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Monitoring and Evaluation Practices and Women Empowerment in the Tea Industries of Rwanda; A Case of Rwanda Mountain Tea, Rutsiro Tea Estate

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Abstract

The purpose of this research is to examine the monitoring influences, practice evaluation and women's empowerment in the tea industries in Rwanda. This work is guided by three specific objectives which are: To determine the effect of monitoring and evaluation planning on women's empowerment in the tea industries in Rwanda, to establish the effect of monitoring and evaluation technical expertise on women's empowerment in the tea industries in Rwanda and to determine the influence of stakeholder involvement in monitoring and evaluation on women's empowerment in the tea industries in Rwanda. This descriptive study focused on the impact of monitoring and evaluation (M&E) practices on women's empowerment in Rwanda's tea industry. The target population included permanent and casual workers at Rutsiro Tea Estate. The study employed a descriptive research design, utilizing Slovene's formula for sample size determination. A sample of 178 respondents was selected via simple random purposive sampling. Data were collected using interviews and questionnaires. The study results indicated a significant positive relationship between M&E planning and women's empowerment (mean result: 4.37), with a statistically significant relationship (Pearson correlation: 0.956**). Similarly, the technical proficiency of M&E demonstrated a significant relationship with women's empowerment (Pearson correlation: 0.857**). Stakeholders' involvement in M&E also showed a notable influence on women's empowerment (mean result: 4.27) with a statistically significant relationship (Pearson correlation: 0.959**). The research highlights the critical role of M&E practices in promoting women's empowerment in Rwanda's tea industry. Stakeholders' involvement, technical proficiency, and effective planning were found to be crucial in enhancing women's empowerment. The study underscores the need for policymakers, specifically the National Agricultural Export Development Board, to implement facilitated policies and provide consistent professional support and resources to promote women's engagement in the tea industry.

Keywords: *Monitoring and Evaluation Practices, Women Empowerment, Tea Industries, Rwanda*

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1. Introduction

By referring to the international journal of Indian Psychologists, authorization of women been the matter to discuss over and making observation from passed decades' anniversary. The program was over beginning government list design organ correctively. The determination been done over normal foundation countrywide by overcome the difficulties this leads to women socioeconomic status. Consequently, was experimented from the beginning that some of strategies and organs indicate the authorization in system of economics merely being in the trust that authorizing of woman brings about economic self-independent backed to health, literacy, becoming educated etc. The human advancement background, the most necessary were women like man. Actually the position occasion and duties executed by group of women it's a government advancement symbol. Meanwhile, no engagement of women in daily activities no socioeconomic either improvement in government politics will be unstable. There are too much difficulties that intends to women which limits them to retain better outcomes from their engagement strategies in their groups

Rwanda, a nation rebuilt after a tragic genocide in 1994, has a progress in terms of gender equality right and become one of the leading nations in terms of women equality. However, many gender based issues still persist that limit women empowerment (ILO, 2020)

Some women that employed usually request consent from spouses before having right on how consume their remuneration. Sincerely, husbands mostly behave to take essential decisions basing on household. Normally, some circumstances women responsibilities like staff remuneration being of entrepreneur having linked to bank loan etc. thus comes out modern income earners, truly may bring about misunderstanding of the family (Jeannette,2010). She will always have permission before using her salary and she will remain forever overburdened by the combination of tiring reproductive work and productive work outside home.

In addition to that, some stakeholders think that lack of proper planning and not being involved in women empowerment program activities may encourage the downfall of the program and hence, the women empowerment cannot be attained. On the basis of this gap, this research will try to assess/ investigate how M&E practices (Monitoring and Evaluation planning, technical expertise of Monitoring and Evaluation and stakeholders' involvement) can contribute to women's empowerment.

1.2 Objective of the Study

1.2.1 General Objective

This study explored the monitoring and evaluation practices and women empowerment in the tea industries of Rwanda, a case of Rwanda Mountain Tea, Rutsiro Tea Estate.

1.2.2 Specific Objectives

- (i) To determine the effect of Monitoring and Evaluation planning to women empowerment in the tea industries of Rwanda
- (ii) To establish the effect of technical proficiency of Monitoring and Evaluation in women empowerment in the tea industries of Rwanda
- (iii) To determine the influence of stakeholders' involvement in Monitoring and Evaluation to women empowerment in the tea industries of Rwanda

1.3 Research Hypothesis

H₀₁: Monitoring and Evaluation planning has no statistically significant effect on women empowerment in the tea industries of Rwanda

H₀₂: Technical expertise has no effect on women empowerment in the tea industries of Rwanda

H₀₃: Stakeholders' involvement has no influence on women empowerment in the tea industries of Rwanda

2.1 Empirical Literature Review

2.1.1. Effect of Monitoring and Evaluation planning to women empowerment

In the research carried by Mackay and World Bank (2007) in Washington reviewed how designing for monitoring and appraisal been serious in against better progressive of project.

Mainly this research is to tackle on government projects specifically those that financed by World Bank. The concerns of this research project is to determine exactly how a better nation may inwards of monitoring and appraisal of schemes. Procedures of authorisation might comprise of both men and women such that approving of perception minimize male's authority and experience on how preserves domination of women authorization not expected of an automatic consequences accessing means. Authorization of women is necessary to systematize the conversions in many organizations, nevertheless the primarily in those assistance male-controlled assembly (ILO, 2020).

2.1.2 Technical proficiency of Monitoring and Evaluation on women empowerment

By depending on the research carried out by Vittal (2008) specified the practicing of technology in project is of great important on monitoring and appraising basing over numerous efficacy of current technology pursued the project thus mostly where tools of technology are practised in supervision of the project. Also it facilitates fundamental connections in to be analysed in expertize of project's technical progressive. Consequently, 18 recognized the generous of functional expertizing over the project squad in bearing of project progressive enhancement. The outcomes of this research will be the project squared comprises of right technical experiences leads to project progressive. In this project clarified that it is very challenging to separate the practicing of technology with project progressive and non-engagement in such correlation encouraged with project progressiveness, which is a technical expert in monitoring and assessing of the project may contribute a portion in supporting squared of the project enhancing effectiveness and progressiveness.

The distinguished skills of human capital it's really hard to attain of M&E outcomes. Foremost it needs to be advocated by human resource of staffs M&S such that quantity and superiority, thus leads to M&E 19 human resource approaches essential to retain and guarantee a steady M&E (World Bank, 2011), the main barriers in assortment of M&E observe is competitiveness of workers. M&E it's a Morden tactic in project administration ground it usually intends efficacies in sustaining of outcomes and progressiveness matrices. In M&E there is extremely lack of capabilities, capacity building, professionalism, systems and synchronization of schemes supervision objects and professional assistance (Gorgens and Kusek, 2009). There should be a smart job description and scheduling that equally to the capability human capital. Once there is deficient appraisal is great import on experiences that agreed for. The issues that concerned with projects with workers that allocated to serve from the field and in charge of supervising project duties beneficially, actually it is important to

<https://doi.org/10.53819/81018102t2216>

regulate and concentrate on controlling. Conciseness is needed for ground mentors for administrative assistance and supervision daily for project accomplishment (Ramesh, 2012). The actual priority of organisations is to provide employees with big features of emerging their skills and capabilities such standardize at competitive level personally either firm's service deliverer. The accessibility of organisation that rising of expectation intends the occasion that ends with self-fulfilling forecast progressive staffs productivity (Vanessa and Gala, 2011).

By referring to Musamba, (2013) reviewed project technical capability in making of appraisal, analysing the degree at which human capital attends in the procedures of making strategies and incentive in order to oppose administrative conclusions which beyond the elements on how M&E uses over experience that gained noticed and also apparent as well.

Usually M&E attempt the relevant independent. Gunawan and Ahasan (2010), in his study specified the realization of freedom intended by individual in supervision of the allocated policies and operational of project advancement and engagement. This shows that teaching is something influence features authorize to affect M&E project implementation and development (Kaliya, 2016).

By referring to Uitto (2010) stressed on about human capital skills that might intend is beyond for consistent intensive care and appraisal, ordering that employee is obligations to experience technical expertise in M&E.

Productivity in M&E needs operative supervision for the assortment and assign perfect one, this leads to upper level of workers acquires the consistence skills. There should be effective appraisal that done by administration team that in charge of human capital. Carrying of research strengthen the team to retain data basis of human capital continuous experience advancement and efficiency (Nabris, 2002). Mostly, something important in M&E is to provide teachings to the staffs such that increase their level, this assists the supervision organism in M&E. Provision of teaching for staffs brings about employee good perception on the relations of monitoring and appraisal techniques and scheme technique variety the outcomes on Framework that related to elements, (Rossi 2012). An experience is a prominence key to monitor and appraising of operative functions the employees acquire for the basis teachings about appraising (Deen, 2012).

In the framework of project progressiveness appraising, it's compulsory to keen and productive statistics of observer and appraisal of employees it is difficult to evaluate project get a perfect monitoring skills. To intend staffs for professional training it's a productive strategy in Malawi once implementing the intensive care and appraising of (Rossi 2012). There is no perfect personal on addressing of monitoring and appraisal especially where allocated for. It double the affliction of depend on monitoring and appraising of associated project. Management of time became difficult for them over the squired procedures totally on global advocacy to use efficiency monitoring and appraisal (Georgens, Nkwazi, & Govindaraj, 2005). Consequentially, there should be equal distribution of employees on duties to guarantee the qualified employees for retention to address the monitoring and appraisal organism attainment of superiority outcomes. This brings about inspiration of retaining designed targets and objects. Administrations of the project are the key of to expose for low personal technological experience. There should be suitable conception to consider on provided information by observing and assessment. The difficulties in managing and alignment of outcomes hinder over the cultural variety in the project. There is no instant developing of system to monitor and evaluate the vast investment in applicable teaching beside system advancing extensively. Project addressors smart allocate that equivalent to their qualifications and other studies. Meanwhile projects that contains partners attends the

<https://doi.org/10.53819/81018102t2216>

ground mostly retain several duties of project without regulation. There might be continuous and concentrated on their assistance Ramesh, 2012). Most of huge elements of progressing experience with strength of staff tackle of project targets and inspirations. The assistance by 21, bases on schemes objects progressive promises may leads to personal direct activities brings on staffs backed by resulted (Pamela, joe and Nay, 2013).

Referring to technical expertise, Women empowerment can be considered as a sequences that women step up form one level to another where all autocrat and burdened balances, politically and economically (Chattopadhyay 2005). Authorisation concept can be taken as improved one once tackle to communal education, politics, economy, and psychological authorisation of women. Communal authorisation of women overcome the gap of gender disparity normally take place among women and men societies, Mira, Shivaa, 2001, Srivstava, 2001). Authorisation of women automatically raises their education occasion such that they manage to do productive conclusions about their accession and the families (Kaliya, 2016).

Women economic authorisation defers from the procedure that women authority to be winners” to be self-independent brings about revenue from schemes against poverty (Elliot 2008). The strategy of authoring women it is a procedure that progressing women’s political benefits (Pam Rajput, 2001; Tiwari, 2001)

2.1.3 Stakeholders involmnet in Monitoring an Evaluation on woman empowerment

By referring to Nkuji et al., (2015) about participatory monitoring and appraising (PM&E) on engagement of stakeholders appraising of influences engagement on project, communal and institutes, wisdom and innovative perusing innovation in Africa- CIAT- Africa, Uganda, exploring the stakeholder duties and their attributes on establishment of project development. The suggestions in this research is recover of the distribution of product, and the consequence accounted for require to expand local gauges and project grade gauges.

It brings about extremely all-inclusive assistances of project view. In this procedure also generates features for measuring which normally difficult to quantify the results like authorising from the viewpoint of the communal either individual attended in project. Discussions that takeover between many stakeholders pursues the advancement procedures from perception of varied projects by stakeholders. Engagement of communities in progress of the project mainly focuses on signifying of them and paved the essentially in achieving continuous advancement of the project. Therefore, concept is that attendants may smoothly approve of their wellbeing and communal difficulties that intend which possibly have cavernous perception that can attribute on delineation objected of gaining (Benjamin, 2012).

Truly agreed the presence of stakeholders in creativeness which pursues for those with concerns in either one who exaggerated by decisions, there is occasion to signify the last results. Expectation of stakeholders for about related key roles on different grades of community worldwide. Their duties and correlation signify the efficiency of advancement interface. By referring to Wayne (2010) stated that it of great significance for stakeholder to engagement once organize the monitor and appraise approach.

The multi-sectoral approach comprises assigning some duties over stakeholder, it pursues studying authorization proprietorship and inspires advocacy between thespians attended (Kaliya, 2016). Mostly it’s of significance once considering the persistence to monitor and evaluate the way message in accessed for, investigated and hinderers the continuing designing the project by, (Wayne, 2010). About 22 comprising of stakeholders from the start-up of planning approach guarantee that the scheme comprises of stakeholders willing, and is thus great respective of their promises. Approach of participatory again develops and brings about the inspiration of stakeholders ownership in the project (Clarke, 2011).

<https://doi.org/10.53819/81018102t2216>

These are the critical aspects that attributes over on progressive of project and going concerns. Mostly stakeholders specifically recipients deeply need to approve outcomes of project. Consequently, the participatory approach brings about the variation in the individuals' perception and communal philosophy and customs, once the progressive of implementation procedures acquires communal members' judgement and examination of own values, principles, attitudes, and conducts. Approach of participatory brings about the perception on important approach of monitoring and appraising, depends for the development of capacity in activities (Clarke, 2011).

Developments acquire all competitiveness, cost of success by considering of outcomes. Mainly it bases on stakeholders to experience skills pursues one to attribute for their promising level. The involvement of stakeholders in taking of the right decision on about the how the what, and the why activities of organism. This model is important in authorizing of them and foremost, brings about presence and assists the involvement that signifies the number of stakeholders' classifications. Taherdoost (2016) found that the impact evaluation process especially the review and analysis of results, can significantly be improved through the participation of the target beneficiaries. He viewed that engagement of stakeholders is a serious technique and its supervision would be planned to eliminate momentous of making decision, the cause too much stakeholders engagement might bring about misunderstanding of profits (Goyder, 2012). Community's engagement in designing of monitoring and appraising techniques of advancement regulates what requires in appraising. It generates the matters comprises factors that hinders to appraise and aid to develop the inclusive inquiries. It comprises of gathering and examining data and collectively presenting the outcomes. Once the project respect the techniques that involved over the opening phase (Kahilu,2010).

Engagements of M&E encourage dialogues of bottommost grade and transfer the communities through inactive recipients over pre- energetic attendants, develops occasion that assists to signify the duties of schemes on the starting point of emphasised requirements definitely the terms (Robert,2010). Mostly, 23 information linked straight and steeply amongst the executors' objects, linked with the society entirely, recipients and sponsors. A parting of stakeholders in consultation over associated programs to monitoring and appraising frequently authorize them, at once encourages to attendance that essential on several groups investors, gains from monitoring and appraisal entirely acceptable and accurate evidence that essential for the workout (Guba & Lincoln, 2011).

Participation of stakeholder might be entrenchment of monitoring and appraising, and then must assimilate main stakeholders between the concerned entirely to guarantee the effectiveness of regulated technique (Wayne, 2010). Also Pamela, Joe and Nay (2013). Realised that perfect individuals involved in entire procedure, there might be a serious improvement of productivity and recommendations which actuality well apparent and accurate techniques pursuing and done on estimated period. Regardless of approved supervision of stakeholder significance, there is a gap in research thesis such as theoretical experience and evidence of empirical from different research projects that relate to the matter (Dubois and Gilbert, 2010). Till this time there is still gap in research mainly on the theoretical progress of stakeholder supervision tactics and frameworks so that perfectly supervise the stakeholder (Mark, Steven, Joris, 2017).

2.2 Research Gap

The As the above literature shows, a related study has been conducted worldwide and shows that there is experiencing of deficit in the practices of monitoring and appraising of woman authorisation. Studies show that there is a growing interest in monitoring and evaluation to

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show results and to be a decision-making and management tool. It brings out the experiences over different parts but mostly, it will tackle perception of the way monitoring and assessment worldwide respected tactics this been engaged to authorize women in tea estate of Rusiro adjusted and focus on the progressiveness and delivering of quality services. Thus examine monitoring and appraising uses and significance of authorizing women (Kaliya, 2016).

Remuneration system of employee inspires women by considering of the parts serving delivery urban either rural area, in care of occupation (stable or unstable, official or informal) again the earned amount of money. The link of women to be remunerated staffs authorize women once assisted, the authorization should not be started from superior. It should signify from bottom-most and rotate back to the superior, also it is obligation women to authorize themselves. Nevertheless, that it is of important to fund and accelerate from overhead (Deepti, 2006). The key aid women lack is appropriate knowledge experienced women expected to be competitive in service delivery, respecting of their privilege convince and grip the nation, foremost the competent responsible.

Authorizing of women should be the main target of every government. Policy of long term advancement for the government was imperfect due to inappropriate object of this segment and attaining accurate information concerned with women before approving of strategies. Authorizing of women it's isn't like providing for them quality education either opening up more occasion for women. It is necessary women to recognize the basis nearby gender equality and authorization of women it's the deliverance of perception behind economy, political, and social injustices in group (ILO, 2020).

2.3 Conceptual Framework

This part comprises of independent and dependent, independent variable facilitates the research object procedure which is stakeholder engagement, whereas authorization of women in the tea manufacturing of Rwanda it's a dependent variable. The relation between independent and dependent can be summarised can be summarised in figure below.

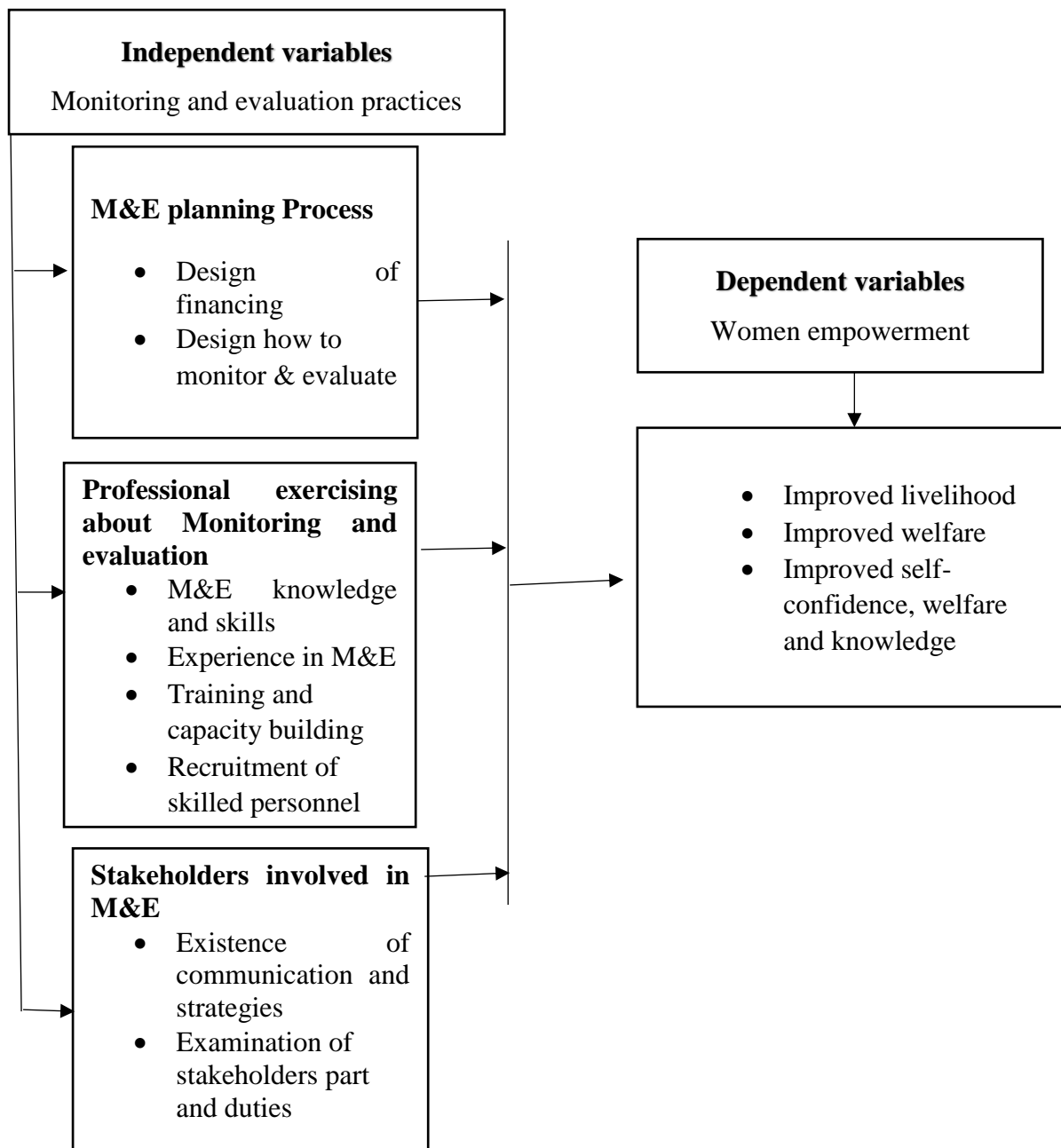


Figure 1: Conceptual framework, Source: Researcher, 2023

This figure 1 of conceptual framework shows that there is a relationship between the independent variable which is the Monitoring and Evaluation practices and dependent variable which is women empowerment. The independent variable is measured in terms of Monitoring and Evaluation planning, professional exercising about Monitoring and Evaluation as well as stakeholder’s involvement in Monitoring and Evaluation. Whereas dependent variable is measured in terms of improved livelihood, improved welfare and improved self-confidence, welfare and knowledge.

3. Materials and Methods

This chapter includes the research design, population and sample size, data collection methods, research procedures, data analysis, and presentation methods. It also discusses the ethical considerations of the study. This study is a descriptive survey design with quantitative and qualitative methods. Structured questionnaire was used during data collection. This method has been chosen because it is easy for the researcher to draw conclusions and the researcher can easily draw on the views of the respondents to reach conclusions and make recommendations.

Population is described as an entire group of people that the researcher wants to investigate. The participants of this study were drawn from daily Rwanda Mountain Tea staff including permanent workers and casual workers. That is 320 workers/employees of the total of 3190 employees of Rutsiro tea estate. The 178 respondents were selected randomly from Rutsiro tea estate permanent staff and casual workers.

The study forwarded the structured inquiries with scale of Likert to collect information. Inquiries had four segments, namely demographic characteristics, monitoring and evaluation practices, women's empowerment as well as the interview guide. The section on monitoring and evaluation practices included three subsections, namely the designing procedure, professional proficiency, and attendance of stakeholders. Approach included a sequence of open and closed questions. Under this research, inquiries definitely are major suitable and consistent assists to gather primary information. The researcher distributed the questionnaires to targeted respondents through physical distribution. Respondents were given sufficient time to return completed questionnaires to the researcher.

Exploration of data highlighted valuable consequences, conclusions and making of decision. The data gathered, was presented, coded and entered into statistical software. Statistical package for social science (SPSS) software version 26.0 was used as data analysis tool. Descriptive statistics such as frequencies, percentages, means and standard deviation were used to summarize the data gathered. Regressive analysis is an arithmetical technique which was applied over this research to establish correlation between project and appraisal authorizing of women. The reason the regression model was used is because it is efficiency in determining the impact of dependent variable on fluctuate in the sovereign variable. The research practices the following regression technique.

The regression equation is $Y = \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + e$, Where: Y = authorization of women, α =Constant term, β =Beta coefficients, X_1 = planning procedure, X_2 = Technical proficiency, X_3 = engagement of stakeholder and e = Error term. Research examined the significance of designing procedure technical expertise, and participation of stakeholder n authorization of women. There is acquire of accurate technique of each variable, enter the forecaster variable and consequences variable into normal regression approach. The coefficient X_1 , X_2 and X_3 were used to inform the study on non-zero linear relationship with Y . The study findings were shown by present in table, bar charts, graphs and pie charts.

Ethics is a set of acceptable standards governing the conduct of research and influencing the well-being of man. It is about making decisions, choosing the right or wrong behaviour of an individual (Kimberley, 2021). The study assured confidentiality, honesty, and inform consent in study methods, procedures, and presentation of results ensuring that there is no falsified or misrepresentation of data. The research eliminated bias in data analysis, data interpretation, and other aspects of the research. The study embraced the highest level of integrity, keeping promises and agreements, sincerity, and consistency of thought and action. There was

extreme due diligence with avoidance of careless errors and negligence especially during data collection.

4. Presentation of research findings

4.1.1 Effect of M&E planning to women empowerment

The first objective determined the effect of Monitoring and Evaluation planning to women empowerment in the tea industries of Rwanda. The detailed results are shown in the table 1.

Table 1: Effect of M&E planning to women empowerment

Statement	SD		D		Not sure		A		SA		Total		
	N	%	N	%	N	%	N	%	N	%	N	Mean	Sd
Every year the Estate provides support over monitoring and appraising	0	0	3	2.9	8	4.7	95	55.9	67	39.4	170	4.35	0.568
The Estate program plan comprises M&E procedure of planning	0	0	0	0	0	0	95	55.9	75	44.1	170	4.44	0.498
Procedure of planning aid to approximate costs of the resource needed over M&E	0	0	0	0	0	0	84	49.4	86	50.6	170	4.51	0.501
The Estate program pursues to advance on mechanism control to maintain activities on program	0	0	0	0	12	7.1	78	45.9	80	47.1	170	4.40	0.619
Procedure of planning assist in making of decisions by the period of execution	0	0	0	0	7	4.1	99	58.2	64	37.6	170	4.34	0.554
The planning process is well detailed and utilized	0	0	10	5.9	6	3.5	95	55.9	59	34.7	170	4.19	0.764
Overall Mean												4.37	

Source: Primary data (2023)

SD: Strongly Disagree, D: Disagree, A: Agree, SA: Strongly Agree

Table 1 presents the results of the first objective of this study of determining the effect of monitoring and evaluation planning to women empowerment in the tea industries of Rwanda. The data was analyzed, out of 170 respondents, on every year the state provides support over monitoring and appraising, the 2.9% disagreed, 4.7% were not sure, 55.9% agreed and 39.4% strongly agreed that every year the state provides the support over monitoring and appraising. On the state program plan comprises M&E procedure of planning, 55.9% agreed, and 44.1% strongly agreed that the state program comprises the M&E procedure of planning. On procedure of planning aid to approximate costs of the resource needed over M&E, 49.4% agreed, and 50.6% strongly agreed. On the estate program pursues to advance on mechanism control to maintain activities on program, 7.1% were not sure, 45.9% agreed, and 47.1% strongly agreed. On procedure of planning assist in making of decisions by the period of execution, 4.1% were not sure, 58.2% agreed and 37.6% strongly agreed. On the planning process is well detailed and utilized, the 5.9% disagreed, 3.5% were not sure, 55.9% agreed,

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and 34.7% strongly agreed. The overall means of results was 4.37 that was between agree (4) and strongly agree (5), it indicates that the Monitoring and Evaluation planning affects the women empowerment in the tea industries at significant level. Women empowerment simply means increasing educational opportunities of women so that they are able to make meaningful decisions about themselves and their families (Pathak, 2003).

4.1.2 Effect of technical proficiency of M&E in women empowerment

The second objective was to establish the effect of technical proficiency of Monitoring and Evaluation in women empowerment in the tea industries of Rwanda. The detailed results are shown in the table 2.

Table 2: Effect of technical proficiency of M&E in women empowerment

Statement	SD		D		Not sure		A		SA		Total		
	N	%	N	%	N	%	N	%	N	%	N	Mean	Sd
Rutsiro Estate provides teaching for workers such that gains technical knowledge signifies M&E system	1	0.6	6	3.5	10	5.9	98	57.6	55	32.4	170	4.18	0.741
The major determinant on about perfect M&E is technical expertise	0	0	0	0	0	0	78	45.9	92	54.1	170	4.54	0.500
In Rutsiro Estate recognizes personal experience to proceed about duties of M&E	0	0	0	0	16	9.4	82	48.2	72	42.4	170	4.33	0.642
Provision of teaching imposed in order to gain and to guarantee the perfect knowledge to carry M&E duties	0	0	0	0	0	0	88	51.8	82	48.2	170	4.48	0.501
Overall Mean												4.38	

Source: Primary data (2023)

SD: Strongly Disagree, D: Disagree, A: Agree, SA: Strongly Agree

Table 2 presents the results of second objective of this study of establishing the effect of technical proficiency of Monitoring and Evaluation in women empowerment in the tea industries of Rwanda. The data was analyzed, out of 170 respondents, on Rutsiro Estate provides teaching for workers such that gain technical knowledge signifies M&E system, the 0.6% strongly disagreed, 3.5% disagreed, 5.9% were not sure, 57.6% agreed and 32.4% strongly agreed that Estate provided teaching for workers such that gain technical knowledge signifies M&E system. On the major determinant on about perfect M&E was technical expertise, 45.9% agreed, and 54.1% strongly agreed.

On in Rutsiro Estate recognized personal experience to proceed about duties of M&E the 9.4% were not sure, 48.2% agreed, and 42.4% strongly agreed. On the provision of teaching imposed in order to gain and guarantee the perfect knowledge to carry M&E duties, 51.8% agreed, and 48.2% strongly agreed. The overall means of results was 4.38 that was between

agree (4) and strongly agree (5), it showed that the technical proficiency was significantly applied during monitoring and evaluation for empowering women in the tea industries of Rwanda. The study done by Musamba (2013) reviewed project technical capability in making of appraisal, analysing the degree at which human capital attends in the procedures of making strategies and incentive in order to oppose administrative conclusions which beyond the elements on how M&E uses over experience that gained noticed and also apparent as well.

4.1.3 Influence of stakeholders' involvement in M&E to women empowerment

The third objective was to determine the influence of stakeholders' involvement in Monitoring and Evaluation to women empowerment in the tea industries of Rwanda. The detailed results are shown in the table 3.

Table 3: Influence of stakeholders' involvement in M&E to women empowerment

Statement	SD		D		Not sure		A		SA		Total		
	N	%	N	%	N	%	N	%	N	%	N	Mean	Sd
Examining of stakeholder done to guarantee that all stakeholders engaged in system of estate monitoring	0	0	0	0	0	0	126	74.1	44	25.9	170	4.26	0.439
Response of stakeholder is well gathered and examined for accomplishment	0	0	0	0	0	0	103	60.6	67	39.4	170	4.39	0.490
Provision policy for communication imposed to pursues the information flow	0	0	11	6.5	12	7.1	86	50.6	61	35.9	170	4.16	0.817
Engagement of stakeholders imitates communities' wants and accelerates society awareness on M&E execution	0	0	9	5.3	0	0	84	49.4	77	45.3	170	4.35	0.740
This pursues stakeholders to signify the product approval depends over their willingness	0	0	0	0	5	2.9	124	72.9	41	24.1	170	4.21	0.477
Overall Mean												4.27	

Source: Primary data (2023)

SD: Strongly Disagree, D: Disagree, A: Agree, SA: Strongly Agree

Table 3 presents the results of the third objective of this study of determining the influence of stakeholders' involvement in Monitoring and Evaluation to women empowerment in the tea industries of Rwanda. The data was analyzed, out of 170 respondents, on examining of stakeholder done to guarantee that all stakeholders engaged in system of Estate monitoring, the 74.1% agreed and 25.9% strongly agreed that examining of stakeholder done to guarantee that all stakeholders engaged in system of Estate monitoring. On the response of stakeholder

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was well gathered and examined for accomplishment, 60.6% agreed, and 39.4% strongly agreed. On provision policy for communication imposed to pursues the information flow, the 6.5% disagreed, the 7.1% were not sure, 50.6% agreed, and 35.9% strongly agreed. On the engagement of stakeholders imitates communities’ wants and accelerates society awareness on M&E execution, the 5.3% disagreed, 49.4% agreed, and 45.3% strongly agreed. On the Estate pursues stakeholders to signify the product approval depends over their willingness, the 2.9% were not sure, 72.9% agreed, and 24.1% strongly agreed. The overall means of results was 4.27 that was between agree (4) and strongly agree (5), it significantly showed that takeholders’ involvement influenced in monitoring and evaluation to women empowerment in the tea industries of Rwanda. The participatory monitoring and appraising (PM&E) on engagement of stakeholders appraising of influences engagement on project, communal and institutes, wisdom and innovative perusing innovation (Nkuji; et al, 2015).

4.2.4 Women empowerment in the tea industries

The women empowerment refers to the process in which women increase their business skills, women entrepreneurship development, accessing education, being motivated, self - interests and morale to become more involved in national development programmes (Pam Rajput, 2001; Tiwari, 2001). In this study, researcher analysed the indicators of dependant variable of women empowerment in the tea industries. The detailed results presented in table 4.

Table 4: Women empowerment in the tea industries

Statement	SD		D		Not sure		A		SA		Total		
	N	%	N	%	N	%	N	%	N	%	N	Mean	Sd
Social integration	0	0	0	0	0	0	98	57.6	72	42.4	170	4.42	0.496
Economic empowerment	0	0	0	0	0	0	82	48.2	88	51.8	170	4.52	0.501
Entrepreneurship development	0	0	0	0	0	0	125	73.5	45	26.5	170	4.26	0.442
Business skill	0	0	0	0	0	0	93	54.7	77	45.3	170	4.45	0.499
Start-up capital	8	4.7	8	4.7	8	4.7	114	67.1	32	18.8	170	3.91	0.918
Administrative position in the community	0	0	0	0	0	0	120	70.6	50	29.4	170	4.29	0.457
Access to education	0	0	0	0	0	0	131	77.1	39	22.9	170	4.23	0.422
Affordability of care service	0	0	7	4.1	7	4.1	121	71.2	35	20.6	170	4.08	0.639
Productive employment	0	0	0	0	0	0	109	64.1	61	35.5	170	4.36	0.481
Overall Mean												4.28	

Source: Primary data (2023)

SD: Strongly Disagree, D: Disagree, A: Agree, SA: Strongly Agree

Table 4 presents the results of the dependant variables of this study of women empowerment in the tea industries of Rwanda. The data of data on different indicators which influence the women empowerment were analyzed as follow, out of 170 respondents, on social integration, the 57.6% agreed and 42.4% strongly agreed that social integration empowers the women. On the economic empowerment, 48.2% agreed, and 51.8% strongly agreed. On entrepreneurship development, the 73.5% agreed, and 26.5% strongly agreed. On the business skills, the 54.7% agreed, and 45.3% strongly agreed.

On the start-up capital, the 4.7% strongly disagreed, 4.7% disagreed, 4.7% were not sure, 67.1% agreed, and 18.8% strongly agreed. On administrative position in the community, the 70.6% agreed, and 29.4% strongly agreed. On access to education, the 77.1% agreed, and 22.9% strongly agreed. On affordability of care service, the 4.1% disagreed, 4.1% were not sure, 71.2% agreed, and 20.6% strongly agreed. On productive empowerment, the 64.1% agreed, and 35.5% strongly agreed.

The overall means of results was 4.28 that was between agree (4) and strongly agree (5), it significantly indicated that the most respondents agreed that these indicators empower the women in the tea industries of Rwanda. Women empowerment can be considered as a sequences that women step up form one level to another where all autocrat and burdened balances, politically and economically (Chattopadhyay 2005).

Table 5: Relationship between M&E practices and women empowerment
Correlations

		Effect of M&E planning	Effect of technical proficiency of M&E	Influence of stakeholders' involvement in M&E	Women empowerment
Effect of M&E planning	Pearson Correlation	1			
	Sig. (2-tailed)				
	N	170			
Effect of technical proficiency of M&E	Pearson Correlation	.902**	1		
	Sig. (2-tailed)	.000			
	N	170	170		
Influence of stakeholders' involvement in M&E	Pearson Correlation	.915**	.849**	1	
	Sig. (2-tailed)	.000	.000		
	N	170	170	170	
Women empowerment	Pearson Correlation	.956**	.857**	.959**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	170	170	170	170

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

Source: Primary data (2023)

Table 5 presents the relationship between the monitoring & evaluation practices and women empowerment in the tea industries of Rwanda, a case study of Rwanda Mountain Tea, Rutsiro Tea Estate. The factors of monitoring & evaluation taken were; effect of M&E planning, effect of technical proficiency of M&E, and influence of stakeholders' involvement in M&E. The Statistical Product for Service Solutions (SPSS) software version 21 was used to determine the pearson coefficients. The pearson coefficients correlation are between -1 to 1 whereby -1 to 0 presents negative correlation and 0 to 1 presents positive correlation. From -1 to -0.5 indicates high negative & from -0.5 to 0 indicates low negative correlation, and from 0 to 0.5 indicates low positive & from 0.5 to 1 indicates high positive correlation. According to the results, the correlation between (effect of M&E planning, effect of technical proficiency of M&E, and influence of stakeholders' involvement in M&E) and women empowerment was .956**, .857**, and .959** respectively. It was presented that there was a high

correlation and statistically significant relationship between between the monitoring & evaluation practices and women empowerment in the tea industries of Rwanda, a case study of Rwanda Mountain Tea, Rutsiro.

Table 6: Model Summary of M&E practices and women empowerment

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.980 ^a	.959	.959	.174

a. Predictors: (Constant), Influence of stakeholders' involvement in M&E, Effect of technical proficiency of M&E, Effect of M&E planning

Source: Primary data (2023)

Table 6 presents the model summary of M&E practices and women empowerment, the results indicated that the R Square=.959. It was clear that the 95.9% of all variables of women empowerment can be explained by one's of all variables of monitoring & evaluation practices in the mountain tea, Rutsiro, Rwanda.

Table 7: ANOVA^a of M&E practices and women empowerment

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	119.541	3	39.847	1308.897	.000 ^b
	Residual	5.054	166	.030		
	Total	124.594	169			

a. Dependent Variable: Women empowerment

b. Predictors: (Constant), Influence of stakeholders' involvement in M&E, Effect of technical proficiency of M&E, Effect of M&E planning

Source: Primary data (2023)

Table 7 presents the ANOVA^a of M&E practices and women empowerment. The results indicated that the variables were statistically significant with F=1308.897 and P-value =.000^b, it indicated that there was a significant relationship between the M&E practices and women empowerment in the tea industries of Rwanda, a case study of Rwanda Mountain Tea, Rutsiro.

Table 8: Coefficients^a of M&E practices and women empowerment

Model	Coefficients ^a				Sig.
	Unstandardized Coefficients		Standardized Coefficients	t	
	B	Std. Error	Beta		
(Constant)	-.442	.105		-4.213	.000
Effect of M&E planning	.594	.051	.559	11.649	.000
Effect of technical proficiency of M&E	-.137	.052	-.097	-2.639	.009
Influence of stakeholders' involvement in M&E	.643	.047	.530	13.566	.000

a. Dependent Variable: Women empowerment

Source: Primary data (2023)

Table 8 presents the constant coefficients of independent variables of M&E practices. It was statistically significant since P-value was less than 0.05. The results indicated that effect of

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M&E planning was statistically significant with P-value =.000, the effect of technical proficiency of M&E was statistically significant with P-value =.009, the influence of stakeholders' involvement in M&E was statistically significant with P-value =.000

4.2.5 Results of Interview Guide to senior Staff of Rutsiro tea estate

The interview guide was directed to the senior staff of Rutsiro tea estate. Researcher explored the monitoring and evaluation practices and women empowerment in the tea industries of Rwanda, a case of Rwanda Mountain Tea at Rutsiro tea estate. Some questions were directed to the 5 senior staffs of estate. On the M&E practices applied by factory in women empowerment, almost of them said that following practices were applied; they responded that the effective Monitoring and Evaluation practices are essential for promoting women's empowerment in factory. They enable organizations to track progress, learn from experiences, and continually improve their initiatives to create a more inclusive and empowering workplace for women. The following practices were applied; Capacity Building, this used to evaluate the impact of training and capacity-building programs on women's skills and knowledge.; Longitudinal Analysis, this used to monitor changes over time to identify trends and patterns in women's empowerment. Longitudinal analysis can help assess the sustainability of initiatives. Impact Assessment, this for evaluating the broader societal impact of women's empowerment in factories, such as its effect on the local community and the well-being of families.; Performance Tracking, this used to monitor the progress of women in various areas, such as economic opportunities, leadership roles, skill development, and work-life balance. Track changes in income, employment status, and participation in decision-making processes.; Periodic Reviews used to conduct regular reviews of empowerment programs to assess their effectiveness and make necessary adjustments. This should involve stakeholders, including factory management, women employees, and external partners.

On the effect of monitoring and evaluation planning in women empowerment in Rutsiro Tea Estate, the common effects were shared, briefly they responded that M&E planning is a critical component of women's empowerment initiatives, as it helps organizations track progress, make data-driven decisions, adapt strategies, and ultimately achieve more meaningful and sustainable results in advancing the status and opportunities of women in various settings, including factories, workplaces, and improving the families life being in communities. On the effect of technical expertise of monitoring and evaluation on women empowerment in Rutsiro tea factory, they indicated that the technical expertise of M&E professionals is crucial for ensuring that women's empowerment initiatives in factories are well-designed, efficiently implemented, and capable of producing meaningful results. Their knowledge and skills contribute to the accuracy of data, the effectiveness of programs, and the overall success of efforts to empower women in the workplace.

On the specific women empowerment program in Rutsiro Tea factory and how is this program performing, they responded that the following women empowerment were initiated in Rutsiro Tea Factory; Economic empowerment applied to enhance the economic well-being of female factory workers by improving their job skills, income, and financial literacy.; Leadership development for promoting female leadership and participation in decision-making processes within the factory.; and gender equality for creating a more inclusive and gender-sensitive workplace by addressing gender-based discrimination and bias. Women empowerment merely means increasing awareness opportunities of women so that they are able to make meaningful decisions about themselves, factories and their families (Pathak 2003).

5.1 Conclusion

In conclusion, the statistics in Rwanda shows that women have efficiency portion that contribute to the government economy most especially in the agro industries their portion counts for 79% on labour market. The tea plantation is among top cash export, particularly some women that works in tea plantation are young ones. And also some of these young women are gravidity, breastfeeding, or are imminent mothers (UNICEF Rwanda, July 2018). The data of the monitoring & evaluation practices and women empowerment in the tea industries of Rwanda, a case of Rwanda Mountain Tea, Rutsiro Tea Estate, the study concluded that the Monitoring and Evaluation planning affects the women empowerment in the tea industries at significant level. The results indicated that effect of M&E planning was statistically significant with P-value =.000, the relationship between effect of M&E planning and women empowerment was .956** which presented that there was a statistically significant relationship between between the effect of M&E planning and women empowerment in the tea industries of Rwanda, a case of Rwanda Mountain Tea, Rutsiro Tea Estate.

The results indicated that the effect of technical proficiency of M&E was statistically significant with P-value =.009, and the relationship between effect of technical proficiency of M&E and women empowerment was .857**. It was concluded that there was a statistically significant relationship between between the technical proficiency of M&E and women empowerment.

The results indicated that the influence of stakeholders' involvement in M&E was statistically significant with P-value =.000, and the relationship between influence of stakeholders' involvement in M&E and women empowerment was .959**, It was concluded that there was a statistically significant relationship between between the stakeholders' involvement in M&E and women empowerment in the tea industries of Rwanda, a case study of Rwanda Mountain Tea, Rutsiro.

5.2 Recommendations

Based on the research findings, several recommendations are proposed: To the tea industries of Rwanda, particularly Rwanda Mountain Tea, Rutsiro, it is advisable to enhance collaborative efforts with stakeholders to strengthen and expand strategies aimed at promoting women's empowerment within the tea sector.

Stakeholders are encouraged to sustain and further augment their involvement in various women empowerment programs within Rwanda's tea industries, ensuring continued support for initiatives that enhance the role and well-being of women in this sector.

The National Agricultural Export Development Board is urged to establish enabling policies focused on advancing women's empowerment. Additionally, it is recommended that the board consistently provide professional funding opportunities for women, facilitating their increased participation and engagement within the tea industry. These measures can effectively promote gender inclusivity and socioeconomic growth within the sector.

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