



Gender Transformation & Empowerment



CSO Alternative Report on Uganda's implementation of CEDAW

A Publication of Uganda Women's Network(UWONET)

September 2010

The CSO task force on CEDAW is coordinated by Uganda Women's Network(UWONET)

Old Kira Road Ntinda

P.O.Box 27991,Kampala, Uganda

Phone: +256 414 286539

Email:info@uwonet.or.ug

Website: www.uwonet.or.ug

Edited by: **RITA ACIRO LAKOR**

CSO Alternative Report on Uganda's implementation of CEDAW

This report is copyright, nevertheless, UWONET encourages its use, However when using it, please acknowledge UWONET.

© UWONET 2010

A Publication of Uganda Women's Network(UWONET)

September 2010

TABLE OF CONTENTS

	Page
ACKNOWLEDGEMENT.....	iv
FOREWORD.....	1
EXECUTIVE SUMMARY.....	2
ARTICLE 1: DEFINITION OF DISCRIMINATION.....	6
ARTICLE 2: OBLIGATION OF THE STATE TO ELIMINATE DISCRIMINATION.....	7
ARTICLE 3: THE DEVELOPMENT AND ADVANCEMENT OF WOMEN.....	10
ARTICLE 4: THE ACCELERATION OF EQUALITY BETWEEN MEN AND WOMEN.....	14
ARTICLE 5: COMBATING STEREOTYPING.....	17
ARTICLE 6: SUPPRESSION OF THE EXPLOITATION OF WOMEN.....	19
ARTICLE 7: POLITICAL AND PUBLIC LIFE.....	21
ARTICLE 8: NATIONALITY.....	24
ARTICLE 9: EDUCATION.....	24
ARTICLE 10: EMPLOYMENT.....	28
ARTICLE 11: EQUALITY AND ACCESS TO APPROPRIATE HEALTH CARE.....	34
ARTICLE 12: ECONOMIC AND SOCIAL BENEFITS.....	41
ARTICLE 13: RURAL WOMEN.....	42
ARTICLE 14: EQUALITY IN MARRIAGE AND FAMILY LIFE.....	44
CONCLUSION.....	46
REFERENCES.....	47

LIST OF TABLES

Table I: Primary School Completion Rates of boys and girls from 2000-2006 (000)...	24
Table II: Main occupation of persons 10 and above11.....	27
Table III: Monthly Earnings of Currently Employed Persons Aged 10 Years 7 Days before Survey by Residence12.....	28
Table IV: Monthly Earnings 1Unemployment Rate of All Persons Aged Above 10 Years by Sex 14.....	29
Table V: Prevalence of SBGV.....	34

ACRONYMS

ABC:	Abstain, Be faithful and Condom use
AIDS:	Acquired Immune Deficiency Syndrome
APRM:	Africa Peer Review Mechanism
AU:	African Union
BPA:	Beijing Platform of Action
CEDAW:	Convention on the Elimination of All Forms of Discrimination Against Women
DRB:	Domestic Relations Bill
EOC:	Equal Opportunities Commission
GGA:	Gender and Growth Assessment
HSSP:	Health Sector Strategic Plan
HIV:	Human immunodeficiency virus
IDP:	Internally Displaced person(s)
MDGs:	Millennium Development Goals
MDGRs:	Millennium Development Goal Reports
MFPED:	Ministry of Finance Planning and Economic Development
MGLSD:	Ministry of Gender Labour and Social Development
MLG:	Ministry of Local Government
MOJCA:	Ministry of Justice and Constitutional Affairs
MP:	Member of Parliament
MTEF:	Mid Term Expenditure Framework
NEPAD:	New Partnership for Africa's Development
NHP:	National Health Plan
NGO:	Non Governmental Organizations
NGP:	National Gender Policy
NPA:	National Plan of Action
PEAP:	Poverty Eradication Action Plan
PMA:	Plan for Modernization of Agriculture
PMTCT:	Prevention of Mother to Child Transmission,
PRDP:	Peace Recovery and Development Plan
PWDs:	Persons with Disabilities
RCT:	Routine Counselling & Testing
SGBV:	Sexual and Gender Based Violence
SWAPs:	Sector Wide Approaches
UBOS:	Uganda Bureau of Statistics
UDHS:	Uganda Demographic and Health Survey
UNPFA:	United Nations Population Fund,
UWONET:	Uganda Women's Network
UWOPA:	Uganda Women's Parliamentarians Association
VCT:	Voluntary Counselling and Testing

ACKNOWLEDGEMENT

The development of this CSO alternative report would not have been possible without the contribution of the CSO CEDAW Task Force. Our sincere appreciation goes to all the members of the Task Force. It is also with great gratitude that we thank the resource person Ms. Perry Aritua who put the report together and all the individuals who made comments for the improvement of the report. Special appreciation goes Ms. Rita Aciro Lakor, Laureen Karayi and Ms. Laura Nyirikindi who made input in the final report.

In a very special way, we would like to thank the United Nations Office of the Higher Commissioner for Human Rights without whose support the process of developing this report would have been an uphill task. Last but not least, special appreciation to all UWONET staff for their tireless efforts.

FOREWORD

Uganda Women's Network¹ (UWONET) will in this alternative report present some of the progress made and challenges that still persist relating to the promotion of women's rights and gender equality in Uganda. Its analysis arise from the consolidated 4th, 5th, 6th and 7th government of Uganda Country Status reports on CEDAW and research and experiences in Uganda. The report has been drawn up with input from several organisations and individuals on the CEDAW task force most of whom are members of UWONET.

UWONET wishes to use this opportunity to urge the Ugandan Government to be in the forefront, possibly in cooperation with other East African Governments, in the efforts to address the challenges that continue to affect women in the realization of equality and equity with men, and to support initiatives including laws, budgets, human resource needs especially at the Ministry of Gender, Labour and Social Development (MGLSD) and other key Government institutions e.g, Judiciary, Police and Health Sector among others. There is an urgent need for capacity enhancement aimed at addressing existing gaps in the implementation of CEDAW.



RITA ACIRO LAKOR

Executive Director
(UWONET)

¹ Uganda Women's Network is an advocacy and lobbying network of 16 national women's NGO's and 9 Members

EXECUTIVE SUMMARY

- i. The Government of Uganda has made progress in legislative, programmatic and process reforms aimed at fulfilling the Constitutional provisions that actualise the Convention on Elimination of all forms of Discrimination Against Women (CEDAW). Legislative reforms include the Employment laws passed in 2006, Electoral laws and amendments in 2005 and 2010, laws on the rights of Persons with Disabilities passed in 2006, the Equal Opportunities Commission Act 2007 and the National Equal Opportunities Policy. The law on Trafficking in Persons was passed by Parliament in April 2009 and enacted into law in 2010. It collectively includes trafficking in women, children and prostitutes. Enforcement remains a major challenge.
- ii. Despite these achievements, some pertinent laws necessary for promoting equality and equity between men and women have not yet been enacted. The Marriage and Divorce Bill (M&DB) on which work began in 1965 has not been passed into law to date despite its importance in protecting the rights of women and men in marriage, property rights, inheritance and divorce. The lack of a comprehensive law on marriage, property rights, divorce and the family in general continues to undermine and affect the status of women.
- iii. Protests against some clauses in the M&DB by some sections of Uganda's society including religious leaders have further delayed the passage of the Bill. Objections to the Bill were raised in regard to the clauses on impotence and sterility as grounds for divorce, co-habitation, polygamy, and marital rape. Relegation of the co-ownership clause on land to the M&DB means women will have to wait until the Bill is passed into law to have their rights in this regard recognized. The HIV/AIDs Prevention and Control Bill is still being discussed by Parliament.
- iv. On a positive note, the laws criminalizing domestic violence (the Domestic Violence Act) and that prohibiting female genital mutilation were passed by the Parliament of Uganda on November and December 2009 respectively. These two laws became Acts of Parliament in 2010 following assent by the President of Uganda. It is hoped that these developments will pave the way for the adoption of further reforms on women's rights, in particular concerning discrimination in the areas of marriage and divorce. Enforcement of the laws passed will also contribute immensely to the protection of women.
- v. The Sexual Offences Bill is still before Parliament. It is hoped that the law when passed, will address the rampant sexual offences that continue to undermine the dignity of girls and women. For instance in 2007, 12,230 defilement cases were reported to the police countrywide. About 8,170 are pending inquiry, 4,060 were taken to court and only 23 were convicted. Of the 599 rape cases that were reported, 341 are pending inquiry, 258 were taken to court and only 5 cases were heard and convicted. These statistics illustrate the urgent need for all stakeholders to do a lot more to address the issues relating to sexual gender based violence against women.
- vi. With regard to legislation on divorce, the Constitutional court has declared some aspects of the law as being unconstitutional for discriminating against women. However, legislative reforms to bring into effect the court ruling are yet to be commenced leaving many women at the discretion of the courts in matters of divorce.

- vii. Adoption of the National Action Plan on Gender for monitoring implementation of CEDAW for the period 2007-2010 though positive may remain on paper unless funds and human resource is allocated to its implementation. For instance since 2002, government is sending a CEDAW monitoring report in 2009 despite the existence of the action plan for monitoring CEDAW from 2007.
- viii. Government has revised and updated the National Gender Policy in order to posture it within the changing policy environment for gender mainstreaming. In line with these changes, the MGLSD has been restructured to give Gender a pivotal role in development by establishing a fully fledged department of Gender. While this is commendable, implementation of the policy remains the challenge.
- ix. In line with the constitutional provisions on affirmative action in Art 32(1) of Uganda's Constitution, provisions on women's representation in Parliament were maintained in the electoral laws of 2005. Each district has a female MP, the female youth have one representative, workers have 2 female representatives and Persons with disabilities (PWDs) have 1 female representative. Out of 332 MPs in Uganda's Parliament, 100 are women. Currently out of 28 cabinet ministers six are women. In terms of numbers therefore, there has been some progress in this regard.
- x. With regard to the women councils at local government levels provision for their existence remain on paper with many existing vacant positions on the councils and lack/limited funds for implementing activities. In addition the women councils like the youth councils, still have to be brought in line with the multiparty system of governance. Laws to affect the youth and women councils to suit the multiparty context need to be enacted by Parliament.
- xi. There has been some progress in gender budgeting and segregation of data on health, education, access to productive resources and employment. However, the following challenges continue to hinder gender mainstreaming efforts including: at the national level, failure to follow guidelines for mainstreaming gender by the line Ministries that has resulted into uncoordinated gender mainstreaming efforts. Lack of indicators for monitoring and evaluation has made it difficult to assess impact attributable to gender mainstreaming efforts in a number of sectors ie. the road sector.
- xii. At local government level, there is limited availability of gender disaggregated data for effective program design, lack of standard gender analysis tools and, as a consequence, many programmes implemented at that level do not necessarily address women's priority concerns. In addition, implementation of gender mainstreaming at local government is still weak; given that resources are rarely allocated to implement gender mainstreaming initiatives.
- xiii. MGLSD continues to play a critical role in promoting legal literacy, and is currently implementing a Sexual and Gender Based Violence Project in collaboration with United Nations Population Fund, (UNPFA) in eight districts in Uganda. The project needs to be expanded and plans for sustainability should be made to realize impact.

- xiv. Regarding access to education, the proportion of girls in primary schools improved from 44.2% in 1990 to 49.8% in 2006. However, at primary school level, the dropout rate for girls remains high at 53.5% in comparison to 46.3% for boys. Despite the efforts to promote girls' education in Uganda, Uganda's achievements in advancing female education still fall short of the typical indicators of parity in education. While the National Plan of Action 2007 maintains Girl Child Education as a priority area, there is need to fasten the effective implementation of the education gender policy that will address gender concerns at all levels in order to encourage girls to remain in school.
- xv. The impact of the recently enacted labour laws can not be considered in isolation from the employment stratification. A report from the Gender and Productivity survey by the Uganda Bureau of Statistics (2008) indicates that 46% of all women in the labour force are unpaid and only 18% of men in the labour force are classified under the unpaid category. There are wide gender differences in wages especially in the private sector. The median monthly salary for women in paid employment is at Ug.shs. 40,000/= (Approximately UDS 20) only half that of men at 80,000/= (Approximately USD 40). The practical implication of the employment stratification is that women and men have disproportionate access to income, social benefits and also protection under the Employment Laws, with women being more disadvantaged than men. Under the current labour laws, government is commended has increased the period of maternity leave from 45 days to 60 days. However, on the downside, women still carry the main responsibility for the care of children and other unpaid services in the home and family. Worse still, despite the legal provision, most women who work in the private sector are deprived of their rights to full maternity leave. There is need to address the disparities in income and ensure the enforcement of the labour law.
- xvi. According to the Uganda Demographic Health Survey Report (2006), equality and access to appropriate health care remains a serious challenge for most women. Overall, 86% of women say they encounter at least one serious problem in gaining access. The most common problems mentioned are getting money for treatment (65%), living too far from a health facility (55%), and obtaining transportation (49%). 17% of women express concern that no female health provider is available, while 8% say they face problems getting permission to go for treatment. Maternal mortality remains very high at 435 deaths per 100,000 live births. This means that 6,000 women in Uganda die every year due to pregnancy related causes.
- xvii. Equality in marriage for the Ugandan women will remain an illusion for as long as the status quo is maintained. Although some gains have been made from the Constitutional cases that provide for equal grounds for divorce, the existence of customary and religious practices that are the basis of legal provisions for marriage and the current legal regime will continue to be self-defeating. It should be noted that the M&DB has not become law and therefore presents some major challenges in addressing issues relating to marriage,
- xviii. High poverty levels, low literacy rates, negative cultural practices, limited access to resources and institutional weaknesses in law enforcement agencies continue to affect women's rights. On the other hand, insufficient resources have restricted the coverage of key actors and implementation of programs geared towards promoting equality and equity between men and women.

Our Recommendations

- 1) Passage of the Marriage and Divorce Bill and the HIV/AIDs Prevention and Control Bill following a discussion and resolution on controversial sections of the latter Bill are urgently required. Sections of the M&DB that are not in contention should be passed into law and those in contention removed and discussed to expedite the enactment of the M&DB. In this regard the passage of the laws on Domestic Violence and Female Genital Mutilation are welcome.
- 2) Adequate and urgent funding for the gender and women affairs department at the MGLSD and national action plan and policy on gender needs to be done to guarantee implementation of the plans. This calls for re-prioritization of the national budget. MGLSD is one of the least funded ministries. NGOs advocating for promotion of women's rights therefore urge Parliament to allocate more funds to MGLSD.
- 3) Expediting law reform following important Constitutional court decisions on matters of women's rights to equality and non discrimination is a matter of urgency.
- 4) Gender mainstreaming needs to be prioritized and funded in planning, implementation and evaluation of government programs. NGOs working on women's rights can be of assistance to personnel in MGLSD mandated to ensure that gender mainstreaming is undertaken by all government ministries.
- 5) Allocate adequate resources to enable the EOC perform its functions as stipulated in the laws of Uganda. NGOs working on women's rights will have to track its performance and advocate for improvement in areas that will fall short.
- 6) Continuous programs to mentor, share new ideas and experiences amongst organizations and government institutions advocating for the rights of women need to be promoted. Quarterly meetings between the Ministry and NGOs working on women's rights to track progress in implementation of CEDAW are proposed.
- 7) Addressing budget gaps and providing necessary information for men and women as a means of improving women's access to health care and justice are required. These can be done by the MGLSD, Ministry of Justice, Ministry of Justice and Constitutional Affairs and all related NGOs. The parties need to agree on a work plan for conducting their activities and sharing information in this regard.
- 8) Implementation of previous CEDAW committee recommendations that have not been effected.
- 9) Ratification of optional protocol to CEDAW. Contentious sections within the protocol can be reserved and the protocol ratified.

ARTICLE 1: DEFINITION OF DISCRIMINATION

Committee Observations in 2002:

The Committee expressed concern that, despite the adoption of a gender-sensitive Constitution in 1995, legislative provisions that discriminate against women continue to exist.

1. The Constitution of Uganda sets the tone for equality and non discrimination for all. Article 21(3) of Uganda's Constitution defines discrimination to include differentiation of treatment based on sex, and is largely gender sensitive. The Equal Opportunities Act, 2007 of Uganda defines discrimination broadly to include any act, omission, policy, law, rule, practice, distinction, condition, situation, exclusion or preference which, 'directly or indirectly, has the effect of nullifying or impairing equal opportunities or marginalizing a section of society or resulting in unequal treatment of persons in employment or in the enjoyment of rights and freedoms on the basis of sex among other factors.
2. However, there remain several legislative provisions in place that perpetuate discrimination against women, who continue to be discriminated against on the basis of their sex in the public and private sphere. Some laws are gender neutral and require the adoption of gender sensitive language in order to promote the rights of women, while others require amendments as they offend the principle of equality and non discrimination. These are further discussed under Article 2.
3. Impunity by actors particularly the community and private sphere has played a major role in frustrating the programs aimed at addressing discrimination. Cultural and religious beliefs, ignorance of the law, attitudinal and weak enforcement of legislation have all exacerbated initiatives by government and non state actors against discrimination of women and girls.



Our Recommendations

- Government should commission a study into existing legislation that contains language which discriminates against women with a view to amending the same in line with Article 21 of the Constitution of Uganda and Article 1 of CEDAW. Laws that have already been identified as having such discriminatory provisions should be amended expeditiously.
- Specific advocacy initiatives against de jure discrimination of women and girls should be increasingly undertaken by both the Ministry of Gender, Labour and Social Development (MGLSD) and Human Rights Organizations. This to some extent is being done but needs to be increased.
- Legislation against discrimination should be enforced consistently by the government agencies in order to end impunity in all quarters.

ARTICLE 2: OBLIGATION OF THE STATE TO ELIMINATE DISCRIMINATION

Committee Recommendation in 2002:

The Committee expressed concern about the continued existence of national legislation that discriminates against women and the slow law reform process and progress in removing de jure discrimination and preventing and eliminating de facto discrimination. It noted that although progress has been made towards the preparation of legislation to eliminate discrimination, much of this has not been enacted. The Committee recommended that the State party accelerate its law reform process, particularly the speedy enactment of the draft Land Act, the Domestic Relations Bill and the Sexual Offences Bill.

Progress on Legislative, Judicial and Administrative

4. The government of Uganda has made progress in passing several laws aimed at improving equality for women and their status through law reform and policy formulation. These include the labour laws passed in 2006, Electoral laws and amendments passed in 2005 and 2010 respectively, laws on the Rights of Persons with Disabilities in 2006, the Equal Opportunities Commission Act in 2002, the Domestic Violence Act in 2009 and the Law prohibiting Female Genital Mutilation in 2009. The Maputo Protocol on the Rights of Women in Africa was ratified by Uganda in July 2010 with reservations.
5. While government has made progress in passing much needed laws that promote and protect the rights and status of women, critical laws identified by CEDAW in 2002 are not yet in place. The most notably outstanding law is the Marriage and Divorce Bill, legislating in this area dates back as far as 1965. It has unsuccessfully been tabled before several successive Parliaments, including the current one. The Bill has been plagued by controversy over issues such as marital rape, polygamy and cohabitation to the detriment of women whose personal rights are daily being violated. Property grabbing from widows remains a common phenomenon. Women's property rights during marriage and at divorce are barely recognized as they are dispossessed of property because of their sex and other factors. The lack of a comprehensive law to address women's property rights during marriage and at its dissolution therefore continues to present challenges to the attainment of equality and equity between men and women.

6. Following intense lobbying, the Land Act 1998 was amended in 2004 to include provisions (Sec 40 on Spousal Consent) that increase protection of rights of women to own, use and inherit land. However, the sections fall short of recognizing co-ownership of land between spouses as was desired by the pressure groups. The implementation of the clause continues to be a challenge. The co-ownership clause was relegated to the proposed law on M&DB, with the result that women will have to wait until the M&DB is passed into law to have their co-ownership rights to land recognized.
7. Although 83% of women are engaged in agricultural production, only 25.5% control the land they cultivate (UDHS 2001/2002). The percentage of women holding titled land is a meagre 16%. Lack of control and limited ownership over productive resources by women remains one of the root causes of poverty given that women's security of tenure is still low and women neither have control over the proceeds derived from the land nor its ownership.
8. The Domestic Violence Act was passed in 2009 but is yet to become functional. The Minister responsible for its activation has not yet undertaken the necessary processes to operationalise the law, making it difficult to offer legal protection and curb violence against women.
9. Although it is yet to be passed, the Sexual Offences Bill by Parliament of Uganda is vital in addressing the rising cases of sexual offences which have been described as "quite alarming" by MGLSD. The average rate of disposal of these cases remains very low at a minimum of two years per case, and this may account for the impunity with which such crimes are committed, as well as low levels of reporting among victims. The Uganda police reports of 2007 and 2008 indicate that sexual offences against women and girls top the list of crimes in the entire country.
10. For instance in 2007, 12,230 defilement cases were reported to the police countrywide. About 8,170 are pending inquiry, 4,060 were taken to court and only 23 were convicted. Of the 599 rape cases that were reported, 341 are pending inquiry, 258 were taken to court and only 5 cases were heard and convicted. These statistics illustrate the urgent need for government and all concerned actors to do a lot more to address the issues relating to sexual gender based violence against women and girls.
11. While government has put in place Family Protection desks in Police stations to deal with women's cases concerning gender based violence, on the whole the Police Force is constrained in the area of human and financial resources and lack of regular training. Currently, the Uganda Police Force has only 4 surgeons in the entire country and yet it is they who must collect forensic evidence in cases of sexual assault. Medical forms relating to sexual offences are usually "purchased" at the police².
12. To enhance personal security of women and girls, the Penal Code (Amendment) Act 2007 was amended to introduce the offence of aggravated defilement in cases where the offender is infected with HIV/AIDS or where the victim is a person with a disability. However, poor enforcement of these laws has resulted in failure by government to achieve the objective for which they were put in place.

² Amnesty International (2007)

13. The Penal Code Amendment Act of 2007 read together with the Magistrates Amendment Act of 2007 expanded the jurisdiction of courts that hear cases of defilement and rape by allowing the Chief Magistrates to hear such cases. While it was hoped that this provision would result in a more expeditious disposal of cases and consequential reduction on case back logs, in practise this has failed to happen due to the large magisterial areas that Chief Magistrates administer, the high incidence of remandees accused of defilement, and structural barriers that prevent women from accessing these courts. Further, a high number of defilement cases continue to be affected by the parents of the victims who decide to negotiate with the offender or his family to drop the charges to the chagrin of the victim.
14. In 2003 Government became a party to United Nations Security Council Resolution 1325 on "Women, Conflict, Peace and Security". "Peace building, conflict resolution and freedom from violence" was included as a fifth priority area in Government's Third Country Report. Uganda developed a national Action Plan on UN Security Council 1325, 1820 and the Goma Declaration. To date, no resources have been allocated for the implementation of the Action Plan.
15. While the Constitution remains the supreme law, proscribing cultures, practices and traditions that undermine the welfare, dignity and interests of women, Government has never pronounced itself on what these are. Instead, key women organizations like FIDA (U), LAW (U) and MIFUMI have had to resort to public interest litigation to seek court intervention in this regard. One of the successful initiatives in this regard was the cancellation of discriminatory provisions on the grounds of divorce for women in the Divorce Act 2004.³ However, to date, Parliament has not amended the Divorce Act to be consistent with the Court's decision.
16. Women's access to justice even where legal reforms have been made continues to be affected by the back log of cases, systemic corruption in the judiciary and police, stringent administrative procedures and rigidity of systems, failure of the Land Tribunals, and the effects of insecurity in the Northern and Eastern parts of the country. In addition there are factors which are specific to women which hinder their access to justice and these include: cultural beliefs and practices, religious inhibitions, high levels of illiteracy among women, legal illiteracy, ignorance of the law and lack of knowledge on the operational and administrative set up of Judicial institutions. High legal fees, women's limited resources and high poverty levels, time constraints due to disproportionate domestic work load and poverty also continue to affect women's access to justice.

³ General Constitutional Petition No. 2 of 2003 by the Uganda Association of Women Lawyers (FIDA-U) et al v Attorney General

Our Recommendations

- ✱ The immediate passing of key laws including the Marriage and Divorce Bill and Sexual Offences Bill is required. This needs to go hand in hand with dissemination of its contents and procedures for all women and concerned government institutions.
- ✱ Government should secure women's land rights, which is at the centre of the gender dimension of poverty.
- ✱ Intense legal literacy is required on CEDAW and the rights of women and it should be mainstreamed in the National Civil Education programme.
- ✱ Government's commitment is required in implementing the National Gender Policy, 2007 and the National Plan of Action, 2007.
- ✱ Whereas gender is relevant as a component of development, there is need to de-link gender activities at the local levels and give them prominence separate from the current arrangement where the Community Development Officers at local levels are also Gender officers. This will mean increased funding for MGLSD to enable it delink Gender from Community Development.
- ✱ Staffing and funding for protection mechanisms against sexual violence should be improved. In particular the Family and children's courts need to be given particular attention in this regard.
- ✱ The recruitment of more police surgeons and doctors to handle examinations relating to sexual and other forms of violence among others needs to be done. Consideration of amending the law to allow other medical professionals to conduct examination on victims of sexual assault should be done.

ARTICLE 3: THE DEVELOPMENT AND ADVANCEMENT OF WOMEN

Committee Recommendation in 2002:

In its 2002 report on Uganda, the CEDAW Committee was concerned about the absence of comprehensive, systematic strategies and support mechanisms to facilitate sustainable implementation of the provisions of the Convention.

17. The Uganda government has taken steps in recognizing the fundamental rights of women in Uganda through progressive Constitutional provisions. However, these rights are not followed through by comprehensive implementing laws that should effectively reflect such constitutional guarantees. Government has also put in place certain institutional frameworks and development plans and programs that aim to ensure the development and advancement of women.
18. Such measures include; Establishment of national machinery for the advancement of women; Adoption of a National Action Plan on Women; Legislative reform; and Affirmative Action in various fields especially in decision making, credit facilities and education. The Judicial Division of the High Court of Uganda has a family division that has been set up to handle family issues, and at the local government and Parliamentary level, quotas for women representatives exist. Gaps in legislation and policy reform however continue to exist, giving room for the existence of harmful practices which hinder the development and advancement of women.

19. The Government of Uganda has through the principle of affirmative action made progress in ensuring that women participate in decision making. This has been realized through the Constitution which provides for affirmative action in political leadership through the Electoral laws passed in 2005 and the Local Government electoral laws, Act and Policy. Progress in women's participation in decision making has mainly been made in politics and governance.
20. However, incentives to ensure that women actually participate by addressing issues of limited resources, stereo types and prejudices against women, negative cultural beliefs that hinder women's participation have not been addressed. Most of the political parties through which women become flag-bearers and eventually elected officials, do not have quotas and resources and training programs to enable women to effectively participate. Those parties that have quotas do not have mechanisms for enforcement, monitoring and reporting on progress in this regard.

Progress on Legislative, Judicial and Administrative

21. The Ministry directly responsible for the promotion and advancement of Women's rights in Uganda is the Ministry of Gender, Labour and Social Development (MGLSD). The Ministry of Gender, Labour and Social Development has conducted regional awareness sessions on the provisions of CEDAW in addition to disseminating the National Action Plan on CEDAW. At the local government level, Local Councils, CSOs and judicial officers have participated in the elaboration of regional action plans for the follow-up of CEDAW recommendations. Progress has therefore been made on awareness creation within implementing offices at district offices. The trickle-down effect in terms of realisation at community levels continues to be a challenge due to the limited resources.
22. The Uganda APRM Country Review Report 2009 revealed that the effectiveness and efficiency of MGLSD had been compromised by the restructuring of the Ministry where it has been saddled with 8 major components in the context of social development. In addition, the section of Women in Development was reduced to a Division within the Department of Gender, Culture and Community Development which greatly hampered gender mainstreaming across different sectors.
23. The MGLSD still continues to suffer financial, institutional and staffing constraints which have greatly limited its impact. Lack of funding at national and district levels hinder implementation of gender activities at both levels and have resulted in the merging of Community development and gender activities, which runs the risk of submerging gender concerns under community development activities. At the national level, there is a heavy dependence on donor funding for gender activities instead of capturing these activities within the national budget framework.
24. The Government of Uganda has demonstrated its commitment to implementation of the Beijing Declaration and Platform for Action by the development of two National Action Plans on Women (NAP. W), 1999–2004 and 2006–2010. The MGLSD has revised and updated the National Gender Policy (NGP) 1997, and the National Plan of Action 1997. The revision was prompted by the changing policy environment for gender mainstreaming. These changes included the focus on poverty eradication within the PEAP framework. The NGP revision was also influenced by the emergence of gender budgeting and national efforts to deepen decentralization. The priority areas of focus in the new policy are improved livelihoods, promotion and protection of rights, participation in decision making and governance and recognition and promotion of gender in macro-economic management.

25. Another significant development is the adoption of the first National Action Plan for monitoring the implementation of CEDAW for the period 2007-2010. The National Action Plan is framed against the context of CEDAW Committee's recommendations adopted with respect to Uganda's Third Periodic Report. It outlines specific activities and responsible actors for each recommendation. It is due to be reviewed on an annual basis. Supporting laws, policies and strategies in place include the Local Government Act (Cap 243), the Social Development Sector strategic Investment Plan (2003 – 2008), the Community Mobilisation and Empowerment Strategy (2006) and the National Women's Council Act (Cap 318).
26. The guiding principles include gender equality as an integral part of the national development process; gender cutting across all sectors and levels requiring action by all state and non-state actors; affirmative action in bridging the gender gaps in the various development sectors; promotion of the GAD (Gender and Development) and the WID (Women in Development) approaches for the advancement of gender equality.

Gender Mainstreaming

27. The MGLSD developed a Gender Mainstreaming Strategy and the department of Gender and Women Affairs conducts gender analysis and mainstreaming. A comprehensive program of gender mainstreaming in all government ministries and a comprehensive awareness campaign targeting civil servants on the provisions of the Convention was developed. Government has made some progress in gender mainstreaming at local and national levels. Training materials on gender and equity budgeting have been developed for sectoral planning staff and facilitators.
28. Gender mainstreaming efforts have resulted into the inclusion of gender and equity budgeting guidelines in Budget Call for local government and sectors. Consequently gender mainstreaming is included as one of the criterion in the assessment of Local Governments performance, and an award system exists to reward development plans that are gender responsive. In a bid to further strengthen gender budgeting, the government of Uganda has generated gender disaggregated data in health, education, access to productive resources and employment.
29. Efforts of gender mainstreaming of the PEAP, wherein gender was treated as a crosscutting issue for the first time in development planning processes and subsequently institutionalised in PEAP.
30. An evaluation of the process of mainstreaming gender within the PEAP established that there was varied progress with regard to the extent to which gender issues have been addressed in the PEAP, as well as the effectiveness of the gender strategies employed to implement them. The PEAP has been succeeded by National Development Plan (NDP) from the Financial Year 2009/10. It too adopted gender as a cross cutting issue, ensuring gender responsive planning and budgeting, but it is too early yet to assess the results of this development tool. Following the promulgation of the Constitution of the Republic of Uganda in 1995 and the advent of the Millennium Development Goals (MDGs) in September 2000, the Government aligned its national development plan then the Poverty Eradication Action Plan (PEAP), now rebranded as the National Development Plan (NDP) with the targets set under the MDGs. The Millennium Development Goal progress report on Uganda (2007) reported significant progress in a number of areas including women's political life and gender equality.

31. In agriculture, road sector, education, health, finance and administration some progress on gender mainstreaming has been reported in the GoU report to CEDAW. In the field of agriculture it would be difficult to measure real success because majority of women do not own land but mainly have access to it.
32. The Road Sector has mainstreamed gender in its policy documents with technical support from MGLSD and financial support from the Danish Development Agency- DANIDA. More women are employed in road sector construction as skilled and unskilled workers. Despite the progress made, in at least one of the companies reconstructing roads, women have registered complaints ie sexual harassment.
33. Some progress has been made in implementing gender responsive policies by a number of Government Ministries in conjunction with MGLSD. Gender Focal Point Persons (GFPs) have been appointed in the following ministries - Agriculture, Animal Industry and Fisheries; Finance, Planning and Economic Development, Health, Internal Affairs, Local Government and Education, and these are supported by the National Gender Forum set up in 2003. The MGLSD has also been strengthened in its function by establishment of the Gender Management system comprising of all Permanent Secretaries, the Women Parliamentarians and the Gender Task Forces (Teams) for specific sectoral priorities who ensure gender mainstreaming in all Sector Wide Approaches (SWAPs).

Limitations

34. In agreement with the government's 4th -7th report on CEDAW, a number of gaps still exist with regard to implementation of gender mainstreaming initiatives. At the national level, failure to follow guidelines for mainstreaming gender by the line Ministries has resulted in uncoordinated gender mainstreaming efforts. For example, lack of indicators for monitoring and evaluation has made it difficult to assess impact attributable to gender mainstreaming efforts in the road sector. In addition, there is a weak monitoring and evaluation system on gender and the MGLSD does not have gender monitoring indicators, resulting in inconsistent monitoring and evaluation.
35. At local government level, there remains limited availability of gender disaggregated data for effective program design and lack of standard gender analysis tools and, as a consequence, many programmes implemented at that level do not necessarily address women's priority concerns. In addition, implementation of gender mainstreaming at local government is still weak; given that resources are rarely allocated to implement gender mainstreaming initiatives. The Uganda Gender Policy also notes that Government policies often assess achievements in terms of numbers rather than qualitative outcomes.⁴
36. Despite progress in the area of gender budgeting, training of sectoral planning staff and facilitators on gender and equity budgeting according to the government's report to CEDAW, this has not been implemented fully due to lack of adequate funding for the Gender Focal Point Persons who were trained to perform their roles and the implementation of gender action plans.

⁴ Uganda Gender Policy page 12

Civil society

37. Non governmental organisations continue to play a key role in the advancement of women's equality and welfare. These include providing legal literacy by organisations such as FIDA Uganda and LAW Uganda, promotion of women's participation in policy and political processes by organisations such as UWONET and all its affiliates and allies including professional bodies. Government has organised Ministries into Sectors, adopting the Sector Wide Approach (SWAP) to planning and implementation, and these sectors have working groups that have incorporated Civil Society Organisations, including women's organisations in their processes.
38. The enactment of the NGO Registration (Amendment) Act has somewhat affected the NGO-State relationship. NGOs have accused government of attempting to narrow their space through the law. The passing of the NGO Act, 2006 is widely viewed as a roll back on the Constitutional guarantees of freedom and liberty embedded in the 1995 Constitution, it is against international principles for freedom of civic organizations and is not inline with the spirit of the East African Community.

Our Recommendations

- ✿ Developing a monitoring and evaluation tool immediately for the MGLSD and the sectors, as well as conducting gender audits is vital in ensuring that plans for gender mainstreaming are implemented.
- ✿ Training in gender responsive planning and programming as well as monitoring is required for government personnel involved in planning, as well as the MGLSD.
- ✿ The government is urged to scrap the provisions of the NGO law that aims to curtail the freedom of NGOs to operate.

ARTICLE 4: THE ACCELERATION OF EQUALITY BETWEEN MEN AND WOMEN

Affirmative action for women

39. Government has undertaken temporary special measures aimed at accelerating equality between men and women, most notably by the provision of affirmative action. The concept of affirmative action for women and for marginalised groups is contained in the Constitutional Directives and has been practised particularly in the field of education and politics.
40. Affirmative action measures in politics have guaranteed representation of women in positions of leadership in Parliament and local councils. However, failure of the government in providing clear laws and guidelines regarding the election of women representatives within the multiparty system since 2006 has resulted in lack of clarity of agenda for such women councillors and representatives, and some women councils are not fully constituted. Issues that affect women are best articulated once a system of gathering information from the grassroots leadership to the national leadership is in place. The lack of women councils therefore affects availability of information for women MPs on issues that directly affect women at all levels.

Education:

41. Government has undertaken proactive measures to increase the enrolment of the girl child and young girls into the education system. Originally the Universal Primary Education Policy was that four children from each family in Uganda would be entitled to free primary education. Due to the difficulties encountered in identifying what constituted a family within the Ugandan context, the policy shifted to free primary education for all who wanted to access primary education. Universal Secondary Education (USE) was introduced in 2007 as well.
42. Enrolment of boys and girls in USE schools is almost equal. Government has selected some schools to participate in the Universal Secondary Education (USE) programme which has been in existence for one year. It is therefore too early to measure its impact. Due to the selective application of the Programme, it is not yet universal in nature and it will not adequately address the wide gap in primary and secondary school enrolment. However, students from poor homes still lack the basic needs like food and scholastic materials and this is negatively affecting both UPE and USE because the government does not provide lunch in schools.



43. According to the 2008 annual school census of the Ministry of Education and Sports (MoES) 49.9 % of girls were enrolled in primary schools in 2008 in comparison to 50.1% boys. In secondary schools 45.9% girls are enrolled in comparison to 54 % boys. In tertiary institutions in the 2007 census of MoES 43.1% girls were enrolled in comparison to 56.9% boys. However, access by girls to education at all levels is still underpinned by the socio-cultural beliefs and practices which still favours boys' education in favour of girls. There are many parents in Uganda who still believe that in the long run it is not useful to promote an academic orientation program for girls because the majority end up as housewives in the rural areas. In addition most poor parents will choose to support the education of the boy child where they have to make a choice.
44. Gender equality efforts in tertiary education have entailed implementation of the affirmative action scheme for girls entering Government Universities, meant to increase enrolment figures for women at University as well as enable more women to enroll in male-dominated courses such as engineering, veterinary and human medicine. Under the scheme all female applicants enrolling for undergraduate courses are automatically awarded a bonus point of 1.5. The scheme has contributed to an increment in enrolment of female students from 25% in 1990 to 43% in 2003. The University registered a higher ratio of female to male graduates (51.6%) at the graduation of the academic year 2005/06 where 6,519 students graduated. Although it is observed that affirmative action at higher levels of education favours already privileged children.
45. The establishment of the Equal Opportunities Commission (EOC) in 2006 was intended to give effect to the Constitution of Uganda and to address the plight of vulnerable and marginalized groups, including women. The functions of the Commission are to monitor, evaluate and ensure that policies, laws, plans, programs, activities, practices, traditions, culture, usages and customs at all levels are compliant with equal opportunities and affirmative action in favour of marginalised groups. According to the 4th-7th reports of government of Uganda on CEDAW a budget of about one billion shillings was allocated to EOC in the FY 2007/2008. The EOC has been formed and five Commissioners have been appointed including three females but it has not began performing its roles and obligations as provided for in the Constitution and EOC Act. Currently, the EOC is receiving limited financial and logistical support from GOU to enable it establish itself. According to the Chairperson of the EOC⁵, 600 million shillings was allocated to it in the financial year 2010/2011 and the shortfall is 648.4 million shillings. No single case has been handled by the EOC since its formation.

Limitations

46. The Uganda Gender Policy, a revision of the National Gender Policy of 1997, was approved by Cabinet in 2007. This policy provides a framework for identification, implementation and coordination of activities designed to achieve gender equality. To date, implementation of the policy remains wanting due to inadequate resources and personnel.
47. Numerous women are still not entitled to inherit property even in cases where they have contributed to its acquisition. While the few affirmative action measures have contributed to progress in accelerating equality between men and women, a lot remains to be done to further reduce the disparities and consolidate the gains.

Our Recommendations

- The current affirmative action measures for women should be reviewed in order to determine where new areas of intervention are required.
- In the education sector despite the increase in the number of girls attending schools, there is need to address the high ratio of female drop outs.
- In employment, Government needs to put in place monitoring mechanisms to ensure that women and men receive equal opportunities, treatment and pay in employment by enforcing policies in the different ministries, institutions, organizations and the private sector geared towards gender equality.
- Fully capacitating the Equal Opportunities Commission as well as its urgent operationalisation is vital, and the MGLSD should work with the Commission to identify critical areas requiring affirmative action for women.

ARTICLE 5: COMBATING STEREOTYPING

Committee Recommendations in 2002:

The CEDAW Committee expressed concern about the persistence of patriarchal patterns of behaviour and the existence of stereotypes in relation to the role of women in the home and society, and expectations of women's subordination to men. The Committee recommended the strengthening of educational measures, the revision of school text books and curricula and awareness-raising and public education campaigns directed at women and men designed with the involvement of the media and civil society, including NGOs, to address traditional stereotypes regarding the role of women.



⁵ New Vision newspaper, August 2, 2010

Progress made in combating stereotyping

48. The role of culture and religion in predisposing women to perceptions of subordination to men cannot be overstated. There are several areas where gender roles and stereo types lead to discrimination between men and women, and the family continues to be one of the main structures that enhance sex roles and stereo types. The PEAP identified factors that undermine women's equality with men, including harmful traditional practices such as bride price and the occurrence of domestic violence.
49. Women are still perceived as weak, poor, illiterate and properties of men. Some cultural practices like FGM, widow inheritance, early marriages, and neglect of the girl child and the payment of bride price which is evidenced in most cultures in Uganda have contributed to women's subordinate status to men. The National Gender Policy 2007 notes the high incidence of early marriages; 53 % marriages occur by the age of 18.
50. Property distribution laws and customary practices at divorce is not favorable to women. The perception that property jointly acquired during marriage belongs to the man because men work whilst most women take care of the children and the home still persists. Stereotyped gender roles, responsibilities of girls/women verses boys/men in public and private spheres and the perceived economic value and costs of girls' education are all obstacles for girls' advancement.
51. Despite CEDAW Committee Recommendation 12, research shows that sexual harassment is common in institutions of higher learning and at the workplace. It is generally an accepted practice that men can touch women and women are expected to accept such advances.
52. While media campaigns undertaken by MGLSD served to some extent to raise awareness on the evils of gender stereotyping, this has largely been left to the realm of CSOs and activists. An NGO called MIFUMI filed a case against Government of Uganda in the Constitutional Court to abolish bride price.⁶ MIFUMI lost the case but has appealed the decision to the Supreme Court of Uganda. This case would have set a precedent on bride price which continues to be used in several areas of Uganda to undermine women and abuse their human rights. The Constitutional Court however also found that "the practice of demanding repayment of bride price when a woman opts out of an abusive marriage is unconstitutional and dehumanises the woman. It portrays her as a chattel that can be sold in a market and subjects her to potential humiliation, cruelty and torture."
53. Government has not generated critical research into customary practices that are in violation of the non-discrimination principle in line with the Constitution of Uganda in Article 2. Several reports by the Uganda Human Rights Commission, government ministries and NGOs outline negative practices that have not been legislated upon.
54. While Government was requested to undertake an assessment of the impact of these measures in order to identify shortcomings and improve these measures, the Uganda APRM Country Review Report and National Program of Action reported that there is a weak monitoring and evaluation system on gender because the MGLSD does not have gender monitoring indicators.

⁶MIFUMI (U) LTD & 12 OTHERS Vs ATTORNEY GENERAL; KENNETH KAKURU Constitutional Petition No. 12 of 2007).

Our Recommendations

- ✳ Increased awareness about the equality of boys and girls in society within schools and families is required to militate against stereotypes that emanate from families and communities. Empowerment should be focused on negotiation in relationships and not only on sexuality as has been the case in most schools.
 - ✳ Allocation of resources to implement programs that reduce stereotypes should be emphasised in MGLSD. The impact of the current programs of the ministry in this regard are inadequate.
 - ✳ Developing indicators to measure progress in Article 5 is required. This will assist in identifying gaps and assessing the progress made.
 - ✳ Government should outlaw identified cultures and traditions that promote stereotypes in society. It should do this in partnership with traditional leaders through undertaking evaluation and propose interventions in this regard.
 - ✳ Deliberate and systematic approach to implementation of these policies is required.
 - ✳ Reform of the law relating to the practice of bride price should be undertaken.
55. The Law against FGM should be popularized. Communities in Uganda that practice FGM should be educated on the gender implications and harmful aspects of FGM. The practitioners who carry out FGM should be provided alternative ways of earning an income. The law should also be enforced against perpetrators.

ARTICLE 6: SUPPRESSION OF THE EXPLOITATION OF WOMEN

Committee Recommendations in 2002

The Committee expressed concern about the increasing levels of exploitation of female prostitutes and the prevalence of HIV/AIDS and other sexually transmitted diseases among female prostitutes. The Committee proposed the development of programmes targeting female prostitutes with a view to improving their socio-economic status in terms of providing appropriate health care facilities and services and alternative income generating activities. In addition stronger penalties for exploitation of female prostitutes were suggested..

Measures undertaken to address trafficking in women

56. The exploitation of female prostitutes continues to be a problem in Uganda, and is aggravated by the conditions of poverty and marginalisation that women in society face. Currently, the Penal Code proscribes prostitution, but this law tends to target the female prostitutes rather than those exploiting their trade.
57. A Bill on trafficking in women and prostitution was introduced in Parliament in 2007 as a private members Bill by Uganda Women's Parliamentary Association (UWOPA). In April 2009, the Bill on Trafficking in Persons was passed by the Parliament of Uganda. It became an Act in 2010. The increasing rate of child kidnappings and sacrifice played a role in enabling the passage of this legislation.

58. The Bill does not address prostitution per se but is quite comprehensive as it makes provisions for victims including prostitutes and provides penalties for perpetrators. Prostitution is outlawed and not regarded as legitimate employment in Uganda. However, this state of affairs has negative implications, as traffickers can therefore use this same law to keep the women enslaved and in slave like conditions by threatening them with exposure. If prostitution was not outlawed, prostitutes might be encouraged to seek redress and protection of the law against practices that subject them to live and work in slave-like conditions as well as work that is injurious to their health.

59. Despite the existence of the law on Trafficking in Persons, to date no convictions or prosecutions arising out of this offence have been made. The Ministry of Internal Affairs which is responsible for implementing the Act is mandated to make regulations for purposes of effecting implementation. It is also mandated to designate an office to oversee implementation of the Act. To date, no regulations have been made and no department to coordinate, monitor and oversee implementation of the Act has been set up.

Our Recommendations

- ✱ The Ministry of Internal Affairs should set up the department mandated to implement the Trafficking in Persons Act and make regulations in this regard. Information on the procedures for accessing and reporting this law should be known to the public. A tracking system should also be established by the relevant department so as to measure progress in fighting this offence over time. This should be preceded by a system to rescue, monitor and document the present state of trafficking in Uganda and to bring perpetrators to book.
- ✱ Government should encourage collaboration with other countries especially EAC to stamp out the inhuman practice. NGOs should lobby for the expeditious adoption of the Draft East African Community Protocol on Gender.
- ✱ NGOs providing psycho-social support services such as counseling, shelter, case management must be financially supported and encouraged to expand their services.
- ✱ Commercial sex workers face a lot of stigmatization due to the rampant harassment by law enforcement agencies. Government must initiate a process to regulate and to monitor this sector.
- ✱ Studies need to be conducted into the nature and prevalence of trafficking in women and girls in the country and legislative process for strengthening investigation and prosecution of trafficking should be speeded up for implementation.
- ✱ Training for the police in terms conducting investigations on offences in Trafficking in Persons should be carried out to make them effective.

ARTICLE 7: POLITICAL AND PUBLIC LIFE

The Committees Recommendations in 2002:

The Committee noted with concern the low numbers of women in decision-making positions in spite of implementing temporary measures aimed at addressing gender inequalities in political representation. It was therefore recommended that efforts should be intensified to encourage women to take up leadership positions through further temporary measures in accordance with Article 4, Paragraph 1 of the Convention, and that Government offer support programmes for current and future women leaders and undertake awareness-raising campaigns on the importance of women's participation in decision-making.

Women in the political and public arena

60. Uganda's efforts to enable women to participate in public life are based on Article 38 of the Constitution of Uganda that provides the right to every Ugandan citizen to participate in the affairs of government, individually or through his or her representative. Every Ugandan also has the right to participate in peaceful activities to influence the policies of government through civic organizations. Article 33(4) specifically guarantees this right and provides that women shall have the right to equal treatment with men and equal opportunities in political, economic and social activities.
61. The Constitution also enshrines affirmative action for women and all other groups of persons that have been marginalized through historical processes in Article 32(1) for the purpose of redressing imbalances, which exist against them. To increase the participation of women in the political affairs of the state, Article 78(1) (b) provides that there shall be one woman representative in Parliament from each district in Uganda.
62. The MDG progress report on Uganda (2007) notes there is notable increase in the participation of women in governance and politics at the Local Council level and at the national level in Parliament. To date, Parliament has a total of one hundred and one women Members of Parliament. These comprise of 80 district women representatives, 14 directly elected women representatives representing constituencies, seven who represent women MPs in the army, youth, workers and Persons with Disabilities and one ex-officio MP bringing the total number of women in Parliament to 101. Women therefore occupy 30% of the positions in Parliament indicating a 18% increase from the 7th Parliament.
63. However, in other arenas of public life, appointments of women to key positions are still grossly low and women are underrepresented. It is notable that as at 2005, women in the civil service and diplomatic service constituted only 16 to 25 per cent.⁷ The appointment of women to other public bodies and institutions, including to international organisations is quite low.

⁷ Uganda APRM Country Report, p 99

Limitations

64. Overall there are still wide gender disparities in women's participation. The 30% representation of women in Parliament notwithstanding, more efforts need to be undertaken to increase the number of women in decision making. For instance within Parliament in terms of representation on the Parliamentary Committees the MDG progress report on Uganda (2007) states that only one woman MP and four other women chair a standing Committee and four Sessional committees respectively out of the Thirteen Sessional and Standing committees. Even then only two chair influential committees.⁸ There is no report currently that evaluates the effectiveness of women in positions of leadership in public life.
65. The Local Governments Act operationalised the constitutional provisions on affirmative action in respect of women and other marginalized groups by providing for one-third of all the seats on each Local Government Council to be reserved for women among others. The increased presence of women in decision making structures of local government has been significant in the context of decentralization as substantial powers have devolved to them in regard to setting policies, budgets and development plans are made.
66. However, qualitative participation of women in decision making in local councils remains limited due to unequal power relations, high illiteracy levels, cultural norms that perpetuate gender stereotypes and perceptions of women's subordination to men. In almost all key government agencies, including the legislature and judiciary, women always deputise for men and hence are seen as fit for second position rather than leaders in their own rights. Most women are given positions with limited mandate/decision making powers and budgets.
67. The Political Parties and Organisations Act, 2005 is central in the regulation of party activities. The Act however does not provide for quotas for women within political parties and leaves this to the vagaries of internal party dynamics. As a result, only two of the major political parties in Uganda: Forum for Democratic Change (FDC) and National Resistance Movement (NRM) provide for 40% and 30% quotas respectively, for women in leadership in their party Constitutions. There are however no mechanisms for enforcement and monitoring the progress in terms of fulfilment of these quotas. Parties like the Uganda Peoples' Congress (UPC) have made some provisions for women without committing themselves to quotas. Democratic Party (DP)'s Constitution does not specifically make provisions for women in party leadership. The introduction of multiparty politics in Uganda in 2005 has derailed the efforts of women politicians from highlighting and advocating for the advancement of women to toeing party lines and agendas.
68. The introduction of voting by universal suffrage for women representatives in Parliament and Local Councils means that women MPs and councillors have to traverse the entire district canvassing for votes on the same basis as men. No funds are provided by the parties they represent to campaign in the entire district. Many women have to raise their own resources despite the economic challenges women face generally, unlike their male counterparts. The same disproportionate burden is borne by women MPs who represent the whole district and yet receive the same budget allocation as their male and female counterparts who represent constituencies.

Peace and Security initiatives

69. Following the signing of UN Resolution 1325 by the Government of Uganda, the United Nations Development Programme (UNDP) country office and particularly the United Nations Development Fund for Women (UNIFEM) in conjunction with the Ministries of Finance Planning and Economic Development, Internal Affairs and Gender Labour and Social Development have initiated a number of projects. These Ministries have started the implementation of programmes on de-mining, restructuring and development of infrastructure in conflict affected areas of the Greater North. In improving security, they have supported the recruitment and re-deployment of Police officers at the Sub county levels and rolled out a programme on Sexual and Gender Based Violence. UNDP country office and other development partners have ensured the provision of technical assistance and financial support to the aforementioned line Ministries.
70. In disregard of UN resolution 1325, women were excluded from the official government team during the inconclusive Juba Peace talks between the Government of Uganda and the Lord's Resistance Army (LRA). This meant that the affected population of women who had suffered directly or through relations, the crimes of, defilement and abduction would not have an input during the negotiations. As much as the GOU tried to involve women at preliminary stages, they were not at the decision making table.

Our Recommendations

- ✿ Training for women in political leadership should be integrated in action plans and budgets of MGLSD and political parties as well as Parliamentary Caucuses so as to improve on their participation and performance.
- ✿ There is need for capacity building for women politicians at all levels to learn and exchange ideas on how to front and lobby collectively for issues that affect women. Women NGOs involved in promoting women's political participation need to increasingly make this a priority.
- ✿ CSOs working on women's political participation should develop systems for tracking adherence to women quotas within parties and work with leagues of women in parties to ensure that quotas are adhered to.
- ✿ Parties which have not included quotas for women in their Constitutions should be encouraged to do so considering that Uganda is preparing for General Election Early 2011. Adherence to the quotas should be enforced and monitored and reporting on this by political parties should be encouraged as a means of holding them accountable in the advancement of women in political leadership. Specific indicators to track this should be developed.
- ✿ There should be a review of resources allocated to district women representatives, based on the fact that they have a bigger geographical constituency (district) unlike their counterparts.
- ✿ Government should evaluate the effectiveness of affirmative action measures to advance women in leadership and public life in consultation with NGOs to enable all stakeholders to develop strategies to address the existing gaps.

⁸ MDGR Pages 28 – 29 Ibid

ARTICLE 8: NATIONALITY

Committee Recommendations in 2002:

The Committee was concerned about the discriminatory provisions of the Passport Regulations which required a married woman to get written consent of her husband as a prerequisite to being issued with a passport. In addition the Regulations required a woman to secure the written consent of the father of her minor children before she could include them in her passport. The Committee therefore recommended revision of the Passport Regulations in conformity with the constitutional provisions on citizenship.

71. The Constitutional (Amendment) Act 2005 made provision for dual citizenship, The Ugandan Citizenship and Immigration Control (Amendment) Bill has been tabled in Parliament but has however not been enacted into law.
72. The process of acquiring a passport has been changed and is now in tandem with the constitutional provisions on citizenship. Married women are no longer required to obtain written consent of their husbands before being issued with passports. In addition such consent is not required when married women choose to include their children in their passports.

ARTICLE 9: EDUCATION

Primary Education

73. The Universal Primary Education (UPE) policy has contributed to narrowing enrollment disparities in primary school education. The proportion of girls in primary schools improved from 44.2% in 1990 to 49.8% in 2006 and 49.9% in 2008. In addition GOU has introduced the National Strategy for Girls Education (NSGE) policy and a gender policy in education to improve girl child education. However, low budgetary allocations have affected the effective implementation of this Policy.
74. Despite an increase in budget allocations to the education sector in the national budget, 87% of recurrent allocations go into wages and only 13% goes into non-wage expenditures. In addition the school facilitation grant for infrastructural development was scrapped. As a result, separate toilet facilities for girls and boys in some schools cannot be created. The lack of doors on some school toilets limits privacy for girls.
75. In order to bridge gender gaps in education, UNICEF supports the Girls' Education Movement (GEM) school clubs to increase children's participation and girls' empowerment, as well as the United Nations Girls Education Initiative (UNGEI) camp and community education committees that aim to increase community engagement for education of girls and other vulnerable children.

76. However, at primary school level, the dropout rate for girls remains high at 53.5% in comparison to 46.3% for boys. The gender gap is worse in areas affected by conflict in Northern Uganda and Karamoja. This is due to a number of reasons, inter alia, early marriages; pregnancies; absence of gender sensitive sanitation facilities in schools; preferential treatment to boys as opposed to girls in accessing education; family responsibilities; sickness; financial constraints; sexual harassment in the communities and at school; and the absence of life-skills or guidance and education on adolescents' reproductive health and rights.



Table I: Primary School Completion Rates of boys and girls from 2000-2006 (000)

Currently attending	Attending Primary One in 2000			Attending Primary Seven in 2006		
	Male	Female	National	Male	Female	National
Kampala	53	39	92	16	15	31
Central	251	226	477	80	85	165
Eastern	177	187	364	94	74	168
Northern	176	203	379	90	47	137
Western	251	244	496	98	86	184
National	900	907	1807	378	307	685

Source: Uganda Bureau of Statistics (UBOS), 2006. Uganda National Household Survey, Socioeconomic Report. Kampala: UBOS.

Secondary Education

77. In a bid to strengthen its program of expanding access to education, the Government has introduced the Universal Post Primary and Technical Education Policy which was adopted in 2007. Under this scheme, free secondary education is provided by Government. According to the Ministry of Education and Sports census reports on education in 2008, 45.9% of girls were enrolled in comparison to 54% of boys. The number has grown steadily from 2003 by about 0.7%.

Tertiary Education

78. Makerere University has implemented the Female Scholarship Initiative (FSI) for 7 years (2001 – 2007). The objective of the scheme was to enhance enrolment, retention and academic performance of female undergraduates at the University. The scheme targeted female students who have been admitted under private sponsorship but are unable to finance their studies. During the selection process, priority was given to female orphans and those from under – represented and disadvantaged districts from Uganda and from poor family backgrounds. One of the core objectives of the FSI is to increase female enrolment in the science disciplines by reserving 70% of the awards for science disciplines against 30% for the humanities. The Initiative has contributed to increased female enrolment in science disciplines. Between 2001/2 and 2002/03, 233 female students had benefited from the scheme and of these, 150 received scholarships to pursue science related courses.

Legal and Policy Framework for the Right to Education

79. The Education Bill, 2006 proposes to amend, consolidate and streamline the existing law relating to the development and regulation of education and provides for vocational training. The Bill proposes to make it an offence for any parents who fail to enrol their children in school and ensure that they complete the seven years of basic education. The passing of this Bill will help to promote the retention of the girl child in school longer, given the lower premium placed on girl child education.
80. There are still gaps which have not been addressed by the Bill. These include early pregnancy which is one of the factors that hinder the advancement of girls in the education. The Bill does not provide for implementation procedures outlawing corporal punishment, which is also contrary to provisions of the Constitution.
81. National statistics show that disparity in attaining education between males and females gets wider according to levels, disparities being lower at primary levels and higher at secondary and tertiary levels. Furthermore the number of both women and men at the different levels of primary, secondary and tertiary levels gets lower as the levels of education gets higher.
82. Several factors have been identified as leading to the disproportionate access to education for males and females in Uganda. The leading factors are poverty and socioeconomic factors and the indirect cost of education. HIV/AIDS has caused challenges for orphans who would seek to access the education system - in 2003 there were 880,000 AIDS orphans under 15 years in Uganda. Girls, more often than boys stay at home to care for sick relatives. Poverty in homes also forces girls to get married at an early age.

83. Furthermore, there is an absence of clear policy in some areas affecting the girl child. For example, Uganda has some of the highest rates of adolescent pregnancy in the world. In a 2003 survey, 35% of girls between the ages of 15-19 years were found to be pregnant or to have had a child. However, there is still no policy on the education of adolescent mothers; schools still largely exclude them from continuing in the education system. In addition, sexual harassment and the exploitation of girls in the school system still pose a challenge. Some girls also drop out of school due to lack of gender specific needs like sanitary towels especially in rural schools. Some children are also denied access to education because at least one and a half million children in Uganda work.
84. Other factors include gender stereotyping in the education curriculum and teaching materials, lack of systemic policies and programmes to address specific gender concerns in education, poor monitoring and evaluation of gender related outcomes, lack of gender responsive budgeting and weak gender focal points.(EASSI 2006)
85. Girls, therefore more than boys are disadvantaged in accessing education at all levels. Despite the efforts to promote girls' education, Uganda's achievements in advancing female education still fall short of the typical indicators of parity in education. Although access to education has improved overall, gender disparities are obvious with girls' education lagging behind boys across all levels especially post-primary education levels.⁹
86. While Government's progress in ensuring parity in education is commended, there is need for specific action to address challenges specific to girls' education at different levels. While the National Plan of Action 2007 maintains the Girl Child and Education as a priority area, there is need to effectively implement the Education Gender policy that will address gender concerns at all levels.

Recommendations

- ✿ Causes and challenges leading to the high drop-out rate for girls needs to be addressed so as to encourage their retention in schools. This will require increased budget allocation for sectors that relating to the welfare of the girl child in school thereby preventing drop outs. Restoration of the school facilitation grant would play a positive role in this regard.
- ✿ Implementation of the education gender policy that addresses gender concerns should be urgently undertaken. One immediate step by government would be increasing the number of female teachers' recruitment and addressing issues of sexual violence in schools.
- ✿ Policies on ensuring that pregnant girls remain in school need to be discussed and appropriate resolutions passed to ensure that girls remain in school.
- ✿ There is need to increase sensitization to eliminate stereotypical attitudes in schools by involving several media outlets and CSOs in public education campaigns.
- ✿ Heads of and Teachers in educational institutions should be trained to detect stereotypes in school curricula and practises and design methods for addressing them.

⁹ Uganda APRM Country Review Report

ARTICLE 10: EMPLOYMENT

Committee Recommendations in 2002:

The Committee noted the lack of gender disaggregated data on women in employment; the high rate of unemployment among women; disparities between the wages of women and men and in social security and lack of legal protection for women against sexual harassment at the workplace. The Committee was also concerned about the delay in adopting the Draft National Employment Policy and urged the State to make the necessary changes, including enactment of legislation to protect the rights of persons in employment and temporary special measures to create employment opportunities for women. Specific legislation to address sexual harassment in the workplace was also recommended.

87. According to the Uganda Demographic and Health Survey report (2006), 75% of women are employed in the sector agriculture in the rural areas and the second largest employer of women in Uganda is the informal non farm sector. Women are increasingly engaging in trade and manufacturing as a means of bringing an income into households as socio-economic factors such as conflict, HIV/AIDS and economic hardship shift the burden to provide for families onto women.

88. There are more women employed in low paid jobs or sectors of the economy than men in Uganda. More women are employed as clerks (0.5%) than men (0.4%). Fewer women (1.6%) are engaged in market oriented agriculture than men (2.9%). On the whole there are more women in low paid occupations than men. Disparities are found between rural and urban populations with more people in the rural areas earning less.

Limitations

89. Most female workers in Uganda are either unpaid family farm workers or self-employed in the informal sector. A report from the Gender and Productivity survey of the Uganda Bureau of Statistics (2008) states that 46% of all women in the labour force are unpaid and only 18% of men in the labour force are classified under the unpaid category. Recent research suggests that Ugandan women are highly entrepreneurial, contribute very significant amounts of labour to the Ugandan economy although much of this is unpaid and are extremely not credit-worthy.¹⁰

Table II: Main occupation of persons 10 and above¹¹

Main occupation	Male	Female	Total
Managers and administrators	0.3	0.1	0.2
Professionals	2.1	0.9	2.5
Associate Professionals	3.9	2.0	2.9
Clerks	0.4	0.5	0.4
Service workers and market sales workers	15.0	13.6	14.2
Market oriented agricultural production	2.9	1.6	2.2
Subsistence agriculture and fishery workers	52.9	74.6	64.2
Craft and related workers	7.2	2.8	4.9
Plant machine operators and Assemblers	1.5	0.1	0.7
Elementary occupations	13.9	3.8	0.7
Total	100	100	100

¹⁰ GGA, Ibid Page 4

¹¹ Source: Uganda Labour Force Survey, 2002/2003, Uganda Bureau of Statistics.



Table III: Monthly Earnings of Currently Employed Persons Aged 10 Years 7 Days before Survey by Residence¹²

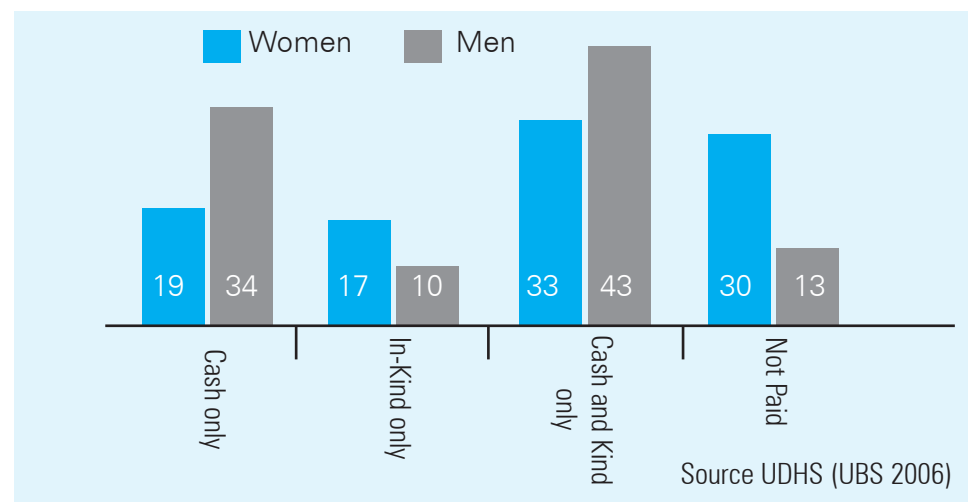
Monthly earnings in UShs	Rural			Urban		
	Male	Female	Total	Male	Female	Total
Less than 20,000 ¹³	21.2	29.3	23.1	8.3	26.9	20.2
20,001 – 40,000	20.1	28.4	22.1	11.2	24.4	16.2
40,001 – 60,000	15.3	8.1	13.6	13.1	8.0	11.2
60,001 – 100,000	18.8	16.5	18.3	23.1	16.5	20.6
100,001 – 200,000	16.5	12.2	15.5	26.6	10.7	20.5
200,000+	8.1	5.5	7.5	17.6	13.5	16.1
	100	100	100	100	100	100

90. The statistics above show that 51% of men earn more than shs 60,000 a month while only 37% of women earn the same amount. Disparities are found between rural and urban populations with more people in the rural areas earning less than shs 20,000 a month.

91. Disparities in access to income continue to exist between men and women, with more men earning income compared to women. According to the above table, 30% of employed women are not paid, compared to 13% of employed men, in addition most women earn less money than their husbands.

¹² Source: Uganda Labour Force Survey, 2002/2003, Uganda Bureau of Statistics.

¹³ Shs 20,000 is approximately US\$ 11



92. There are also more women recorded as unemployed than men in Uganda. The highest unemployment rates are observed in the younger age groups with a peak in the 20-29 year age bracket. Female unemployment is higher in all age groups less than 50 years. Statistics from the Labour Force Survey also indicate higher unemployment rates for married women in urban areas with 54% of females who are married recorded as unemployed. This suggests that housework and the informal business activities carried out by married women have not been rated as employment for purposes of the Labour Force Survey in Uganda.

Table IV: Monthly Earnings 1Unemployment Rate of All Persons Aged Above 10 Years by Sex ¹⁴

Age group	Male	Female	Total
10-19	2.6	5.9	4.3
20-29	4.7	6.0	5.5
30-39	1.2	2.0	1.6
40-49	0.9	1.1	1.0
50+	1.3	0.7	1.0
Total	2.5	3.9	3.2

93. Within the private sector, it has been found that labour and time constraints differentially affect women's and men's capacity to engage in business activity, with significant consequences for agricultural productivity in the context of strategic exports. Given that social and economic empowerment is a key area for Government, it is important that due attention is given to this disparities if Uganda is to harness the full productive potential of females as well as male actors and achieve high and sustained rates of pro-poor growth thereby "fulfilling its mandate of a "private sector led growth".¹⁵

94. The practical implication of the employment stratification is that women and men have disproportionate access to income, social benefits and also protection under the Employment Laws, with women being more disadvantaged than men. Serious attempts by Government to improve the livelihoods of women should therefore focus on the majority of women who are employed in the rural and informal sectors and the specific needs of women in the formal sector.

The adequacy of the Legal Framework

95. The Employment Act of 2006 repeals and replaces the old Employment laws of 1975. The previous law had many unfavourable conditions including the prohibition of women from being employed in mining, except if they were managers. The new law makes some positive changes but it also has some negative consequences for women.

96. Application to Family Undertakings: The new Act does not apply to enterprises where a number of five and below dependant relatives constitute the only employees. This legal provision fails to recognise that many women are employed in the informal sector and in small family businesses. In 2002, 31.6% of persons above the age of 10 years that were economically active were unpaid family workers; 43.3% of these were women.¹⁶ These women are invisible in the employment statistics and the law perpetuates their invisibility by excluding them from its application.

97. The Act does not define what a "family undertaking" or family business is. It however defines a "business" to include any trade, profession, undertaking, operation or establishment, whether public, co-operative or privates. Elsewhere, a family business "undertaking" has been defined as a corporation entirely owned by members of one family¹⁷ or a company owned, controlled and operated by members of one or several families.¹⁸ Family businesses also employ other persons and in Uganda, the numbers are often less than five.

98. The Act aims to promote equality of opportunity in that, it sets out to eliminate discrimination in employment. It also provides for equal pay for equal work.¹⁹ The Act broadly defines discrimination to include any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, and HIV status or disability.²⁰

99. However, S.6 (4) of the new Act provides that "any distinction, exclusion or preference in respect of a particular job based on the inherent requirements of that particular job shall not be deemed to be discrimination." This leaves room for the perpetration of gender stereotypes in employment. For example, an establishment may choose to recruit only male drivers because females are less likely to be free to drive long distances away from home. Likewise, another may choose to employ only female cleaners or office assistants because women have historically been perceived to be better suited for such employment. And in areas of management, an institution may use this clause to favour the recruitment of male managers

¹⁶UBOS (2002/3), Uganda Labour Force Survey

¹⁷ Web dictionary, wordnet.princeton.edu/perl/webwn

¹⁸ Web dictionary, en.wikipedia.org/wiki/Family_business

¹⁹ S.6 (7) ibid

²⁰ S(6)3 ibid

¹⁴ Source: Labour Force Survey, 2002/2003

¹⁵ Supra

because society has historically perceived them to be more disposed to working or travelling away from home and not want to take long periods away on maternity leave. It also means an employer may exclude married women from employment if it suits him/her.

100. For example, the Police Standing Orders still provide discriminatory standards for recruitment. Candidates for the position of Women Probationary Constables must be unmarried. In order to avoid such disproportionate provisions in employment practices, important legislation like the Employment Act should conform to the provisions of the Constitution and international human rights standards in prohibiting discriminatory practices.

Sexual Harassment

101. A positive development brought about by the Act is the introduction of the specific provision of sexual harassment in employment. The Act defines incidences of sexual harassment but limits sexual harassment to an employer or his representative. This grossly limits the operation of the Act because there are several instances of hostile work environments created by co workers in the work place, where sexually explicit language (in the form of jokes), gestures, unwelcome touching and caressing are common. Limiting the instances of sexual harassment that are actionable is therefore unjustified and discriminatory.

102. The Act calls for employers to put in place positive measures in work places to prevent sexual harassment.²¹ However, this only applies where the employer has more than 25 employees in his/her establishment. Even in the formal business sector which has 160,000 businesses employing about 444,000 persons, the threshold is unrealistic because there are only 10,569 businesses that employ more than twenty five people. The average size of a formal business enterprise in Uganda employs 2.8 persons.²² All undertakings in the informal sector and most undertakings in the formal sector have therefore remained unregulated in as far as sexual harassment is concerned. In addition, the Act leaves the Employer with the discretion of how to develop internal guidelines for each organisation.

103. The Act also provides that the Minister may after consultation with the Labour Advisory Board exclude the application of all or part of the Act categories of employed persons whose terms and conditions of employment are governed by special provisions. This is supposed to apply if the arrangements provide protection that is equivalent to or better than the provisions of this law. Categories that could fall under this provision are the Uganda People's Defence Forces (UPDF), the Uganda Prisons Services (UPS) and the Uganda Police Force (UPF). A perusal of the UPDF Act of 2006 shows that it has no specific provisions prohibiting sexual harassment; neither does the new Police Act. On the whole, the provisions that allow the exclusion of certain categories of persons set a double standard which is contrary to the principles of equality under the law.

104. It is common knowledge that the majority of children employed in Uganda are employed as household help. Homes are normally private places which elude supervision of public authorities. House maids who are usually female are made to carry heavy burdens, work for long hours and in some cases they may be sexually abused within the household. Household work is commonly carried out under the supervision of an adult (homeowner). The provisions

of this law are insufficient to stop the continuation of these practices.

105. In connection with domestic workers, S.38 requires persons operating recruitment agencies to obtain recruiting permits from the Commissioner. The section does not apply to persons operating agencies for recruitment of domestic servants or non manual labour, yet the majority of recruitment agencies in urban areas today recruit domestic workers. Unless clear regulations are put in place for the enforcement of the positive provisions of this law, it appears the area of domestic work will remain unregulated in Uganda, yet it continues to employ more women than men.

106. With regard to wages, S.41 provides that an employee is entitled to wages. However, an employee is not entitled to receive wages in respect of any period where she or he is absent from work without authorization or good cause. For an employee who has completed at least 3 months' continuous service with his or her employer, good cause is constituted by absence due to exceptional events preventing the employee from reaching the place of work, absence due to summons to attend court or absence due to death of a member of employee's family. There is no specific provision for sickness of a member of the family, a matter which casts a disproportionate burden on women.

107. On a positive note, the Act increases the period of maternity leave from 45 to 60 days.²³ This applies even where there has been a miscarriage. The Act guarantees the right to return to the job held immediately before maternity leave or to a suitable alternative job on terms and conditions not less favourable than those that would have applied had employee not taken maternity leave. In case of illness arising out of pregnancy or confinement (of mother or baby) the right to return shall be available within 8 weeks after birth or miscarriage. The provision for paternity leave which is four days once a year²⁴, promotes stereotyping in parental responsibility where the bulk of the responsibility is shouldered by the mother.

108. However, there is no leeway in the law for mothers to breast feed babies after the expiry of maternity leave. According to the UDH Survey 2006, in Uganda, almost all children are breastfed at some point. However, only six in ten children under the age of 6 months are exclusively breastfed. The median duration of exclusive breastfeeding is 3.1 months, while the median duration of any breastfeeding is almost 20.4 months.

109. Nonetheless, the proportion of children who are bottle-fed increases from 3 percent among children less than 2 months of age to 26 percent among children 6-8 months of age, after which it declines gradually. The Act provides that where the maximum working hours are at least 8 a day, a break of 30 minutes is allowed each day to employees.²⁵ This is not sufficient to enable a mother to get to a place where the baby has been left for the day and return to work, yet the Act does not require employer to put in place facilities that enable mothers to keep their children at work, or near their work place.

²³ S. 56 Employment Act

²⁴ S. 57 *ibid*

²⁵ S. 56 Employment Act

²⁴ S. 57 *ibid*

²⁵ S. 53(6) *ibid*

²¹ S.7 (4) Employment Act

²² UBOS (2003), A Report on the Uganda Business Register, 2001/2002

Our Recommendations

- ✱ Sections in the Employment Act that discriminate against women should be revised in accordance with CEDAW.
- ✱ Since women congregate more in the informal sector, government should work towards devising a system for women in the informal sector to get them to contribute to the Social Security Scheme thereby creating security for the future.
- ✱ Government should encourage the Ministry of Labour and NGOs dealing with labour issues to file sexual harassment cases in a bid to address this vice and generate statistics and reports on progress made to combat the practice.
- ✱ Data on women in employment should be made available by conducting regular surveys on the status.

ARTICLE 11: EQUALITY AND ACCESS TO APPROPRIATE HEALTH CARE

Committee recommendations in 2002:

The Committee noted the high rate of teenage pregnancies and the high rate of maternal mortality among teenage girls, particularly in the rural areas, frequently as a result of clandestine abortion. The Committee was concerned about the high incidence of violence against women. It proposed the implementation of a national health program that includes reproductive health programmes designed to prevent early pregnancies and induced abortions in rural and urban areas and the provision of safe and affordable contraceptives by the Government.



Access to Health Services

110. Although the health care budget has increased in recent years, (accounting for 10.2 percent of the Government's total share to social services), the health services in the country are still inadequate both in quality and quantity to meet the serious health problems faced by Ugandans.
111. Women unlike men, are less able to use health services, even when these are available. Although the actual (cost sharing fees and drugs) and hidden (transport and illegal charges) costs affect everyone, women have limited access to money in comparison to men. Lack of money for transport is often one reason why women do not seek health services or do not go for further treatment. In addition, women weigh the opportunity costs of time in their small businesses or in agricultural work, both when they are sick or seeking health services. The reproductive value of women's time is overlooked and is increasingly being eroded because of their gender role as "care givers."

Legal and Institutional Framework

112. The Public Health Act creates an Advisory Board for Health which is appointed by the Minister. The law however, does not ensure representation of women on the board. The Act requires amendment as some of its provisions are no longer relevant.

The National Health Policy (NHP) and Health Sector Strategic Plan (HSSPII)

113. The situation has not changed much since the Initial and Second Report. There is a draft National Health Policy under review which aims at promoting primary health care with emphasis on county based interventions in health promotion, disease control, sanitation and simple curative and rehabilitative health care. The Ministry of Health is among those targeted by the MGLSD for the gender sensitization and main-streaming exercise. This process is still ongoing.
114. The overall objective of the NHP is to reduce mortality, morbidity and fertility and the disparities within them.
115. The Health Sector is strong on assessment at the level of inputs, processes and out puts of the HSSP II, 25 indicators were developed but is challenged in linkages into and monitoring of the PEAP health related outcomes notably infant mortality rates; under-5 mortality rate; maternal mortality rate; and chronic malnutrition as measured by stunting for which no new data was available at the time of the review. Convergence of the HSSP II indicators and the PEAP health outcomes remains a challenge in performance measurement.

Limitations

116. Low health sector resource allocation and weakness in utilization continues to negatively impact the health sector with a direct effect on women.

Access to Services

117. Access is one of the factors influencing the fertility rate today, the current total fertility rate of 6.7 children per women during her reproductive years shows that fertility rate in Uganda is still high even though the CPR has risen from 5% to 15%. Urban women with a Total Fertility Rate of 5 births per woman have smaller families than rural women. However, the infant mortality rate remains very high at 435 per 100,000 births.

Family planning

118. Family planning is of critical importance in light of the high fertility rates (6.7 children per woman) and population growth in Uganda. According to the World Population data sheet (November 2007), Uganda has the world's third fastest growing population (3.2% per annum) and will, as a result, have the one of the highest population increase in the next four years. Uganda's population is estimated at 30.66 million by mid 2009 will grow to 55.9 million by 2025 and 117 million by 2050; i.e. indicating a 307% increase between 2007 and 2050. It is recognized that Uganda is unlikely to meet its national poverty reduction and MDG goals unless efforts to reduce population growth and total fertility are accelerated in the immediate future.

119. The high unmet need for family planning has led to an increase in unplanned births from 38% in 2000 to 41 percent in 2006. An estimated 775,000 women have unplanned pregnancies each year (approximately 25% of these being adolescents) and hence the high number of induced abortions – estimated at 297,000 per year.



120. Although women want to reduce the number of children that they have, only one fifth of married women (24%) practice birth control. This is due to many factors, including: misconceptions about family planning, lack of information, limited access to services, costs, limited decision-making power on reproductive choices and opposition from male partners.

Sexual and Gender-Based Violence (SGBV)

121. SGBV remains both a serious human rights and public health issue for women. In Uganda, women are subjected to different forms of gender-based violence, including FGM (which is still practiced in some parts of the country) battery/ assault; defilement; rape and marital rape; which increase the risk of gynecological problems and women's vulnerability to sexually transmitted infections and HIV/AIDS.

Table V: Prevalence of SGBV

Experience	Average	Urban	Rural
Experience of Physical violence	60%	54%	61%
Experience of Sexual violence	39%	31%	41%
Experience of Violence during pregnancy	16%	7%	17%

Source: 2006 Demographic and Health Survey, Uganda

122. Some of the predisposing factors include: the low socio-economic status/ dependency; discriminatory laws and the cultural values, practices and attitudes regarding women in marriage (polygamy, payment of bride price, non -disclosure of marital woes). At the secondary level, the absence of legal protection mechanisms including the absence of law enforcement agencies in some areas e.g. conflict affected regions, has further increased women's vulnerability

Female Genital Mutilation

123. The law against FGM was enacted in 2010. The anti-FGM campaign spearheaded by the REACH project in partnership with the Kapchorwa Local Government has contributed to a reduction of the practice in some areas of the district from 80% in 1996 to below 10% in 2006. Sensitization of communities on the FGM Act in the areas that practice it should be promoted if FGM is to be further reduced and eventually eliminated. Enforcement of the law will be important following the sensitization.

Antenatal Care and Safe Motherhood

124. In general, women's gender based health problems and needs are not given high priority apart from the traditional maternal and child health approach. However, the Safe Motherhood Initiative, which has been operating since 1988 and at present, covers 15 districts is one of the progressive programs that have contributed to improving women's maternal health. It is a community-based project that aims at mobilizing the community to increase awareness of safe motherhood practices including family planning. Among its significant achievements is the training of male counsellors in 9 districts which has shown that change of men's attitude towards family planning is key to achieving gains in the use of family planning.

HIV/AIDS Policy Framework

125. In 2008, the HIV/AIDS Prevention and Control Bill was introduced in Parliament. The Bill among others proposes penalties for intentional spreading of the virus, mandatory testing and the right of a medical practitioner to disclose the status of partners to each of them. NGOs have opposed these provisions on grounds of discrimination, human rights principles that prohibit disclosure and opposed mandatory testing. The Bill is still being debated in Parliament. A number of policies have been put in place to address the HIV/AIDS scourge in Uganda. Some of the policies have targeted women and children because women remain the largest percentage of persons infected and affected. There has been a shift in concentration of the epidemic from younger to older individuals with the highest prevalence for men (9.9 per cent) being among 35-39 year olds while for women (12.1 per cent) is among 30-34 year olds.²⁶

Policy for Reduction of Mother to Child HIV Transmission 2001

126. This policy on PMTCT elaborates MTCT as the second major mode of transmission in Uganda and accounts for 18% of the infections among children. This is due to the relatively high prevalence of HIV among women of reproductive age coupled with the high fertility rate.

127. The policy addresses key issues related to prevention of mother to child transmission of HIV which include antiretroviral therapy in reduction MTCT, Voluntary Counselling and Testing, and infant feeding. Other interventions for the reduction of mother to child transmission include routine administration of multi vitamins in pregnancies and Vitamin A to post partum mothers and in children, routine iron and foliate supplementation, safe transfusion, control of sexually transmitted infections (STIs) and the use of barrier methods such as condoms during pregnancy and lactation, vaginal cleansing, delayed rupture of membranes in labour and limited use of episiotomy among pregnant women.

126. This policy on PMTCT elaborates MTCT as the second major mode of transmission in Uganda and accounts for 18% of the infections among children. This is due to the relatively high prevalence of HIV among women of reproductive age coupled with the high fertility rate.

127. The policy addresses key issues related to prevention of mother to child transmission of HIV which include antiretroviral therapy in reduction MTCT, Voluntary Counselling and Testing, and infant feeding. Other interventions for the reduction of mother to child transmission include routine administration of multi vitamins in pregnancies and Vitamin A to post partum mothers and in children, routine iron and foliate supplementation, safe transfusion, control of sexually transmitted infections (STIs) and the use of barrier methods such as condoms during pregnancy and lactation, vaginal cleansing, delayed rupture of membranes in labour and limited use of episiotomy among pregnant women.

128. The PMTCT program has reduced infection rates from mothers to their children. The current HIV Bill criminalises women who transmit HIV aid to their children. In most cases women who disclose their status are criminalised by their husbands.

The National Strategic Plan 2007/8-2011/12

129. The goals of the NSP include under Goal 1 is to reduce the incidence rate of HIV by 40% by the year 2012 and to mitigate the effects of HIV/AIDS, and under Goal 2- To improve quality of life of PHAD by mitigating the health effects of HIV/AIDS by 2012. The priority areas associated with prevention include accelerating prevention of sexual transmission of HIV targeting vulnerable and most at risk populations, Promotion and scale up of PMTCT, Ensuring blood transfusion safety, universal precautions and PEP, Controlling sexually transmitted infections and Developing appropriate policies and programmatic guidelines for implementation of new HIV preventive technologies proven to be effective.

130. Other priority areas under Goal 2 include Increase equitable access to Anti-Retroviral Treatment, Scale up HIV Counselling and Testing (HCT), Increase access to prevention and treatment of opportunistic infections including TB and integrate prevention into care including nutrition counselling and education. The implementation of these plans will be key in reducing HIV.

The Draft Uganda National HIV/AIDS Policy 2007

131. The Draft Policy addresses key populations at higher risk and provides for special focus on the disadvantaged to reduce vulnerability and promote equal access to impact mitigation services. The policy thereof specifically addresses Gender, HIV and AIDS and seeks to identify and reduce gender-based vulnerability to HIV and AIDS, Societal / cultural behaviour Practices disadvantaging women including female genital cutting, Widow Inheritance, Widow cleansing, Child marriages and Sexual / gender based violence. In addition, it seeks to address multiple sexual relations and limited male support and involvement in seeking services as PMTCT. Adoption of the draft policy will therefore play a key role in addressing some of the specific factors that have exposed women to HIV infection.

Prevention of mother-to-child transmission of HIV

132. It is estimated that 1.2 million women in Uganda give birth every year. Given an average antenatal HIV prevalence rate of 6.5%, about 78,000 of the pregnant women are living with HIV. It is estimated that 25,000 children are infected by their mothers each year. The Uganda Government launched its Prevention of Mother-to-Child transmission of HIV programme (200-5), aiming to provide counselling to about 35% of all pregnant women in the country and testing services to about 20%. Elizabeth Glaser Paediatric AIDS Foundation, in partnership with the Ministry of Health and funding from PEPFAR, is running Uganda's biggest initiative on PMTCT. It provides ART for PMTCT to 6,833 pregnant women and mothers and 3933 infants in 254 centres across the country.

133. Although Uganda was able to increase PMTCT services delivery sites from seven in 199/200 to 334 by May 2006, the country's PMTCT program targets were conservative, and the overall performance poor. By December 2005, only 15% of the pregnant women living with HIV had been identified and only 10% had accessed ARVs. The program focused primarily

²⁶ The Daily Monitor newspaper of November 22, 2009

on the baby despite the fact that for a baby to grow up well it needs a mother who is alive and productive. Findings from the 2004/5 HIV/AIDS Sero-Behavioural survey and other reports indicate that only 4,000 children have access to ARVs compared to an estimated 10,000 who need them.

134. The PMTCT policy is reflective of the patriarchy in society where women continue to bear responsibility for reproductive activities including family planning. No attention is paid to the special needs of discordant couples where the mother is free of infection. In this case the possibility of infection stems from the father.

135. In some locations in the country, due to the long distances and limited information on where to get counselling services, few clients are utilizing the available services. The long distances also affect the follow-up to the referral centres and despite most services being free, women were not seeking for medical services mainly due to lack of funds to cater for transport costs and heavy household chores that takes up most of their time. The inadequate availability of well trained counsellors in the community to offer counselling and psychosocial support has stalled its uptake.

136. Ministry of Health reports and activities by NGOs involved in the health sector indicate that there is increased knowledge due to educational programmes targeting prevention of HIV/AIDS among the women and girls others activities include; formation of post test clubs, peer education, programmes for youth and women, ABC, community HIV initiatives. All these programs are believed to have been quite effective in raising awareness on HIV/AIDS and have had an impact on HIV/AIDS campaigns.

137. More specifically therefore, some of the most pertinent gender concerns in relation to HIV/AIDS have been highlighted as:

1. Inadequate legislative / policy framework to address the nexus between HIV/ AIDS and violence against women.
2. The perceptions of culture and tradition which are a major hindrance to the effectiveness of the observance and protection of the rights of PLWA .
3. Gender roles of women as caregivers which necessitate them to have information to handle HIV/AIDS situations inclusive of legal problems arising out of the situations of HIV.
4. The discriminatory and cultural practices relating to marriage, including widow inheritance, grabbing of property from widows by relatives of the widower have continued to increase women's vulnerability and that of their children to HIV/AIDs and poverty.
5. The special needs of discordant couples and the vulnerability of women in discordant relationships.
6. Power imbalances in the negotiation for safer sex..
7. In conflict situations women are more exposed to HIV/AIDS
8. The need to address malicious infections of the non- infected by infected persons.

Our Recommendations

- ✿ Access to health for women needs to be prioritized by providing adequate budgets and personnel to attend to their needs.
- ✿ More awareness on available health services and access to health facilities need to be undertaken by relevant government institutions.
- ✿ More awareness and strategies to combat HIV/AIDs within the most vulnerable group-married people need to be enhanced. The ARV/ART initiatives need to be increased to enable majority of Ugandans to receive treatment.
- ✿ There is need to provide ARV/ART to women in different categories including those with disabilities.
- ✿ There is need to advocate for the immediate passage of the draft Uganda National HIV/AIDs policy and HIV/AIDs Bill. However, sections in the Bill that discriminate against women should be removed.
- ✿ VCT should be promoted to address the escalating HIV/AIDs infection rates.

ARTICLE 12: ECONOMIC AND SOCIAL BENEFITS

138. 31% of the Ugandan population lives below the poverty line-the majority of whom are women. Research studies have shown that women experience severe constraints, including limited access to the key factors of production: land, capital as well as several legal and administrative obstacles that constrain their level of entrepreneurship. Women frequently lack the necessary information and connections to procure sizeable business opportunities.

139. A Study in Uganda supported by the World Bank identified a number of legal and administrative barriers experienced by women with regards to investment in Uganda.²⁷ In addition to those identified in other sections, these include: barriers to formalizing businesses; difficulties in complying with tax administration requirements; labor laws that do not take into account the specific gender needs of women; and limited access to commercial justice due to women's lack of information about their legal rights and access to mechanisms that can satisfactorily enforce them.



²⁷ Gender and Economic Growth in Uganda 'Unleashing the Power of Women' A Ellis, C Manuel, M Blackden

Progress made in improving socio-economic benefits

140. Civil Society organizations have spearheaded the move to promote the advancement of women in the informal work sector. Members of the Gender and Growth Assessment Coalition have since supported groups of women in the small, medium and large businesses through: entrepreneurship training programmes, mentorship programmes, tax clinics; development of business guides and product development guides; as well as awareness creation on the labour laws, banking policies and products.

141. The Uganda Women Entrepreneurs Association Limited also has (i) a Girls Entrepreneurship Programme (GEP) – an initiative aimed at inspiring young women to engage in businesses of their own; (ii) the Access programme that aims at building capacity of women entrepreneurs to participate effectively in export trade and (iii) partnership with a bank (DFCU) whereby loans are made easily available to SMEs run by women

Our Recommendations

- ✿ Backward cultures that continue to deny girls the right and opportunity to education should be outlawed by government.
- ✿ The co-ownership of land should be passed into law to enable women to own land and engage in cultivation and to have collateral for raising funds for capital inputs.
- ✿ Government should strengthen its support for entrepreneurship ventures of women by supporting existing and upcoming organizations that assist women in business.

ARTICLE 13: RURAL WOMEN

Committee Recommendations in 2002:

The Committee expressed concern about the prevalence of customs and traditional practices in rural areas that prevent women from inheriting or acquiring ownership of land and other property. The Committee recommended the adoption of measures that ensure that rural women benefit from policies and programs in all spheres, as well as participate in decision-making and have full access to credit facilities. The elimination of all forms of discrimination with respect to the ownership, co-sharing and inheritance of land and the introduction of measures to address negative customs and traditional practices which affect full enjoyment of the right to property by women was recommended.

142. There has been little improvement in addressing the status of the rural women. While the majority of the women in Uganda face challenges and constraints to their attaining rights on an equal basis with men, the rural women suffer exponentially. They also tend to form the poorest of the poor women, with consequences for their economic and social rights and welfare.

143. Most of the rural population though with access to UPE, experiences indicate a high drop-out rate with the majority being girls. Lack of education has a direct impact on the quality of life women lead. Early marriages and high mortality rates have resulted and poverty remains prevalent as a result.

144. 75% of the population of Uganda is engaged in agriculture. The provision of credit facilities in agriculturally driven communities is crucial in facilitating economic activities. Government efforts to provide credit facilities are minimal, with the private sector driving initiatives in this direction. Although these are fewer in the rural areas and carry high interest rates. Rural women have failed to access this vital financial service due to lack of required collaterals, which men (rural) often tend to have more than rural women. The majority of the rural women population is comprised of women who do not own land and cannot therefore effectively use it for commercial purposes.

145. Government has established Health centres in a number of districts in Uganda in a bid to provide women with more access to health care. However, most of these health centres are still a long distance of travel for most women who lack means of transport, the centres lack drugs and medical personnel and have not therefore adequately addressed the challenge of decreasing the mortality rates of mothers and children in rural areas. The UNHS 2005/06 estimates that women constitute 43.9% of the sick population in rural areas in comparison to men who account for 39.4%.

146. The MGLSD formulated the Uganda National Culture Policy which, among other objectives, seeks to mobilize communities to take action on cultural practices that impinge on human dignity. The Policy goes further to provide for key actions to be taken to realize this objective. Copies of the Policy have been distributed to all districts and municipalities in the country and a strategy and action plan for the policy is currently being developed. The MGLSD's department of gender and women affairs currently faces limitations with regard to financial and human resources to oversee implementation of the Policy. It is hoped that this situation will be addressed given that social and cultural development issues are addressed in the National Development Plan. This is an opportunity to allocate more resources and reinstatement and recruitment of Cultural Officers at district level.

147. Some NGOs have gone a step further and are using litigation to address cultural practices that



seem to impinge on the dignity of women. There is currently an appeal to the Supreme Court by MIFUMI a local NGO on a ruling by the Constitutional Court in favor of bride price. Payment of bride price remains one of the causes of domestic violence and has contributed to the degradation and abuse of women. If abolished or made in conformity with the constitution, it will address some of the abuses women (majority of whom are from the rural) have suffered as a result.

Our Recommendations

- ✿ Discriminatory inheritance laws, practises and customs should be banned and enforcement mechanisms put in place to ensure that women are protected from being disinherited.
- ✿ The land law should be amended to protect the rights of women to co-own land with their spouses.
- ✿ The MGLSD should be adequately resourced to ensure the effective implementation of the National Culture Policy, and should put in place comprehensive programmes to advance the rural women in all spheres.

ARTICLE 14: EQUALITY IN MARRIAGE AND FAMILY LIFE

148. The government report does not address Article 16 of CEDAW. However, UWONET has some concerns regarding this area.

149. Despite the introduction of the M&DB in Parliament, contentions with some of its provisions are affecting the progress in its enactment. There is an obligation on States Parties to eliminate discrimination against women through all available measures, and Government of Uganda is under an obligation to ensure that a law operationalising CEDAW and promoting the rights of women is passed. While MGLSD and other government agencies are aware of the barriers to the enactment of the Bill, not much has been done to eliminate them as expeditiously as expected, leaving this burden to activists, women caucuses in Parliament such as UWOPA and CSOs.

150. Women remain in a subordinate position to men during marriage and at its dissolution. Bride price and polygamous marriages continue to perpetuate women's subordinate status to men. Practices like widow inheritance have further undermined women's status. Cultural practices that give women no claim to their children who are considered as belonging to her husband have continued to affect women's rights to a family.

151. There have been some changes introduced by a Constitutional Court rulings regarding divorce, but commensurate changes are yet to be made in the formal laws. During the last twelve years of existence of the Constitution of Uganda, the Divorce Act has been the subject matter of many decisions of the High Court and provisions of it have been considered also by the Constitutional court. NGOs like the Uganda Association of Women Lawyers have successfully challenged discriminatory laws in a bid to actualize equality in marriage and family life. In the case of Uganda Association of Women Lawyers (FIDA-U) et al v Attorney²⁸ the Courts

²⁸ General Constitutional Petition No. 2 of 2003

found the grounds for divorce mentioned in Section 4 (1) and (2) are available to both parties to the marriage and the provisions of the Act relating to naming of the co-respondent, compensation, damages and alimony apply to both women and men who are parties to a marriage. This decision has contributed to promoting equality between men and women in divorce. Previously, women had to prove both adultery and another ground before being granted divorce while men only had to prove adultery. In that regard, the law on adultery was amended with regard to divorce to promote equality in the grounds for divorce.

Our Recommendations

152. All cultural practices that undermine the dignity of women and are not in line with the Constitution of Uganda should be abolished. Government should pronounce itself on such cultures and enforce the laws accordingly.

153. Enactment of the M&DB in line with the Constitution is a matter of urgency



CONCLUSION

154. The rights of women are inalienable, interdependent human rights which are essential in the development of any country and that, the paramount purpose of human rights and fundamental freedoms is an enjoyment by all without discrimination. The Concept of equality in the 1995 Constitution is founded on the idea that it is generally wrong and unacceptable to discriminate against people on the basis of personal characteristics such as their race or sex. The right to equality in Uganda for men and women must cease to be illusory and translate into substantive equality based on the reality of a woman's lives.
155. Overall, Government has made some progress since the presentation of the 3rd Country Status report on implementation of CEDAW and the Beijing Plan of Action. Measures have been taken at institutional, policy, legislative and implementation levels, but they are not as far reaching as is necessary to address the rights of women adequately. Gaps and deficiencies still continue to exist across all these levels and if not addressed in real terms, they will continue to undermine the progress already made.
156. More action by government is required through policy measures, legislation that must translate into concrete programs and service delivery that empowers, protects and promotes the rights of women in Uganda. Monitoring to ensure compliance with established laws and policies should be enhanced into order to ensure compliance with the provisions of CEDAW.
157. Notable is the need to pass the Marriage and Divorce Bill as soon as possible, and to ratify the Optional protocol on CEDAW in order to strengthen the national legal frameworks. Uganda also needs to regularize its reporting on CEDAW so as to benefit from the expertise and insights that this standard setting body has, as well as to inculcate standards of accountability domestically. The strengthening of viable partnerships between CSOs and government is vital in order to offer a multi faceted approach to standard setting and to include the voices of the people in the designing, implementation and monitoring of the progress in implementation of CEDAW.
158. Increased investment in women in all sectors is an urgent need which can no longer be ignored if Uganda is to streamline some of the gaps in its development path and to develop.

REFERENCES

- Uganda Women's Network (2006) Gender Audit of Key Laws Affecting Women in Uganda
- Amnesty International (2007) “ *Doubly Traumatized; Lack of Access to Justice for Female Victims of Sexual and Gender Based Violence in Northern Uganda*”
- Mugenyi, M. (1992) Structural Adjustment Programs on Uganda Rural Women in the 1980s; Prospects for Empowerment in the new decade”. A research Report sponsored by Canadian Bureau for international education
- Government of Uganda (2007) First annual PEAP Implementation review) APIR) of the Government of Uganda.
- FIDA-Uganda (2006) Shadow Report of Uganda's First Periodic state report To the African Commission on Human and People's Rights.
- International treatment Preparedness Coalition` (ITPC) (2007) Missing the Target 4. Time is running Out to End AIDS-Treatment and Prevention for All!
- Action Aid Uganda Research report on Gender Issues in access and Utilization of sexual reproductive health and HIV/AIDS related services.
- Government of Uganda (2006): Annual Budget performance report FY 2005/2006. Ministry of Finance, Planning and economic Development, Kampala.
- Government of Uganda. (2006): Application of Unit Cost Budgeting in Uganda's Budget. Volume I. (Final Draft). Ministry of Finance, Planning and Economic Development, Kampala.
- Government of Uganda (2006): Budget Speech, For Financial Year 2006/2007. Ministry of Fiancé, Planning and Economic development, Kampala.
- Government of Uganda (2006): Guidance Note for sector process. Under the annual PEAP Implementation review (APIR). Office of the Prime Minister Kampala.
- Nanyonjo, J and Nsubuga, J. (2004). Recognizing the role of Micro finance Institutions in Uganda. Bank of Uganda working paper WP/04/01.
- Kalyango, D (2005). Uganda's experience with the regulatory and supervisory frame work for micro fiancé institutions. Essay on Regulation and supervision, bank of Uganda.
- Semogerere, G N. (2004). Agricultural sector credit and structural adjustment: Uganda's experience under Saps 1990/91-1996/97; and Beyond into Poverty reduction 1999/00-2003/2004.
- Mayoux, L (1997). The Magic Ingredient? Micro fiancé and women's empowerment: a Briefing paper prepared for the Micro Credit summit, Washington

Dieter, T and Kamuntu, E. (1997). UNDP Micro finance assessment report for Uganda. Retrieved, 24/02/05, <http://online.northumbria.ac.uk>.

Dahl, T.S. (1987) Women's law, An Introduction to feminist Jurisprudence, Norwegian University press

ADF, T.S. (1987) women's law, An Introduction to feminist Jurisprudence, Norwegian University Press

18 Neema, S, Nakanyike Musisi, and Kibomo, R. (2004) Adolescent sexual and reproductive health in Uganda: A Synthesis of research evidence. Occasional report 14. The Alan Guttmacher institute, New York and Washington

MOFPED (2002). Poverty Eradication action Plan (2002-2007)

Action Aid International Uganda, "People's charter-Universal access by 2010; Rhetoric or reality", 2006

Health Sector Financing from an HIV/AIDS perspective", 2006

Human Rights Watch: "The less They Know, the Better," 2005

Ministry of health: "annual health sector Performance report 2004", 2005

Ministry of Health; Annual Health Sector Performance Report FY 2005/06", 2006

Ministry of Health: Annual Health Sector Performance Report FY 2005/06", 2006

Ministry of Health: "national HIV Sero and Behavior Survey (NHSBS) 2004/5", 2005

Ministry of health: "National Antiretroviral treatment and care Guideline for Adults and children" 2003

Ministry of Health: "National Antireoviral Treatment and care Guidelines for Adults and children". 2003

Ministry of Health: "Policy Guideline for prevention of mother-to-child Transmission of HIV, 2006

Uganda AIDS Commission: "Draft NSP", 2007/2008-2011/12

NEPAD / APRM Uganda Country Self Assessment Report and National Plan of Action 2007

Uganda 3rd Country Status Report 2002

MFPED National Report March 2007 Moving Out of Poverty

MFPED August 2006 Gender Inequality in Uganda: The Status, Causes and Effects

About UWONET

Uganda Women's Network-UWONET, is an advocacy and lobby network comprising of 16 national women's organizations, institutions and 9 individuals. It was established in 1993 to provide space for collective engagement of organizations advocating for women's rights especially the eradication of gender based discrimination.

Vision

A Ugandan society free of all forms of gender based discrimination

Mission

To coordinate collective action among members and other stakeholders through networking, capacity building, resource mobilization, policy research and advocacy for the attainment of gender equality in Uganda

UWONET consists of :

1. Action for Development (ACFODE)
2. Association of Uganda Women Medical Doctors (AUWMD)
3. Association of Uganda Women Lawyers (FIDA-U)
4. Centre for Domestic Violence Prevention (CEDOVIP)
5. Community Development Resource Network (CDRN)
6. Department of Women and Gender Studies Makerere University (WGS)
7. Disabled Women's Network and Resource Organization (DWNRO)
8. Empower Children and Communities Against Abuse (ECCA)
9. Forum for Women in Democracy (FOWODE)
10. Isis-Women's International Cross Cultural Exchange (Isis-WICCE)
11. National Bahai Committee for the Advancement of Women
12. Send a Cow
13. Slum AID Project (SAP)
14. Uganda Media Women's Association (UMWA)
15. Uganda Women's Finance Trust
16. Women Engineers Technicians and Scientists in Uganda (WETSU)

Individual members :

1. Ms Annette Tumwujukye
2. Ms Debbie Kaddu Serwadda
3. Ms Hope Kabuchu
4. Dr. Alice Kagoda
5. Ms Jude Kamanyi
6. Ms Mary Nabachwa Ssonko
7. Ms Maude Mugisha
8. Ms Veronica Namagembe.
9. Hon Sheila Kawamara Mishambi

Secretariat contact

Executive Director

Uganda Women's Network,
Old Kira Road Ntinda

P.O.Box 27991, Kampala, Uganda

Phone: +256 414 286539

Email: info@uwonet.or.ug

Website: www.uwonet.or.ug

With support from



United Nations
Human Rights

OFFICE OF THE HIGH COMMISSIONER FOR HUMAN RIGHTS