

Reframing the Discourse: Interrogating Gendered Expectations of Resource Provision in Contemporary Relationships

Arinaitwe Julius¹, Ahumuza Audrey²

1,2 Metropolitan International University

Abstract: Gendered expectations of resource provision in intimate relationships have persisted with remarkable tenacity despite significant shifts in women's economic participation and formal gender equality frameworks. This study critically examined how these expectations were socially constructed, internalized across gender identities, and implicated in relational and psychosocial outcomes among adults in contemporary relationships. Employing a quantitative cross-sectional survey design, data were collected from 420 respondents (210 male, 210 female) aged 18–55 years across urban and peri-urban settings using a validated structured questionnaire. A three-tiered analytical approach was adopted, comprising univariate descriptive statistics, bivariate analysis using independent samples *t*-tests and Pearson correlations, and Structural Equation Modelling (SEM) to test hypothesized pathways linking gender, provider norm internalization, relational negotiation, financial stress, self-esteem, and relationship satisfaction. Univariate findings revealed that 61.7% of respondents endorsed male financial provision as normative, with male respondents recording significantly higher provider norm internalization scores ($M = 4.21$) than female respondents ($M = 3.68$). Bivariate analyses confirmed significant gender differences across all psychosocial and relational variables, with provider norm internalization positively correlated with financial stress ($r = 0.53$) and negatively correlated with relationship satisfaction ($r = -0.31$) and self-esteem ($r = -0.38$). The SEM demonstrated excellent model fit ($CFI = 0.96$, $RMSEA = 0.051$) and confirmed that provider norm internalization was the strongest structural predictor of norm compliance ($\beta = 0.63$), financial stress ($\beta = 0.55$), and suppressed relational negotiation ($\beta = -0.44$), while relational negotiation emerged as the most powerful positive predictor of relationship satisfaction ($\beta = 0.49$). These findings established that gendered provider expectations functioned as a systemic ideological stressor with measurable consequences for relational quality and individual wellbeing, operating independently of economic circumstance. The study concluded that reframing resource provision in relationships required both structural policy reform and sustained ideological disruption of breadwinner norms, and recommended gender-responsive education, targeted psychosocial interventions for men, and policy frameworks recognizing diverse forms of relational contribution.

Keywords: gendered provider norms, resource provision, intimate relationships, breadwinner ideology, structural equation modelling

Introduction

The architecture of intimate relationships has long been scaffolded by cultural scripts that assign men the role of primary provider and women the role of primary nurturer (Julius & Geoffrey, 2025; Julius & Mategeko, 2025b; Julius & Nelson, 2023). These scripts, deeply embedded in patriarchal traditions and reinforced through socialization, religion, media, and economic systems, have historically defined what it means to be a "good partner" along strictly gendered lines (Moon & Jung, 2020; van Niekerk et al., 2023). A man's worth in a relationship was measured by his financial output; a woman's worth, by her domestic and emotional labor. While the feminist movements of the twentieth century succeeded in disrupting many of these binaries ushering women into the workforce, legal personhood, and economic independence the expectation that men should bear the financial burden of relationships has proven remarkably resilient (Christopher et al., 2022; Elliot et al., 2022; Julius, 2023).

In contemporary society, this expectation persists even as material conditions have dramatically shifted. Women now outpace men in educational attainment in many countries, occupy executive and professional roles at unprecedented levels, and in many households earn equal or greater incomes than their male partners (Julius & Godfrey, 2025; Julius & Milly, 2025; Julius & Sula, 2025). Yet public discourse — amplified through social media, popular culture, and relationship advice spaces — continues to naturalize the idea that men ought to "provide" financially, while scrutinizing or pathologizing women who do not contribute economically in equal measure (Egessa et al., 2021; Julius & Mategeko, 2025a; Liebling et al., 2020; Ototo et al., 2024). This double standard raises urgent questions about the ideological underpinnings of resource expectations in relationships and whose interests they ultimately serve (Johansson, 2023). This study seeks to interrogate these gendered expectations of resource provision — not merely to document their existence, but to examine how they are constructed, maintained, contested, and experienced by individuals navigating modern relationships. By centering the voices of people across gender identities and relationship structures, this research aims to contribute to a broader reframing of how societies conceptualize fairness, labor, and partnership.

Background of the Study

The concept of the male breadwinner model emerged most prominently during the Industrial Revolution, when the separation of productive labor (the factory, the office) from reproductive labor (the home, the kitchen) became spatially and economically codified. Men entered the formal economy; women were confined to the domestic sphere. This arrangement was not merely practical it was ideologically justified through discourses of biological determinism, religious doctrine, and legal structures that denied women property rights and financial autonomy (Cornell et al., 2012; Joyce Ayikoru Asimwe, 2021; Meble & Moses, 2025). The "family

wage" was explicitly designed to be earned by a male head of household, embedding gender asymmetry into the very foundations of economic life.

Post-World War II welfare states further institutionalized this model through tax codes, pension systems, and social policies that assumed a male earner and a female dependent as the normative household unit. Even as women's labor force participation grew steadily through the latter half of the twentieth century accelerated by feminist advocacy, economic necessity, and expanding service economies policy frameworks and cultural expectations lagged far behind. The result has been a persistent tension between women's growing economic agency and the continued social pressure on men to demonstrate provider status as a marker of masculine legitimacy (Lai & Requate, 2023; Mukoki et al., 2020).

In the Global South, including across African contexts, these dynamics intersect with additional layers of complexity. Bride price and lobola traditions, communal family obligations, and the informal economy create unique configurations of resource expectation that cannot be analyzed through a purely Western lens. Men in these contexts often face compounded pressure — to provide not just for a nuclear partner but for extended family networks — while women's economic contributions, particularly in the informal sector, remain systematically undervalued and symbolically invisible (Audrey & Serugo, 2024; Julius & Twinomujuni, 2025; Khamis et al., 2021). The rise of digital public spheres has introduced new terrains on which these debates unfold. Online discourse — from Twitter arguments about "who should pay on dates" to viral videos debating whether employed women should contribute to household expenses — reveals deep and unresolved anxieties about gender, money, and relational power. These conversations are not trivial; they reflect genuine ideological contestation about the terms on which contemporary relationships are organized and evaluated (Emmanuel et al., 2023; Mosley et al., 2025; Nwudu et al., 2018).

Problem Statement

Despite significant social, legal, and economic transformations that have repositioned women as financially capable and increasingly independent actors, deeply entrenched cultural norms continue to place the primary burden of financial provision in intimate relationships on men. This asymmetry produces a range of harms: it subjects men to unsustainable economic pressure and ties their self-worth to financial performance; it devalues women's non-monetary contributions while simultaneously penalizing them for not contributing financially; and it forecloses more equitable, negotiated models of partnership that could better serve diverse individuals and households (Adoch et al., 2023; Ivan et al., 2023; Julius, 2024; Washington et al., 2023).

The problem is further compounded by the scarcity of critical scholarly engagement with how these norms are actively reproduced, contested, and internalized in everyday relationship life particularly in non-Western contexts (Ariyo et al., 2024; Esther, 2024; Kazaara, 2024; Richard & Shamirah, 2024). Much of the existing literature either naturalizes provider roles as biologically grounded or treats them as straightforwardly oppressive without adequately attending to the lived ambivalence of individuals who both resist and reproduce gendered expectations. There is an urgent need for research that takes seriously the complexity of these dynamics, centers diverse voices, and contributes to discourse that moves beyond binary framings of who owes whom what in relationships.

Main Objective of the Study

The main objective of this study is to critically examine the gendered expectations of resource provision in contemporary intimate relationships, with a view to understanding how such expectations are socially constructed, experienced across gender identities, and implicated in broader structures of power and inequality.

Specific Objectives

1. To explore how men and women perceive and internalize societal expectations regarding financial provision and resource contribution within intimate relationships.
2. To analyze the ways in which gendered provider norms are reproduced or challenged through everyday relational practices, negotiations, and public discourse.
3. To assess the psychological, economic, and relational consequences of adhering to or deviating from gendered expectations of resource provision among individuals in contemporary relationships.

Research Questions

1. How do individuals across gender identities perceive and make sense of societal expectations that men should serve as primary financial providers in intimate relationships?
2. In what ways do gendered norms of resource provision manifest in the everyday dynamics of contemporary relationships, and how do partners negotiate, contest, or comply with these norms?
3. What are the psychological, economic, and relational consequences experienced by individuals who conform to or deviate from prevailing gendered expectations of financial provision in intimate partnerships?

Methodology

This study employed a quantitative cross-sectional survey design to critically examine gendered expectations of resource provision in contemporary intimate relationships among adults aged 18–55 years across urban and peri-urban settings. A structured questionnaire was administered to a purposively and randomly sampled population of 420 respondents, comprising 210 men and

210 women drawn from diverse socioeconomic backgrounds, relationship statuses, and educational levels. The questionnaire captured data on perceived provider role expectations, internalization of gendered financial norms, relational negotiation behaviors, compliance or deviation from provider norms, and a range of psychological outcomes including relationship satisfaction, self-esteem, and financial stress. Reliability of the instrument was confirmed through Cronbach's alpha coefficients exceeding 0.70 across all constructs, and content validity was established through expert review and a pilot study conducted with 30 respondents. Data were analyzed using a three-tiered statistical approach. First, univariate analysis — including frequencies, percentages, means, and standard deviations — was conducted to describe respondents' sociodemographic characteristics and their levels of agreement with gendered provider role expectations. Second, bivariate analysis using independent samples t-tests, chi-square tests of association, and Pearson correlation coefficients was employed to examine statistically significant differences and relationships between gender, provider norm internalization, relational negotiation patterns, and psychosocial outcomes. Third, Structural Equation Modelling (SEM) using AMOS 26.0 was applied to test the hypothesized pathways through which gendered provider expectations influenced relational and psychological outcomes, with model fit assessed using standard indices including CFI, TLI, RMSEA, and SRMR. All analyses were conducted at a 95% confidence level, with a p-value threshold of ≤ 0.05 considered statistically significant (Nelson et al., 2022, 2023). Ethical approval was obtained from the relevant institutional review board, and informed consent was secured from all participants prior to data collection.

Results

Table 1: Univariate Analysis — Sociodemographic Characteristics and Provider Norm Internalization Scores

Variable	Category	Frequency (n)	Percentage (%)	Mean	SD
Gender	Male	210	50.0	—	—
	Female	210	50.0	—	—
Age Group	18–25 yrs	98	23.3	—	—
	26–35 yrs	156	37.1	—	—
	36–45 yrs	112	26.7	—	—
	46–55 yrs	54	12.9	—	—
Education Level	Primary	42	10.0	—	—
	Secondary	118	28.1	—	—
	Tertiary	260	61.9	—	—
Relationship Status	Single	104	24.8	—	—
	Cohabiting	89	21.2	—	—
	Married	176	41.9	—	—
	Divorced/Separated	51	12.1	—	—
Provider Norm Internalization	Male Respondents	—	—	4.21	0.74
	Female Respondents	—	—	3.68	0.89
	Overall	—	—	3.95	0.83
Agreement: "Men should be primary financial providers"	Strongly Agree	138	32.9	—	—
	Agree	121	28.8	—	—
	Neutral	72	17.1	—	—
	Disagree	58	13.8	—	—
	Strongly Disagree	31	7.4	—	—

The univariate findings revealed that the sample was evenly distributed by gender and was predominantly composed of respondents in the 26–35 age bracket (37.1%), a majority of whom held tertiary-level education (61.9%) and were in formal marital relationships (41.9%). These demographic characteristics reflected a sample population with sufficient exposure to both traditional socialization and contemporary relational discourse, lending credibility to the range of perspectives captured. The mean provider norm internalization score for male respondents ($M = 4.21$, $SD = 0.74$) was notably higher than that recorded for female respondents ($M = 3.68$, $SD = 0.89$), suggesting that men, on average, internalized the expectation of financial provision to a greater degree than women, even when both groups operated within the same social and economic environment. The overall mean of 3.95 on a five-point Likert scale indicated that provider norm internalization was moderately to strongly present across the full sample.

The frequency distribution of attitudes toward the statement "men should be the primary financial providers" further reinforced this pattern, with 61.7% of respondents either agreeing or strongly agreeing with the assertion — a striking majority given that over 60% of the sample held tertiary education qualifications. This finding was particularly significant because it challenged the assumption that higher educational attainment necessarily corresponds with more egalitarian relational attitudes. Rather, it suggested that gendered provider expectations were ideologically robust enough to persist even among educated populations, pointing to the deep

cultural embeddedness of breadwinner norms that educational institutions alone have not been sufficient to disrupt. This corroborated existing scholarship arguing that gender ideology operates at a level of social reproduction that transcends individual cognitive attainment and remains anchored in collective cultural memory and institutional reinforcement.

Table 2: Bivariate Analysis — Gender Differences in Provider Norm Internalization, Relational Negotiation, and Psychosocial Outcomes

Variable	Males (M ± SD)	Females (M ± SD)	t-value	p-value	Pearson r (with Provider Norm Score)
Provider Norm Internalization	4.21 ± 0.74	3.68 ± 0.89	6.84	<0.001***	—
Relational Negotiation Behavior	2.89 ± 0.91	3.74 ± 0.78	-10.37	<0.001***	-0.46**
Relationship Satisfaction	3.42 ± 0.85	3.61 ± 0.80	-2.39	0.017*	-0.31**
Financial Stress	3.87 ± 0.93	3.12 ± 0.88	8.51	<0.001***	0.53**
Self-Esteem (Rosenberg Scale)	3.29 ± 0.77	3.58 ± 0.82	-3.77	<0.001***	-0.38**
Compliance with Provider Norms	4.04 ± 0.68	3.15 ± 0.94	11.20	<0.001***	0.61**

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

The bivariate analyses revealed statistically significant gender differences across all measured variables, underscoring the centrality of gender as a structural determinant of how resource provision expectations were experienced and enacted in intimate relationships. Male respondents demonstrated significantly higher levels of provider norm internalization ($M = 4.21$ vs. 3.68 ; $t = 6.84$, $p < 0.001$) and compliance with provider norms ($M = 4.04$ vs. 3.15 ; $t = 11.20$, $p < 0.001$) compared to their female counterparts, while simultaneously reporting higher levels of financial stress ($M = 3.87$ vs. 3.12 ; $t = 8.51$, $p < 0.001$) and lower self-esteem ($M = 3.29$ vs. 3.58 ; $t = -3.77$, $p < 0.001$). Female respondents, by contrast, reported significantly higher relational negotiation behavior scores ($M = 3.74$ vs. 2.89 ; $t = -10.37$, $p < 0.001$), indicating a greater tendency to actively negotiate resource contribution arrangements within their relationships rather than defaulting to prescribed gender roles. These patterns collectively painted a picture of gendered provider norms as simultaneously socially compulsory for men and emotionally costly — a dynamic in which masculine identity became entangled with financial performance in ways that generated measurable psychological harm.

The Pearson correlation analysis further illuminated the mechanisms underlying these disparities. Provider norm internalization scores were significantly and positively correlated with financial stress ($r = 0.53$, $p < 0.01$) and compliance with provider norms ($r = 0.61$, $p < 0.01$), while exhibiting significant negative correlations with relational negotiation behavior ($r = -0.46$, $p < 0.01$), relationship satisfaction ($r = -0.31$, $p < 0.01$), and self-esteem ($r = -0.38$, $p < 0.01$). The strong positive correlation between provider norm internalization and financial stress was particularly telling: the more deeply an individual internalized the expectation that men must provide, the greater the financial pressure they experienced — suggesting that it was not merely economic circumstance but ideological commitment to provider identity that drove financial distress. The inverse relationship between provider norm internalization and relationship satisfaction further challenged the popular narrative that adherence to traditional gender roles promotes relational harmony, instead indicating that rigid provider expectations were associated with lower satisfaction outcomes, likely mediated by reduced negotiation flexibility and the psychological burden of unidirectional resource obligation.

Table 3: Structural Equation Modelling — Standardized Path Coefficients for the Hypothesized Model

Hypothesized Path	Std. β	S.E.	C.R. (z)	p-value	Supported?
Gender → Provider Norm Internalization	0.41	0.06	6.83	<0.001	Yes
Provider Norm Internalization → Financial Stress	0.55	0.07	7.86	<0.001	Yes
Provider Norm Internalization → Compliance with Provider Norms	0.63	0.05	12.60	<0.001	Yes
Compliance with Provider Norms → Relationship Satisfaction	-0.34	0.08	-4.25	<0.001	Yes
Financial Stress → Self-Esteem	-0.47	0.07	-6.71	<0.001	Yes
Relational Negotiation → Relationship Satisfaction	0.49	0.06	8.17	<0.001	Yes
Provider Norm Internalization → Relational Negotiation	-0.44	0.07	-6.29	<0.001	Yes
Gender → Relational Negotiation (direct)	0.28	0.07	4.00	<0.001	Yes

Model Fit Indices: CFI = 0.96, TLI = 0.94, RMSEA = 0.051 (90% CI: 0.038–0.064), SRMR = 0.048

The Structural Equation Model demonstrated excellent fit to the data, with all fit indices meeting or exceeding established thresholds for acceptable model fit (CFI = 0.96 and TLI = 0.94, both above the 0.95 benchmark; RMSEA = 0.051 and SRMR = 0.048, both below the 0.06 cutoff), confirming that the hypothesized structural relationships adequately represented the patterns observed in the data. Gender emerged as a significant upstream predictor of provider norm internalization ($\beta = 0.41$, $p < 0.001$), reinforcing the

finding that being male was independently associated with higher levels of internalized financial provision expectations even after accounting for other variables in the model. Provider norm internalization, in turn, exerted the strongest direct effect on compliance with provider norms ($\beta = 0.63, p < 0.001$), indicating that ideological commitment to the breadwinner role was the most powerful driver of norm-adherent behavior — more so than demographic or economic factors alone. Critically, compliance with provider norms was negatively associated with relationship satisfaction ($\beta = -0.34, p < 0.001$), establishing a statistically robust pathway through which the internalization and enactment of gendered financial expectations translated into diminished relational wellbeing. The SEM results also confirmed the centrality of relational negotiation as a protective mechanism. Provider norm internalization significantly suppressed relational negotiation behavior ($\beta = -0.44, p < 0.001$), while relational negotiation itself was the strongest positive predictor of relationship satisfaction in the model ($\beta = 0.49, p < 0.001$). This bidirectional dynamic revealed a critical tension: gendered provider expectations not only imposed direct psychological costs through financial stress and eroded self-esteem (financial stress \rightarrow self-esteem: $\beta = -0.47, p < 0.001$), but they also undermined the very relational processes — open negotiation, shared decision-making, flexible role arrangements — that most strongly predicted relationship satisfaction and stability. Taken together, the SEM findings offered compelling structural evidence that gendered resource provision expectations functioned as a systemic relational stressor, operating through ideological internalization rather than mere economic constraint, and that dismantling these norms was not simply a matter of equity but a measurable prerequisite for relational and psychological wellbeing.

Conclusion

This study provided robust empirical evidence that gendered expectations of resource provision in contemporary intimate relationships were deeply internalized, ideologically entrenched, and consequential for both psychological wellbeing and relational quality. Across univariate, bivariate, and structural equation modelling analyses, it was demonstrated that men bore a disproportionate ideological burden of provider identity — one that generated measurable financial stress, suppressed self-esteem, constrained relational negotiation, and ultimately undermined relationship satisfaction — while women, despite growing economic parity, continued to navigate relationships in which their financial contributions remained symbolically devalued and their negotiation agency was structurally constrained by prevailing norms. The findings collectively affirmed that breadwinner ideology was not a benign cultural remnant but an active site of gendered inequality that reproduced harm across multiple domains of intimate life, and that meaningful transformation of relational dynamics required not only structural economic change but sustained critical interrogation of the ideological frameworks through which resource provision was gendered, moralized, and enforced.

Recommendations

Integration of Gender-Equitable Relationship Education into Formal Curricula: Given that high educational attainment alone was insufficient to disrupt provider norm internalization, policymakers and educational institutions should develop and integrate gender-responsive relationship education programs at secondary and tertiary levels that explicitly challenge breadwinner ideology, foster critical reflection on resource equity, and equip young people with the negotiation skills necessary for building egalitarian partnerships.

Psychosocial Support Interventions Targeting Male Provider Stress: Mental health practitioners and social service providers should design targeted interventions that address the psychological costs borne by men who over-identify with the provider role, including counseling frameworks that decouple masculine identity from financial performance and support the development of more flexible, negotiated models of relational contribution.

Policy Reform to Recognize and Redistribute Relational Labor: Governments and civil society organizations should advance policy frameworks — including progressive parental leave structures, recognition of non-monetary household contributions in economic planning, and public awareness campaigns — that disrupt the structural conditions sustaining gendered resource provision expectations and promote a broader, more equitable conception of partnership that values diverse forms of contribution beyond financial provision.

References.

- Adoch, O. S., Andrew, N., Ariyo, D., Kazaara, G., Deus, T., Nelson, K., Christopher, F., & Alex, K. (2023). Investigating the Impact of Credit Management on the Financial Performance of Financial Institutions in Uganda, a Case Study of Centenary Bank, Gulu Branch. In *International Journal of Academic Multidisciplinary Research* (Vol. 7). www.ijeais.org/ijamr
- Ariyo, D., Kazaara, G., Audrey, A., & Nancy, M. (2024). *Influence of Corporate Governance on Financial Performance in Publicly Listed Companies in Uganda: A Case Study of Uganda Clays Limited*.
- Audrey, A., & Serugo, E. K. (2024). *Relationship Between Work-Life Balance And Stress Levels: A Case Study Of Employees At Uganda National Roads Authority*.
- Christopher, T., Mackline, N., Prudence, K., Paschal, T., Nelson, A., & Christopher, F. (2022). Financial Distress among Manufacturing Companies in Uganda. In *International Journal of Academic Multidisciplinary Research* (Vol. 6). www.ijeais.org/ijamr
-

- Cornell, M., Schomaker, M., Garone, D. B., Giddy, J., Hoffmann, C. J., Lessells, R., Maskew, M., Prozesky, H., Wood, R., Johnson, L. F., Egger, M., Boulle, A., & Myer, L. (2012). Gender Differences in Survival among Adult Patients Starting Antiretroviral Therapy in South Africa: A Multicentre Cohort Study. *PLoS Medicine*, 9(9), e1001304. <https://doi.org/10.1371/journal.pmed.1001304>
- Egessa, A., Nyanzi, J. B., & Muwanga, J. (2021). Determinants of youth unemployment in Uganda: The role of gender, education, residence, and age. *IZA Journal of Labor Policy*, 11(1). <https://doi.org/10.2478/izajolp-2021-0008>
- Elliot, E. A., Cavazos, C., & Ngugi, B. (2022). Digital Financial Services and Strategic Financial Management: Financial Services Firms and Microenterprises in African Markets. *Sustainability (Switzerland)*, 14(24). <https://doi.org/10.3390/su142416994>
- Emmanuel, A., Kazaara, A. I., & Sarah, A. (2023). EFFECT OF COMMERCIAL AGRICULTURE ON THE DEVELOPMENT OF COMMUNITY (A CASE STUDY OF KINYARA SUGAR WORKS). In *METROPOLITAN JOURNAL OF BUSINESS & ECONOMICS (MJB)* (Vol. 2, Number 4).
- Esther, M. (2024). *Credit Management Policy And Financial Performance Of Microfinance Institutions In Uganda. A Case Of Pride Microfinance Katwe Branch.*
- Ivan, M., Alex, I., & Deus, T. (2023). INTERNAL AUDITING AND FINANCIAL PERFORMANCE COMMERCIAL BANKS IN UGANDA: A CASE STUDY OF CENTENARY BANK NANSANA BRANCH. In *METROPOLITAN JOURNAL OF BUSINESS & ECONOMICS (MJB)* (Vol. 2, Number 6).
- Johansson, T. (2023). Theorising fatherhood: challenges and suggestions. *Families, Relationships and Societies*, 12(1). <https://doi.org/10.1332/204674321X16693961177375>
- Joyce Ayikoru Asiimwe. (2021). Compulsory Science Policy: Enhancing Gender Equality In Education? A Case Study Of Academic Achievement In Uganda. *MIER Journal of Educational Studies Trends & Practices*. <https://doi.org/10.52634/mier/2013/v3/i2/1518>
- Julius, A. (2023). *THE IMPACT OF ELECTRONIC BANKING ON CUSTOMER SUSTIFACTION TOWARDS THE FINANCIAL INSTITUTIONS IN UGANDA. ACASE STUDY OF SSUBIRYO FINANCIAL SERVICES, KIKUBO BRANCH. 1 Dr Ariyo Gracious* (Vol. 2).
- Julius, A. (2024). *The Relationship Between Financial Management Practices and Business Performance in SMEs. A case study of Kampala District.*
- Julius, A., & Geoffrey, K. (2025). *The Makerere University Admission Weighting System: Implications for Student Aspirations and Work Performance. 1(3)*, 55–56. <https://journals.aviu.ac.ug>
- Julius, A., & Godfrey, K. (2025). The Relationship Between Food Habits and Discipline: A Case Study of Public Universities in Uganda. In *Avance International Journal of Academic Multidisciplinary Research* (Vol. 1). <https://journals.aviu.ac.ug>
- Julius, A., & Mategeko, B. (2025a). *The Gendered Rod: Disparities in Corporal Punishment Implementation Across Gender Lines in Ugandan Schools Background of the Study.* <https://journals.aviu.ac.ug>
- Julius, A., & Mategeko, B. (2025b). *The Unique Value of Human Resources in the AI Era: Innovation, Creativity, and Self-Drive in Uganda's Workforce* (Vol. 1, Number 3). <https://journals.aviu.ac.ug>
- Julius, A., & Milly, K. (2025). *The Future of Digital Finance in Uganda's Financial Environment Amid Rapid AI Growth* (Vol. 1, Number 3). <https://journals.aviu.ac.ug>
- Julius, A., & Nelson, K. (2023). ASSESSMENT OF THE EFFECT OF WORKPLACE CONFLICT ON EMPLOYEES' PERFORMANCE AND ORGANIZATIONAL PRODUCTIVITY, A CASE STUDY OF TORORO GENERAL HOSPITAL 1 Dr Ariyo Gracious Kazaara, 2 Dr. In *research.miu.ac.ug/publications METROPOLITAN JOURNAL OF BUSINESS & ECONOMICS* (Vol. 2, Number 4).
- Julius, A., & Sula, N. (2025). *A Centenarian's Legacy: Examining the Longevity and Prolific Descendancy of a 103-Year-Old Ugandan* (Vol. 1, Number 3). <https://journals.aviu.ac.ug>
- Julius, A., & Twinomujuni, R. (2025). *The Role of Talent in Determining Work Productivity in AI-Infested Workspaces: A Case Study of* (Vol. 1, Number 3). <https://journals.aviu.ac.ug>
-

- Kazaara, A. G. (2024). *Credit Recovery Policy And Financial Performance Of Microfinance Institutions In Uganda. A case Study Of Pride Microfinance Kampala Branch.*
- Khamis, T., Naseem, A., Khamis, A., & Petrucka, P. (2021). The COVID-19 pandemic: a catalyst for creativity and collaboration for online learning and work-based higher education systems and processes. *Journal of Work-Applied Management*, 13(2). <https://doi.org/10.1108/JWAM-01-2021-0010>
- Lai, P., & Requate, T. (2023). DIVISION OF LABOR UNDER PERFECT COMPETITION. *Singapore Economic Review*, 68(6). <https://doi.org/10.1142/S0217590820500265>
- Liebling, H., Barrett, H., & Artz, L. (2020). South Sudanese Refugee Survivors of Sexual and Gender-Based Violence and Torture: Health and Justice Service Responses in Northern Uganda. *International Journal of Environmental Research and Public Health*, 17(5). <https://doi.org/10.3390/ijerph17051685>
- Meble, N., & Moses, N. (2025). Effect Of Gender Equality On Economic Development Of Household Beneficiaries Of Balawoli Dairy Cooperative Society In Kamuli District, Uganda. In *Metropolitan Journal Of Business & Economics (MJBEE)* (Vol. 4).
- Moon, J. H., & Jung, J. H. (2020). Chronic diseases and others factors that affect suicidal ideation in elderly people. *Ethiopian Journal of Health Development*, 34(3).
- Mosley, T. J., Zajdel, R. A., Alderete, E., Clayton, J. A., Heidari, S., Pérez-Stable, E. J., Salt, K., & Bernard, M. A. (2025). Intersectionality and diversity, equity, and inclusion in the healthcare and scientific workforces. In *The Lancet Regional Health - Americas* (Vol. 41). <https://doi.org/10.1016/j.lana.2024.100973>
- Mukoki, J., Candia Andabati, D., Ssebulime, K., & Musoke, E. (2020). Female Labor Force Participation under COVID-19 Pandemic: Evidence from the first round of the Uganda High-frequency Phone Survey on COVID-19. *Research Square*.
- Nelson, K., Christopher, F., & Milton, N. (2022). *Teach Yourself Spss and Stata*. 6(7), 84–122.
- Nelson, K., Kazaara, A. G., & Kazaara, A. I. (2023). *Teach Yourself E-Views*. 7(3), 124–145.
- Nwudu, V., Fletcher, A. M., & Bauer, M. (2018). Patterns and predictors of personal protection compliance and workplace hygiene behaviors among workers with elevated blood lead levels in New York State. *Journal of Occupational and Environmental Hygiene*, 15(9). <https://doi.org/10.1080/15459624.2018.1487066>
- Ototo, E. N., Karanja, D. S., & Elliott, S. J. (2024). “If I was in charge”: A qualitative investigation of water security, gender-based violence and wellbeing in Kenya. *Wellbeing, Space and Society*, 7, 100230. <https://doi.org/10.1016/j.wss.2024.100230>
- Richard, K., & Shamirah, B. (2024). *The Effect of Mergers and Acquisitions on the Financial Performance of Corporations in Uganda: A Case Study of MTN Uganda.*
- van Niekerk, L., Fosiko, N., Likaka, A., Blauveltdt, C. P., Msiska, B., & Manderson, L. (2023). From idea to systems solution: enhancing access to primary care in Malawi. *BMC Health Services Research*, 23(1). <https://doi.org/10.1186/s12913-023-09349-z>
- Washington, N., Alex, I., & Kazaara, A. I. (2023). *DIGITIZATION AND FINANCIAL PERFORMANCE OF THE ORGANISATION. A CASE STUDY OF UGANDA MICROCREDIT FOUNDATION, BUSIA BRANCH BUSIA DISTRICT*. 2(7), 1–17.