Language Barrier	21	14
Lack of management position	24	15
Total	150	100

Source: Field Data 2017

The study results presented in table 7.4 above indicated that 15% the highest number of respondents revealed that there was lack of management position of many able women entrepreneurs especially as regarded to bigger international family businesses had had left men as monopoly in the day to day business management positions; while 3% the least number of respondents revealed that there was a challenge of limited access to finance as men partners would always be the signatories and at the same time maintained bigger rights on the ownership decisions of property that women would use as collateral security when they are applying for loans. These factors among others presented below had undermined women participation and stake in global business with Rwanda’s economic integration into the East African Community.

Others included 5% of the respondents who noted that due to the ancient Rwandan culture that never encouraged education of the girl child, a big number of mature women were not educated and thus illiterate to understand and participate in global businesses with Rwanda's economic integration into the East African Community; Seven percent (7%) of the respondents revealed that there was a challenge of competition from foreigners especially from Uganda, Kenya and India that came with adequate capital for investment and with a bigger international trade network that the women of Rwanda could hardly withstand the competition in the global businesses with Rwanda's economic integration into the East African Community;

Eight percent (8%) of the respondents noted that there was a problem of the Rwandan culture that used to consider women as people who should only keep homes and take care of their families than leave and travel conducting other businesses. To some extent, the researcher found out that this in many homes was still effective and therefore a challenge that hindered able women's participation in global businesses with Rwanda's economic integration into the East African Community;

Ten percent (10%) of the respondents revealed that there was a challenge of poor negotiation skills women trying to engage in global businesses had which was brought about by inadequate customer care and hospitality management skills and language barriers especially with a large number of regional and international business entrepreneurs from the East African Countries, India, China, America and some European Countries. The respondents added that this was mainly caused by the Rwandan culture that has for long-time prevented women for public sermons and arguing with people;

Eleven percent (11%) of the respondents noted that there was a challenge of delayed formalization process of enterprises. This was especially so during registration and awarding of trade licenses to women entrepreneurs across the country that was full of bureaucracy, a factor that impatient able women entrepreneurs willing to participate in global businesses with Rwanda's economic integration into the East African Community would not withstand than go to do businesses with Flexible countries like Uganda;

Twelve percent (12%) of the respondents noted that there was a challenge of high taxes especially as regarded to operational licensees which demotivated especially women entrepreneurs with limited and inadequate capital to participate in global businesses with the Rwanda's economic integration into the East African Community. Adding on that, the researcher

has observed that this is the fact that women are mostly engaged in the tertiary and informal business.

Thirteen percent (13%) of the respondents noted that there was a challenge of inadequate technical skill training opportunities for women entrepreneurs and the majority of women were using the theoretical knowledge from their institutions and others were copying from other business operations without acknowledging the genuine international standards of effective and efficient business operation within the framework of the East African Community;

Fourteen percent (14%) of the respondents noted that there was a problem of language barrier especially with the East African Community States whose main language is English compared to French that many women in Rwanda were affiliated to. It was further revealed that many international businessmen understood English than French and this compromised Rwandan women interests into engaging in global businesses with Rwanda's economic integration into the East African Community.

And the remaining 15% of the respondents noted that there was a problem of lack of management position especially with the East African Community States as it is in accordance with the article 121 of the East African Community's legislation aiming at abolishing and discourage customs that are discriminatory against women and take measures to eliminate prejudices against women and promote the equality of the female gender with that of the male gender in every respect.

In addition to the above results, proponents of free trade often view regional integration as a barrier to globalization, arguing that tariff barriers around regional blocs hamper the free flow of goods between different regions and the outside world. According to this logic, rather than focusing on strengthening its regional market, Africa should pursue integration with the global economy. This view fails to acknowledge the role regional integration could play in integrating African economies into the global economy through scale economies and regional specialization, for example, Amnesty International (2008) asserted that, these challenges are tragically reflected in the 'traumatic experiences' that characterized the genocidal mayhem in Rwanda in April 1994; and more recently, the post-election violent civil unrest in Kenya in December 2007 that hindered and still created fear among women entrepreneurs engaged in global businesses with Rwanda's economic integration into the East African Community.

The afDB report(Rwanda report, 2014) Rwanda adopted the private sector development strategy in 2013 to address the key constraints to private sector development including the high costs of energy, and access to finance and entrepreneur deficits particularly among small and medium enterprises (SMES). Supporting the private sector to become the engine of growth is the core objective of the Bank's strategy in Rwanda. This will enable to reduce the cost of doing business and to strengthen the business environment in Rwanda. One of the flagship programs of the Bank support to private sector development is the Skills, Employability and Entrepreneurship Program (SEEP), which is supporting a comprehensive set of policy reforms to enhance critical skills and attitudes for the labour market, and nurturing entrepreneurship and business development skills in order to generate 200,000 off-farm jobs per annum. The proposed loans from the afDB provided to SMEs as boosting growth sectors of the economy including agribusiness manufacturing, micro-finance, information and communication technology, hospitality, education, health care, energy and water enabling SMES to access long term loans to expand their operations.

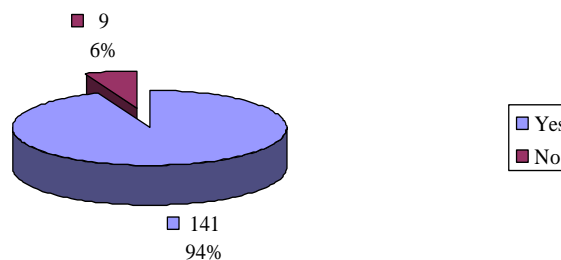
4.6 The practical solutions to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community

The researcher finally concluded the study by seeking response to the fourth and last research question of the study and as presented in 4.6 sub-sections below:

4.6.1 Respondents' views on whether they were aware of any measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community

The researcher thus requested respondents to reveal whether they were aware of the any measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community and the results presented below in figure 9.4 were recorded.

Figure 9. 4 : Showing respondents' views on whether they were aware of any measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community



Source: Field Data 2017

The study findings presented in figure 9.4 above indicated that 94% the highest number of respondents responded to ‘Yes’ meaning that they were aware of measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community; unlike 6% the least number of respondents replied to the ‘No’ option, meaning that they were not aware about the same matter that was being investigated.

Basedau and Stroh (2008) are in agreement of the above results and noted that women groups ought to be institutionalized so as to play their democratic roles effectively. An institutionalized party is thought to enhance women participation and strengthen accountability (Thames, 2007).

4.6.2 The measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community

The researcher went ahead and recorded the measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community as presented in table 8.4 below.

Table 8. 4 : Showing the measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community

Measures in Place	Frequency	Percentage
Workshops and seminars	6	4
Government Funding	10	7
Women appointment in key positions	14	9
Common market protocol	17	11
Establishment of the Export Promotion Agency	20	13
Free compulsory education	25	17
Favorable government policy	28	19
Cooperative establishment	30	20
Total	150	100

Source: Field Data 2017

As reflected in the results presented in table 8.4 above, 20% the biggest number of respondents noted that under the government’s initiative to boost social economic livelihoods of the people of Rwanda, cooperatives have been establishment to help women entrepreneurs access to funds, education and other modes of assistance to be competitive into global businesses with the integration of Rwanda into the East African Community while 4% the least number of respondents noted that organized women engaged in global trade have been equipped with the knowledge and skills through workshops and seminars normally facilitated by the Rwanda Development Board and the Civil Society Organizations.

The rest included 7% of the respondents who noted that there was government funding especially during the starting period under the credit and savings scheme that granted women entrepreneurs with starting capital that enabled them to be more competitive in global businesses;

Nine percent (9%) of the respondents noted that the Government of the Republic of Rwanda had encouraged women to participate in politics which had resulted into women being appointment in key positions such as in parliament which gave them the opportunity to advocate and spearhead policies that favoured their stake and initiatives in participating in global businesses with the Rwanda's reintegration into the East African Community;

Eleven percent (11%) of the respondents noted that there was an initiation of the common market protocol that reduced the barriers of trade such as harmonizing the taxation challenges that included double taxation of goods and services, free entry and exit of the partner states, among others that have seen business entrepreneurs of the partner states specifically, from Rwanda, Uganda and Kenya. In the same sense, Adar (2011) and Tindeybwana (2011) noted that the EAC partner states participate in multilateral global business negotiations by harmonizing their bargaining positions in the Doha development agenda under the World Trade Organization, and similarly, in economic partnership agreements with European Union;

Thirteen percent (13%) of the respondents noted that the export promotion agency had been established by the government of Rwanda under the Rwanda Development Board initiative that is promoting businesses through linking local investors and international businessmen with the sole goal of increasing business in Rwanda especially women investors as they stakeholders in household welfare and development and so the nation's development;

Seventeen percent (17%) of the respondents noted that there was free compulsory education for all including the girl-child up to twelve years basic education level in order to build their literacy levels so as to be able to deal with a variety of international businesses, and bridge their connections with the use of the communication and information technologies with this ever developing global village where information is power that have accrued from education;

And the remaining 19% of the respondents noted that there was favourable government policy that is keen of investment supported by the Vision 2020 that will see Rwanda becoming a middle income country. At the bilateral level, the major forces are the African Growth and Opportunity Act (AGOA) between Africa and the United States, and several cooperation initiatives between

Africa and emerging economic powers from the South, including China, India and Brazil. Africa faces several options, which are not necessarily incompatible.

Current trends indicate an important shift in the pattern of Africa's trade where women take the big stake in participation. Africa's external trade with the European Union has declined from about 55 percent of Africa's total merchandise trade in the mid-1980s to 38 percent in 2009. On the other hand, trade with non-African developing countries increased over the same period from about 4 percent to 38 percent. Despite the high cost of trade and the absence of specific formal trade liberalization mechanisms between Africa and its emerging partners, trade is increasing exponentially, primarily because the main products traded are not sensitive to tariffs and transport costs. China, India and Brazil are prominent among Africa's emerging trade partners. In 2007, for the first time in modern history, the share of Africa's total trade with the group of developing countries (mainly emerging economies) surpassed the share of trade with the European Union (UNCT AD 2010). As emerging economies' share in world trade increased, so did their demand for Africa's primary commodities, used to fuel these economies' growth. With China alone, Africa's trade increased from USD 10.6 billion in 2000 to USD 106.8 billion in 2008, a staggering 33.5 percent average increase per year (ACC ICE 2010).

This trade plays a critical role in the distribution of a variety of commodities, including food and medicines, locally or regionally produced goods, as well as merchandise brought from outside Africa (UNECA 2010). The size of informal trade and its growth are difficult to quantify, but judging by the size and growing importance of the informal economy in Africa, there is likely sizeable and perhaps growing integration invisible to official figures. The human dimensions of this integration or re-integration are just starting to be unveiled through detailed studies. This type of trade provides livelihood opportunities across regions and involves significant gender dimensions, as many women constantly cross borders to trade a range of products. One estimate suggests that 4 to 5 million women in West Africa are engaged in the collection, processing and marketing of shea nuts and butter (Plunkett and Stryker 2002).

4.6.3 Suggested practical solutions to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community

The study finalized the study by asking respondents to suggest practical solutions to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community and the results presented below in table 9.4 were recorded.

Table 9. 4 : Showing the suggested practical solutions to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community

Suggested Practical Solutions	Frequency	Percentage
Sustained equal justice in service delivery	10	7
Promotion of Non-land asset based lending	13	9
Regional and cross-Africa infrastructures	17	11
Employment of women in very higher positions	22	15
Sustained peace and security	25	17
Intensified funding for women entrepreneurs	29	19
Outreach information sessions	34	23
Total	150	100

Source: Field Data 2017

According to the study findings presented in table 9.4 above, 23% the biggest number of respondents suggested that there was need to conduct active and occasional outreach information sessions to business entrepreneurs to help equip them with the necessary skills and experience in dealing with global businesses under the courtesy of the East African integration while 7% the least number of respondents suggested that there was need for sustained equal justice in service delivery so as to have fair system that favours a competitive approach for all those women engaged in global businesses with Rwanda’s economic integration into the East African Community.

Others included 9% of the respondents who suggested the need of promotion of non-land asset based lending due to the fact that many women business entrepreneurs have no land they possessed for loan security, a factor that hindered their endeavors to engage in global businesses.

Adding on that, women have expressed that financial institutions should develop more women oriented loans products that do not need collaterals;

Eleven percent (11%) of the respondents suggested that regional and cross Africa infrastructure including road and railway networks, international sustained airfields and business infrastructures should be developed, enhanced and modernized in order to attract women oriented business investments in Rwanda under the courtesy of Rwanda's economic integration into the East African Community. In support of the findings, World Bank (2008) contends that regional and global integration of African economies should be considered complementary rather than competitive. For example, infrastructural development, deepening regional integration will improve Africa's transport and other trade infrastructure, reducing trading costs both within Africa and outside. This will strengthen African economies, enabling women among them to play a bigger role in the global economy. Currently, the main forces for globalization are the WTO's Doha Round of Multilateral Trade Negotiations and the EPAs between the European Union and the African, Caribbean and Pacific countries;

Fifteen percent (15%) of the respondents suggested that there should be provision of employment opportunities for women in every higher positions so as to cause influence in negotiations on issues that hinder women's initiative to become competitive into global businesses; Seventeen percent (17%) of the respondents suggested that there should be sustained peace and security in Rwanda and the entire Great Lakes Region so as to give room of stability of women entrepreneurs for their growth and development of their participation in global businesses with Rwanda's economic integration into the East African Community;

Nineteen percent (19%) of the respondents suggested the need for intensified funding for women entrepreneurs by government and other Non-Governmental organization so as to promote the capacity of women entrepreneurs in their endeavor to fully participate in global business with Rwanda's economic integration into the East African Community.

And the remaining twenty three percent (23%) of the respondent suggested the need of outreach session by the government and other business stakeholders for awareness in the endeavor of attracting women entrepreneurs in global business.

Justifying this suggestion, Tindyebwa (2011) called that since the East African Community partner states Foreign Service and trade representatives have experienced inadequate negotiating skills and low technical experts to participate in trade negotiations, there is need for economic partnership agreements in that negotiations partner states have adequate experience in preparation of critical policy sectors, and overcome a limited use of empirically backed policy options in the negotiations (CUTS, 2010).

In addition, Tindeybwa (2011) further contributes to the above suggestions that the East African Community partner states need to jointly develop training programmes that will build capacity for the regional and multilateral trade negotiating teams. Equally vital, the regional and multilateral trade negotiating teams need to be trained on a multilateral trading system so that they can adequately push the interests of women in their respective countries, in addition to the entire Community (Tindyebwa, 2011). On top of that, partner states need to decentralize training of all gender at their Centre's of excellence to create a common trade negotiations practice and culture, include a *esprit de corps* while engaging multilateral trading forums (Tindyebwa, 2011).

CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter contains summary, conclusions and recommendations based on analysis of the results and on the order according to the objectives of the study namely: to establish the current stake of women in global business with Rwanda's economic integration into the East African Community; to identify the various global business enterprises that Rwandan women are engaged in under the courtesy of Rwanda's economic integration into the East African Community; to analyse the challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community; and to find out practical solutions to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community.

5.2 Summary

5.2.1 Demographic characteristics of Respondents

Considering the age of respondents, the study recorded that 33% the highest number of respondents was aged between 39 and 48 years where as 17% the least number of respondents were aged between 18 and 28 years (see figure 4.2.1).

As regarded to the sex of respondents, the study results indicated that 59% the biggest number of respondents were females while 41% the smallest number of respondents considered for the study were males (see figure 4.2.2).

With regard to the marital status of respondents, the findings of the study recorded that 65% the biggest number of respondents was married while 4% the least number of respondents were widowed (see figure 4.2.3).

For the highest level of education attained by the respondents, the study results noted that 60% the highest number of respondents had attended tertiary institutions and composed of the most highly category of literate respondents considered for the study while 7% the least number of respondents had never been to school for any formal education and accounted to the category of the most illiterate respondents considered for the study that could hardly read and write (see figure 4.2.4).

In consideration of the occupation of respondents, the study findings indicated that 45% the biggest number of respondents were the local residents while 7% the least number of respondents were the government representatives in Nyarugenge and Muhima Sectors in Nyarugenge district, Rwanda (see table 4.2.1).

5.2.2 The current stake of women in global business with Rwanda's economic integration into the East African Community

The findings of the study recorded that 95% the biggest number of respondents replied 'Yes' meaning that they were aware of the current stake of women in global business with Rwanda's economic integration into the East African Community where as 5% the least number of respondents were not aware of the same issue that was being investigated and replied 'No' (see figure 4.3.1).

The study results found out that 24% the highest number of respondents noted that women in Rwanda were engaged in policy development process due to the fact that a very big number of women monopolize the seats of the parliament and develop policies that favour their participation to global businesses with East African Community while 7% the least number of respondents noted that women had started heading business enterprises right from their home business levels to higher cooperate levels as business managers and directors of bigger local and international companies (see table 4.3.1).

5.2.3 The various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community

The study findings indicated that 99% the biggest number of respondents were replied to the 'Yes' option indicating that they were aware of the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community while 1% the least number of respondents who replied to the 'No' option meaning that they were not aware of the same matter that was being investigated (see figure 4.4.1).

The study found out that 19% the highest number of respondents noted that women were engaged in retail and whole sale business enterprises that dealt in mobile phones, household equipment and internet cafes where their derived their livelihoods.

Most of the items in their businesses were imported from the neighbouring countries and others especially mobile phones ordered on line an indication of participation in global businesses; While 3% the least number of respondents noted that some women were engaged in the tours and travel businesses interacting with the international guests through the media especially the social media as the marketing tools and some were drivers in cross-boarder transport business of goods and services (see table 4.4.1).

5.2.4 The challenges hindering women’s participation in global business brought about by Rwanda’s economic integration into the East African Community

The study findings revealed that 91% the biggest number of respondents were aware of any measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community while 9% the least number of respondents were not aware of the same issue that was being examined (see figure 4.5.1).

The study results also indicated that 16% the highest number of respondents revealed that there was lack of management position of many able women entrepreneurs especially as regarded to bigger international family businesses had had left men as monopoly in the day to day business management positions; while 3% the least number of respondents revealed that there was a challenge of limited access to finance as men partners would always be the signatories and at the same time maintained bigger rights on the ownership decisions of property that women would use as collateral security when they are applying for loans. These factors among others presented below had undermined women participation and stake in global business with Rwanda’s economic integration into the East African Community (see table 4.5.1).

5.2.5 The practical solutions to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community

The findings of the study indicated that 94% the highest number of respondents responded to ‘Yes’ meaning that they were aware of measures that were in place to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community; unlike 6% the least number of respondents replied to the ‘No’ option, meaning that they were not aware about the same matter that was being investigated (see figure 4.6.1).

The study results also indicated that 20% the biggest number of respondents noted that under the government's initiative to boost social economic livelihoods of the people of Rwanda, cooperatives have been establishment to help women entrepreneurs access to funds, education and other modes of assistance to be competitive into global businesses with the reintegration of Rwanda into the East African Community while 4% the least number of respondents noted that organized women engaged in global trade have been equipped with the knowledge and skills through workshops and seminars normally facilitated by the Rwanda Development Board, Centre d'Appui aux Petites et Moyennes Entreprises au Rwanda (CAPMER), Kigali Institute of Science and Technology and the Civil Society Organizations (see table 4.6.1).

The study findings further revealed that 23% the biggest number of respondents suggested that there was need to conduct active and occasional outreach information sessions to business entrepreneurs to help equip them with the necessary skills and experience in dealing with global businesses under the courtesy of the East African integration while 7% the least number of respondents suggested that there was need for sustained equal justice in service delivery so as to have fair system that favours a competitive approach for all those women engaged in global businesses with Rwanda's economic integration into the East African Community (see table 4.6.2).

5.3 Conclusion

5.3.1 The current stake of women in global business with Rwanda's economic integration into the East African Community

Basing on the findings of the study, it was concluded that the majority of respondents (95%) were aware of the current stake of women in global business with Rwanda's economic integration into the East African Community (see figure 4.3.1). Among the stake held included engagement in policy development process due to the fact that a very big number of women monopolize the seats of the parliament and develop policies that favour their participation to global businesses with East African Community and heading business enterprises right from their home business levels to higher cooperate levels as business managers and directors of bigger local and international companies (see table 4.3.1).

5.3.2 The various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community

Basing on the findings of the study, it was concluded that the majority of respondents (99%) were aware of the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda's economic integration into the East African Community (see figure 4.4.1). Among these global business enterprises included retail and whole sale business enterprises that dealt in mobile phones, household equipment and internet cafes imported from the neighbouring countries and others especially mobile phones ordered on line an indication of participation in global businesses and, also tours and travel businesses interacting with the international guests through the media especially the social media as the marketing tools and some were drivers in cross-border transport business of goods and services (see table 4.4.1).

5.3.3 The challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community

Basing on the findings of the study, it was concluded that the majority of respondents (91%) were aware of any measures that were in place to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community (see figure 4.5.1). Among the challenges included lack of management position of many able women entrepreneurs especially as regarded to bigger international family businesses had left men as monopoly in the day to day business management positions and limited access to finance as men partners would always be the signatories and at the same time maintained bigger rights on the ownership decisions of property that women would use as collateral security when they are applying for loans (see table 4.5.1).

5.3.4 The practical solutions to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community

Basing on the findings of the study, it was concluded that the majority of respondents (94%) were aware of measures that were in place to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community (see figure 4.6.1). Establishment of cooperatives to help women entrepreneurs access to funds, education and other modes of assistance to be competitive into global businesses with the reintegration of

Rwanda into the East African Community, and equipping organized women groups with the knowledge and skills through workshops and seminars normally facilitated by the Rwanda Development Board and the

Civil Society Organizations were among the measures that were in place to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community (see table 4.6.1).

The research concluded the study by seeking more other practical solutions that could be adopted to address the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community of which respondents suggested that there was need to conduct active and occasional outreach information sessions to business entrepreneurs to help equip them with the necessary skills and experience in dealing with global businesses under the courtesy of the East African integration and that there was need for sustained equal justice in service delivery so as to have fair system that favours a competitive approach for all those women engaged in global businesses with Rwanda's economic integration into the East African Community among others (see table 4.6.2).

5.4 Recommendations

The study recommends that joint permanent commissions composed of a big number of women on the East African affairs have to be formed among the partner states in the ministries of regional cooperation in three working groups, as is the case between Uganda, Kenya and Rwanda.

The study recommends the need to establish an independent body (the East African Customs Authority) in the East African Community Secretariat headed by women, to oversee the implementation of the customs union protocol under the single customs territory and as in line with the EAC report (2012). Hence, this research recommends partner states should adopt a common strategy for customs integrated information systems that would enable women engage in global businesses with Rwanda's economic integration into the East African Community.

The study also recommends that The EAC partner states need to engage women in order to strengthen national structures for international trade negotiations to ensure proper coordination and stakeholder involvement in the process of EPA, WTO and Tripartite negotiations.

Furthermore the study recommends that EAC partner states need to speak with a single persuasive voice that includes women participation in planning and decision making in regional and multilateral forums.

In addition, more recently the Government of Rwanda has acknowledged the intention of investors intending to buy land. In the long run these investors might go into a conflict. This initiative underpins the common market protocol and needs to be dealt on bilateral arrangements as a matter of urgency.

The East African Community needs engage Rwandan women in participatory community monitoring and evaluation approach. That includes the EAC monitoring and evaluation unit, representatives from the civil society organization, business community and interest groups.

The EAC partner states must fully recognize the crucial role transport infrastructure plays in economic growth and development, intra-inter regional trade, and in regional integration that will favour women entrepreneurs in global trade in Rwanda and across the East African Community and beyond. This recommendation is in line with Kabubo (2005) who noted that there is a need for partner states to channel more resources in the maintenance of transport infrastructure across the region in areas such as, roads networks, rail lines, and sea ports.

5.5 Areas of Further Research

There is a need to find out modalities appropriate for establishing the single customs territory in the region in line with mechanisms for tax collection and distribution amongst the partner states that will motivate Rwandan women into global businesses. In addition to that, whether it will be efficient in a single customs territory; transit goods can be subjected to customs duties at the entry point or at the point of destination.

It will be useful for future research to investigate the measures of how partner states, such as Uganda, Rwanda, Tanzania, Kenya and Burundi will be compensated to adjust the costs arising from tariff revenue and other income losses while getting prepared to harmonize their policies and laws in taxation.

There is a need for research to ascertain means of harmonizing internal Foreign Service rules and regulations of partner states in the future to operationalize East African Community permanent diplomatic missions to the World Trade Organization (WTO) and European Union.

In future there is a need to assess to what extent, since the common market protocol came into effect in 2010, women across the region have benefited from the right of establishment, residence and welfare system of other partner states. In light of the above, it will facilitate the extent to which partner states are supposed to liberalize the movement of capital and trade in services in the East African Community.

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APPENDICES

APPENDIX I: THE QUESTIONNAIRE ADMINISTERED TO THE LOCAL RESIDENTS, GOVERNMENT REPRESENTATIVES, MEMBERS OF THE CIVIL SOCIETY ORGANISATIONS IN NYARUGENGE AND MUHIMA SECTORS, NYARUGENGE DISTRICT

Dear Respondent,

I am **Laurent NSABIMANA NZAJYIBWAMI**, Post-Graduate student of the University of Rwanda. I am undertaking research on “**the impact of Rwanda’s economic integration into East African Community on women’s participation in global business, a case study of Nyarugenge and Muhima Sectors in Nyarugenge district**” as part of the requirements for the award of a Master’s Degree in Business Administration of the University of Rwanda. The questions presented to you in this questionnaire are only intended to help me undertake my research and will not be used for any other purpose. Your answers given will be treated with utmost confidentiality.

Yours sincerely,

.....

Laurent NSABIMANA NZAJYIBWAMI

SECTION A: BIO DATA OF RESPONDENTS

1. Age

- a. > 20 c) 31-40 e) 51 <
b) 21-30 d) 41-50

2. Sex

- a) Female b) Male

3. Marital Status

- a) Single c) Separate e) Divorced
b) Married d) Widows

4. Highest level of Education attained

- a) Non formal Education c) Secondary School
b) Primary School d) Tertiary Institution

5. Occupation.....

SECTION B

The current stake of women in global business with Rwanda’s economic integration into the East African Community

1. Are you aware of the current stake of women in global business with Rwanda’s economic integration into the East African Community?

a) Yes b) No

2. If your answer is ‘Yes’, identify the current stake of women in global business with Rwanda’s economic integration into the East African Community.

- a)
- b)
- c)
- d)

3. If your answer is ‘No’, go to the next question.

SECTION C

The various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda’s economic integration into the East African Community

4. Are you aware of the various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda’s economic integration into the East African Community?

a) Yes b) No

5. If your answer is ‘Yes’, identify those various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda’s economic integration into the East African Community.

- a)
- b)
- c)
- d)

6. If your answer is ‘No’, go to the next question.

SECTION D

The challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community

7. Are you aware of the challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community?

a) Yes

b) No

8. If your answer is 'Yes', identify those challenges hindering women's participation in global business brought about by Rwanda's economic integration into the East African Community.

a)

b)

c)

d)

9. If your answer is 'No', go to the next question.

SECTION E

The practical solutions to the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community

10. Are there any measures in place to address the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community?

c) Yes

d) No

11. If your answer is 'Yes', identify those measures in place to address the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community.

e)

f)

g)

h)

12. For any of your answer in (10) above, what other possible intervention strategies do you suggest could be adopted towards addressing the challenges hindering women's participation in global business in Rwanda's economic integration into the East African Community?

a)

b)

c)

d)

Thank you for your cooperation

APPENDIX II: THE QUESTIONNAIRE ADMINISTERED TO THE WOMEN BUSINESS ENTREPRENEURS IN NYARUGENGE AND MUHIMA SECTORS, NYARUGENGE DISTRICT

Dear Respondent,

I am **Laurent NSABIMANA NZAJYIBWAMI**, a Post-Graduate student of the University of Rwanda. I am undertaking research on **“the impact of Rwanda’s economic integration into East African Community on women’s participation in global business, a case study of Nyarugenge and Muhima Sectors in Nyarugenge district”** as part of the requirements for the award of a Master’s Degree in Business Administration of the University of Rwanda. The questions presented to you in this questionnaire are only intended to help me undertake my research and will not be used for any other purpose. Your answers given will be treated with utmost confidentiality.

Yours sincerely,

.....

Laurent NSABIMANA NZAJYIBWAMI

SECTION A: BIO DATA OF RESPONDENTS

6. Age

- | | | | | | |
|----------|--------------------------|----------|--------------------------|---------|--------------------------|
| a. > 20 | <input type="checkbox"/> | g) 31-40 | <input type="checkbox"/> | i) 51 < | <input type="checkbox"/> |
| f) 21-30 | <input type="checkbox"/> | h) 41-50 | <input type="checkbox"/> | | |

7. Sex

- | | | | |
|-----------|--------------------------|---------|--------------------------|
| c) Female | <input type="checkbox"/> | d) Male | <input type="checkbox"/> |
|-----------|--------------------------|---------|--------------------------|

8. Marital Status

- | | | | | | |
|------------|--------------------------|-------------|--------------------------|-------------|--------------------------|
| f) Single | <input type="checkbox"/> | h) Separate | <input type="checkbox"/> | j) Divorced | <input type="checkbox"/> |
| g) Married | <input type="checkbox"/> | i) Widows | <input type="checkbox"/> | | |

9. Highest level of Education attained

- | | | | |
|-------------------------|--------------------------|-------------------------|--------------------------|
| e) Non formal Education | <input type="checkbox"/> | g) Secondary School | <input type="checkbox"/> |
| f) Primary School | <input type="checkbox"/> | h) Tertiary Institution | <input type="checkbox"/> |

10. Occupation.....

SECTION B

The current stake of women in global business with Rwanda’s economic integration into the East African Community

13. Are you aware of your current stake in global business with Rwanda’s economic integration into the East African Community?

c) Yes

d) No

14. If your answer is ‘Yes’, what is your current stake in global business with Rwanda’s economic integration into the East African Community.

e)

f)

g)

h)

15. If your answer is ‘No’, go to the next question.

SECTION C

The various global business enterprises that Rwandan woman are engaged in under the courtesy of Rwanda’s economic integration into the East African Community

16. Do you engage in various global business enterprises under the courtesy of Rwanda’s economic integration into the East African Community?

c) Yes

d) No

17. If your answer is ‘Yes’, identify those various global business enterprises that you engage in under the courtesy of Rwanda’s economic integration into the East African Community.

e)

f)

g)

h)

18. If your answer is ‘No’, go to the next question.

SECTION D

The challenges hindering women’s participation in global business brought about by Rwanda’s economic integration into the East African Community

19. Do you face any challenges that hinder your participation in global business brought about by Rwanda’s economic integration into the East African Community?

- e) Yes f) No

20. If your answer is ‘Yes’, identify those challenges hindering women’s participation in global business brought about by Rwanda’s economic integration into the East African Community.

- i)
- j)
- k)
- l)

21. If your answer is ‘No’, go to the next question.

SECTION E

The practical solutions to the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community

22. Are there any measures in place to address the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community?

- a) Yes
- b) No

23. If your answer is ‘Yes’, identify those measures in place to address the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community.

- a)
- b)
- c)
- d)

24. For any of your answer in (10) above, what other possible intervention strategies do you suggest could be adopted towards addressing the challenges hindering women’s participation in global business in Rwanda’s economic integration into the East African Community?

- e)
- f)
- g)
- h)

Thank you for your cooperation