the chairperson of the board of counseling.

UMI PhD graduands share winning tips

On Friday, 11 graduated with PhDs from the Uganda Management Institute (UMI). Behind every PhD thesis at UMI lies a story of ambition, sacrifice, and a strong desire to make a difference. **Ibrahim Ruhweza** spoke to some of the graduands.

Dr Hadijah Nansamba, PhD in public administration and management

Dr Nansamba is a lecturer at Mountains of the Moon University in Kabarole district. A gender/ social inclusion specialist and administrator, Nansamba in her PhD thesis focused on institutionalised informal justice systems and their role in mitigating gender-based violence in Bundibugyo district, Uganda.

She explored how traditional cultural courts, local council courts and alternative community-based systems contribute to justice and survivor support.

Her findings revealed that informal justice systems remain widely trusted, but they also face challenges such as weak enforcement, lack of respect for human rights and limited co-ordination with formal legal systems.

The study further established that while women remain the most affected by gender-based violence, a significant number of men also experience it, but suffer in silence due to stigma and fear of reporting.

The research calls for community sensitisation, survivor-centred interventions, advocacy and collaboration between formal and informal justice systems and all stakeholders.



Dr George Mukose, PhD in education management

He is serving as institute secretary at Uganda Petroleum Institute, where he supports institutional governance, academic administration and strategic co-ordination. His doctoral research was titled: *Public-Private Partnerships as a Stopgap in Secondary Education: An Evaluation of Access, Quality, Equity, and Relevance.*

Dr Mukose chose this topic out of concern for the increasing demand for secondary education amidst limited public resources. He sought to examine whether public-private partnerships under the universal secondary education framework are effectively addressing challenges of access, quality learning, equitable opportunities, and relevance of education to societal needs. His findings reveal that PPP-supported schools have significantly expanded access to secondary education, particularly for vulnerable learners. However, gaps remain in infrastructure, teacher motivation, learning



Dr Jimmy Alemiga, PhD in management and governance

Alemiga is lecturer of management and governance at Victoria University, Kampala. His study focused on intangible resources and sustainable competitive advantage in post-first-generation Indigenous family-owned businesses in Kampala Capital City Authority, Uganda. He chose this topic because many family businesses in Uganda fail after leadership transition, despite their importance to the economy, largely due to neglect of intangible resources such as trust, culture, networks and organisational routines.

His findings show that social and organisational capital significantly enhance sustainable competitive advantage, while human capital has a weaker direct effect. These intangible resources improve profitability, customer loyalty, market share,and long-term survival. He says the issue requires urgent attention because continued failure of post-first-generation firms leads to job losses and economic instability.



Dr Frederick Ouma:

Dr Frederick Ouma Bwire's study was on "Self-Financing and Financial Sustainability in non-governmental organisations (NGOs) in Uganda". The research explored how NGOs can remain financially sustainable amid declining donor funding. The study was motivated by the growing need for NGOs to shift from traditional aid-supported models to enterprise-supported solutions through income-generating ventures.

Drawing from his extensive experience in social development, NGO leadership, social enterprise management and programme operations, Bwire examined how NGOs in Uganda invest in self-financing initiatives to support their activities and long-term sustainability. His doctoral research established that self-financing strategies such as programme revenue generation, related spin-offs, asset downtime utilisation and unrelated business extensions significantly contribute to the financial sustainability of NGOs.

The study found that self-financing ventures can strengthen institutional resilience, increase operational independence, and reduce excessive dependence on external donor support.



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