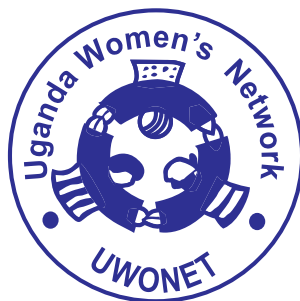




Gender Transformation & Empowerment

A CIVIL SOCIETY GENDER ISSUES' PAPER TOWARDS THE SECOND NATIONAL DEVELOPMENT PLAN (II) 2015/16–2019/20

PROPOSED PRIORITIES AND INTERVENTIONS



Ministry of Gender Labour and Social Development

UN Joint programme on Gender Equality

Supported by UKaid from the Department for International Development

Published under the project: **UN Joint programme on Gender Equality**

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ACKNOWLEDGEMENT

UWONET would like to thank the consultant, Ms. Angela Nakafeero, who took lead in the development of this issue paper and UWONET staff; Ms. Rita Aciro Lakor, Ms. Betty Kasiko who supported the processes including mobilization of stakeholders, reviewing and editing of the document.

Special appreciation goes to all the Civil Society Organizations for their engagement and participation that led to the successful development of the document

Our sincere appreciations to UN Joint Programme on Gender Equality (UKaid) and the Democratic Governance facility (DGF) for the financial support that facilitated development and printing of this document.

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ACRONYMS

BTVET	Business Technical Vocation Education Training
CEDAW	Convention on the Elimination of all forms of discrimination against women
CSR	Corporate Social Responsibility
CWDs	Children with Disabilities
DGF	Democratic Governance facility
EIAs	Environmental Impact Assessments
ESC	Education Service Commission
FGM	Female Genital Mutilation
GDP	Gross Domestic Product
ICTs	Information and Communication Technologies
MDGs	Millennium Declaration
MoPS	Ministry of Public Service
NDP	National Development Plans
NPA	National Planning Authority
PLE	Primary Leaving Examination
PWDs	People with Disabilities
SGBV	Sexual and Gender Based Violence
STEM	Science, Technology, Engineering, and Mathematics
UWONET	Uganda Women's Network
VCT	Voluntary Counselling and Testing
WHH	Women Headed Households

1.0

INTRODUCTION AND BACKGROUND

1.1. Introduction

The Government of the Republic of Uganda (GOU) has a National Vision of a **Transformed Ugandan Society from a Peasant to a Modern and Prosperous Country within 30 years**. This Vision is to be implemented through Six 5-year National Development Plans (NDP). Since 2010, Uganda has been implementing the First National Development Plan (2010/11–2014/15) under the theme *Growth, Employment and Socio–Economic Transformation for Prosperity*. The GOU under the leadership of the National Planning Authority (NPA) has embarked on the development of the NDP II whose theme is *Strengthening Uganda’s Competitiveness for Wealth Creation, Inclusive Growth and Employment*.

Ugandan Civil Society Organisations, including women’s organizations, acknowledge the progress that the GOU has registered in promoting gender equality and women’s empowerment. However, Uganda is still characterized by wide gender inequalities in all sectors. The existing gender inequalities continue to undermine the achievement of sustainable development¹. The CSOs take the development of the Second NDP as an important entry point for influencing the development agenda of the Country as well as an opportunity for the promotion of gender equality and women’s empowerment as embedded by and granted by the Constitution of Uganda.

It is against this background that the Uganda Women’s Network (UWONET) has mobilized and held consultations with CSOs Actors and this paper highlights the key gender issues under the NDP II priority areas/ sectors i.e. tourism and mining, agriculture, infrastructure and human capital development. Efforts have been taken to propose deliberate interventions in order to consolidate and accelerate sectoral contribution towards the achievement of gender equality and women’s empowerment in Uganda. Through NPA, we trust that GOU respective Ministries, Departments and Agencies will take into consideration these issues and the proposed interventions to inform the Second NDP.

The CSOs Actors are looking forward to further opportunities to engage with NPA over the issues and the proposed interventions during the process of drafting the NDP II.

1.2 Background to Gender Equality and Women’s Empowerment

Gender equality is a core development objective in its own right; it enhances productivity and contributes significantly to the improvement of the development outcomes for the next generation (World Development Report 2012). Governments under the leadership of the United Nations have made strong commitments towards the promotion of gender equality and women’s empowerment through adoption of several instruments. In particular the Universal Declaration of Human Rights (1948); the International Covenant on Economic, Social and Cultural Rights

¹ National Development Plan, 2010/11–2014/15.

(1966); the Convention on the Elimination of all forms of discrimination against women (CEDAW) 1975; the Beijing Declaration (1995) and the Millennium Declaration (2000). The Millennium Declaration (MDGs) under goal three committed all nations to promote gender equality and empower women. Besides, promoting gender equality and women's empowerment is central to the achievement of all other MDGs.

The 1995 Constitution of the Republic of Uganda provides overall legal framework for gender equality and women's empowerment. It recognises equality between women and men and outlaws any form of discrimination. In 1997 the Government of the Republic of Uganda adopted a National Gender Policy. The Equal Opportunity Act (2007) gives effect to the Government's constitutional mandate to eliminate discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, colour, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, and take affirmative action in favour of groups marginalised on the basis of gender, age, disability or any other reason created by history, tradition or custom for the purpose of redressing imbalances which exist against them; and to provide for other related matters.

Gender is one of the crosscutting issues that have to be taken into consideration in the National Development Plan (NDP) in all aspects including resources allocation. However, there were limited efforts taken to mainstream gender i.e. define critical gender issues, strategic interventions to address the issues, set gender sensitive performance targets and indicators, across all priority areas of NDP I.

1.3. General Overview of the Performance of NDPI with regard to GEWE

According to the Mid –Term Review of the NDP (2010/11–2014/15) on gender equality and women's empowerment, Uganda registered some achievements in promoting gender equality and women empowerment during the NDP implementation period. Commendable progress was registered in women's participation in the political space mainly as a result of implementation of affirmative action.

Some progress has been made in building the capacity for gender mainstreaming at national and district levels through training, development of guidelines and provision of technical support for gender responsive planning, budgeting, monitoring and evaluation especially with the support from development partners. Significant achievements have been registered in creating a favourable legal and policy framework. In particular, the enactment of the Domestic Violence Act 2010, the amendment of the Land Act (2010), and the Prohibition of Female Genital Mutilation Act, 2010. Government also ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) on the 22nd July, 2010 with reservations to article 14 which provides for the right to control their reproductive health.

In the social services, the education sector achieved gender parity in primary school enrollment, significant improvement in secondary and tertiary education enrollment for girls as well as increase in literacy rates for both males and females. The health sector demonstrated an improvement in deliveries in health facilities and availability of PMTCT services as well as voluntary counselling and testing (VCT) services. The water and sanitation sector also demonstrated improvement in increasing access to safe water, thus reducing the distance covered by mainly women and

children to collect safe water both in urban and rural areas. The participation of women on water user committees also significantly increased in the period under review. The social development sector also registered significant improvement in facilitating access to social security, facilitating gender mainstreaming across sectors and addressing socio-cultural practices that perpetuate violence against women. To this effect the sector with support of development partners provided cash transfers to both male and female older persons with 58 per cent of Senior Citizens Grant beneficiaries being women in the 14 pilot districts of the SAGE grant. Significant achievement was also registered in the fight against female genital mutilation (FGM) practices, and sexual and gender based violence (SGBV).

The ICT sector has been growing steadily and has provided employment opportunities for both men and women and thus facilitating economic growth; however, majority of women are still concentrated in the lowest paying sector of agriculture, mining quarrying and the household sector.

The Lands and Administration sector also registered some improvement with the proportion of women owning registered land increasing from 20% in 2009 to 39% in 2011. The sector has also had an increased focus on engendering the lands registration system. Gender mainstreaming in transport, energy and financial services sectors is very limited; the sector priority interventions and budgets are largely gender blind. All sectors experience resource constraints and this continues to be one of the key factors undermining gender mainstreaming.

2.0

SECTOR SPECIFIC SITUATIONAL ANALYSIS

2.1. Tourism and mining

1. Tourism and mining are among the growing sectors with the potential to contribute to economic growth taking into account the natural mineral and tourist endowments (gifted by nature). Under Tourism and Mining, the NDP I puts much emphasis on interventions to accelerate the growth of the sectors and less on the deliberate interventions that are required for the sectors to contribute to economic and human development of the Country. There is therefore need for a shift in approach; emphasis on both economic growth and human and sustainable development; targeting the rights and needs of all categories of people i.e. women and men, girls and boys and people with disabilities. This calls for deliberate efforts to identify the critical gender and women's issues of concern in tourism and mining that have to be addressed under the NDP II and plan for deliberate interventions to the issues. Similarly, targets and performance indicators need to be defined to enable track progress made.
2. The NDP I had good interventions aimed at the economic growth of the sectors; however, the key question is the extent to which the interventions were implemented and their impact to the country's economic growth, economic and human development in the last half decade.

2.2. Education

1. The 1992 Government White Paper points out that “adequate facilities and opportunities should be provided for girls in co-educational post primary institutions”. The White Paper focuses on special measures as a way of promoting education for girls in the country. It particularly proposes that education institutions at these levels are required to fix minimum admission quotas and to relax entry requirements for girls and women.
2. Expansion of access and equity at all levels to ensure equal and inclusive education remains the strategic objective for the Education and Sports Sector. The Education and Sports Sector Strategic Plan 2007–2015 prioritizes human development and creation of skilled manpower and emphasizes skilling Ugandan youth.
3. Before the launch of UPE in 1996 the total number of girls in school was 1,420, 883 out of 3,068,625. Gender parity at enrollment has been realized with 4185,286 girls and 4,205,388 boys in 2013.

While Uganda has achieved gender parity in primary education and has made significant strides in girls' education overall, girls lag behind in completion of primary education as well as in

educational achievement in the Primary Leaving Examination (PLE). In addition, fewer girls than boys sit the exams. The achievement of gender parity in enrolment at the national level also masks significant regional disparities; in some areas of Uganda the participation of girls in education remains low. The evidence on drop out of girls' from school indicates causes as early pregnancy 34%, poverty 28% and engagement in early sex/marriage 11% (FAWE 2011).

1. Basic literacy is gradually improving; literacy rate among 15 to 24 year-olds increased from 65% in 2002 to 77% in 2010 among men and for women from 53% to 75% over the same period (MoFPED 2013).
2. The sector has developed a Strategic Plan for BTVET, with emphasis on enhancing skills development and deepening partnerships with the private sector and other development partners. The enrolment in BTVET institutions has increased over years with 14,077 in 2000 to a total of 40,428 in 2011.
3. However, according to statistics of 2009, only 27% of those enrolled in BTVET are girls and this percentage seems to have slightly declined in recent years with a paltry 12,039 females against 28,389 males enrolled in 2011 (ESSAPR 2010/11). A breakdown of the technical subjects studied shows strongly gendered patterns because of access, with implications for future work options for the young men and women completers of these courses.

2.3. Health

1. The National Population Policy for sustainable development promotes fundamental human rights and freedoms with regard to social, cultural and religious beliefs and practices. The policy acknowledges that couples and individuals have the basic right to decide freely and responsibly the number and spacing of their children, and to have access to information and education in order to make informed choices and the means to do so.
2. Maternal and child health conditions constitute the highest burden of disease accounting for 20.4% of the total disease burden in Uganda. Uganda made significant progress in reduction of maternal mortality ratio from 524 women dying per 100,000 live births in 2001 to 418 in 2006, MMR rate increased to 438/100,000 in 2011. A survey of 553 health facilities across Uganda found the most important direct causes of maternal mortality to be hemorrhage (accounting for 42% of maternal deaths), obstructed or prolonged labour (22%) and complications from abortion (11%); important indirect causes included malaria (which was a factor in 36% of the maternal deaths recorded), anemia (11%) and HIV/AIDS (7%) (MoFPED 2013).
3. Reproductive health care and maternal health has improved from 2006 with the proportion of deliveries attended by skilled healthcare personnel, 58% in 2011 up from 42% in 2006. There has also been an improvement in access to care after childbirth, with 33% of women receiving postnatal care within two days following delivery in 2011, compared to 27% in 2006.
4. Family planning services have improved with unmet need for family planning reducing from 38% in 2006 to 34.3% in 2011; and the contraceptive prevalence rate rising from 24% to 30%.
5. Female circumcision to initiate girls into womanhood has reduced significantly to less than 2 percent. In December 2010, a law was passed by parliament against FGM.
6. Despite progress being made, women still face various obstacles in access to health, medical advice or treatment. The 2011 UDHS indicates that almost 50% of women had problems of

getting money for treatment, 41% reported distance to health facilities as a problem, 22% reported not wanting to go alone to a health facility, 6% perceived getting permission to go for treatment as a problem. The health facilities are still inadequately staffed with very low involvement of men in reproductive health care.

7. In the FY 2013/14 the health sector received a 10.3% increase in the budget, from Shs 839.2bn in FY 2012/13 to Shs 975.2 bn in FY 2013/14. This is a modest increment of Shs 88.2 bn but still below the Abuja declaration target of 15%.
8. Despite the Ministry of Health putting into place maternal mortality reforms which include improving family planning services, contraceptive prevalence rates are still very low standing at 30%. During FY 2010/11, overall, government's per capita expenditure on family planning commodities was Shs 223 (US \$ 0.09), and these only focused on women because the commodities (such as implants, IUDs and Depo Provera) procured can only be used by women.

2.4. Agriculture

1. Agriculture accounts for 22% of the Gross Domestic Product (GDP), 70% of employment and provides most of the raw materials to the mainly agro-based industries². 85% of the Uganda's population (of about 22 million) live in rural areas and depend mainly on agriculture for their livelihood. In terms of access to productive resources, women have remained traditionally responsible for producing food for the family on land to which they gain access upon marriage but do not necessarily have ownership and control
2. In the recent years, the proportion of people engaged in agriculture has increased from 6.5 per cent in 2002/3 to over 7.3 per cent in 2009/10 (MAAIF, 2010). However, this increase has not been matched by real growth in agricultural output which has declined from 7.9 per cent in 2005/06 to 2.4 per cent in the FY 2009/10.
3. The majority of subsistence farmers are poor men and women faced with many constraints that keep them poor i.e. lack of knowledge and skills, lack of credit, lack of information about what to produce and how to produce to earn more money, unfavorable climatic conditions, HIV/AIDS, malaria, insecurity.
4. Women farmers in Uganda consistently produce 13% less per acre than their male counterparts (World Bank 2014). This is as a result of women's lower education levels which translate into low capacity and reduced agricultural productivity as compared with men. Moreover, female farmers benefit less from agricultural extension programs that appear to target and reflect more the needs of men in farming. Compared to men, women's access to labour force remains limited.
5. Despite government admission that agriculture is the backbone of the economy, the sector continues to get meager resources from Government. The percentage share of agriculture sectors reduced from 3.5% in the FY 2012/13 to 3.2% for the FY 2013/14. This is below of the 10% Maputo protocol.
 - **Agriculture financing:** Farmers lack agricultural capital and credit as their single biggest constraint to improving farming, save for the efforts being made by Government under Agricultural Credit Facility (ACF), small holder famers have largely not benefited especially rural women. Lending to agricultural value addition was increased by 4% from 34% in

² Budget speech 2014/ 2015

2011 to 38% in 2012 but there is still a lending gap especially to small scale producers (PMA, Financial year book, 2012).

- **Extension services:** currently only 14% of farmers are visited by an extension worker in a period of 12 months. Farmers especially women are not adequately benefiting from extension services being offered. Instead it has remained selective and discriminative leaving majority of the farmers outside their target. Noting that; Agricultural extension is much focused on advisory as opposed to extension, majority of the rural farmers are in the category of extension.
- **Agro-inputs:** The Agriculture sector has continued to operate in the absence of the seed policy. Service delivery in terms of establishing a well-defined framework for seed processing, multiplication and distribution has led to the creation of poor quality seeds in the markets and the most affected are women.
- **Value addition issues:** Vision 2040, recognizes that the opportunity for value addition through agro processing is enormous. This will enhance Uganda's competitiveness on the world market, boost foreign exchange earnings and employment. Achieving the Vision's targets of reducing labor share of agriculture from 65.6% to 31%, requires investment in the agricultural value chain for higher levels of the chain to absorb and reduce the number of people from the agricultural sector to agricultural based industry
- **Marketing:** Men more often dominate the processing and marketing yet on average women contribute 55% of land preparation, 65% of planting, 85–90% weeding, over 95% of food processing, and a high proportion of rural water and wood – fuel acquisition³.

2.5. Oil and Gas, Energy and ICTs

1. The NDP I did not provide for gender specific approaches to oil and gas and the ICT sectors thus the Second NDP provides an opportunity for the articulation of specific gender and women's areas of concern that need to be taken into account.
2. The NDP II gives prominence to oil and gas infrastructural development as opposed to the whole oil and gas value chain including exploration, production, refining, transportation and marketing.
3. An estimated 3.5 Billion Barrels of oil have been discovered in Uganda, though small compared to the world's leading producers of oil, the petroleum discovered has a potential to kick-start the country's economic development and is set to be a major player in the economy. The National Oil and Gas Policy and the Oil Revenue Management Policies which are the two government instruments that will guide the sector, consider gender as cross-cutting issue. However, there are no deliberate interventions that have been defined to mainstream gender in the oil and gas sector.
4. Currently the oil and gas sector employs about 3,000 people in the country and about 150,000 direct and indirect jobs will be created by the sector in future⁴ mainly in the infrastructural development phase in particular transport, communications, banking, waste management, IT services, construction, emergency services, health, catering among others. As the sector

³ African Crop Science Conference Proceedings, Vol. 6. 699–703

⁴ Joint Venture Partner Industrial survey

sets to be a major player in the country, the NDP II should focus on gender specific issues for the skills needed in the sector to be able to achieve gender specific targets.

2.5.1. Energy sector

1. Over the past years Uganda's energy policy has focused on electricity generation and distribution without factoring in the need for alternative and affordable sources of energy for the poor especially women such as bio-gas, solar and wind for domestic use.
2. Energy development programmes have focussed on industrial and commercial purposes leaving out agricultural and domestic sources of energy that would benefit majority of the women in Uganda. Existing power saving and environmental friendly energy systems like power saving stoves, biogas, and solar energy have greatly been promoted by the CSOs and Business entities which has limited their uptake and utilisation. Promote alternative and affordable sources of energy for domestic and agricultural production including encouraging the participation of women in technology development.

2.5.2. Gender dimension of ICT

1. The role of information and communication technologies (ICTs) in terms of enhancing life choices, economic empowerment, education and health, personal relationships and open space for diverse, low cost communication to amplify women experiences and perspectives is well articulated. The ICT revolution has greatly improved and enhanced woman's role in society, and development; ICTs have reduced the social barriers for women in businesses across time and space.
2. The NDP I did not capture the gender issues with relation to ICTs in particular; raising awareness on the importance of national policies for gender equality, promoting gender-responsive e-governance, effective use of ICTs by women and the need for relevant content and protections against abuse and stereotypes, combating the use of ICTs to perpetuate gender-based violence including sexual exploitation and pornography and promoting women's economic participation in the information economy by removing barriers to access and use.

3.0
GENDER ISSUES AND PROPOSED INTERVENTIONS
IN MINING AND TOURISM, HEALTH, AGRICULTURE,
EDUCATION AND OIL AND PETROLEUM FOR THE
NDP II

GENDER ISSUES AND PROPOSED INTERVENTIONS IN MINING AND TOURISM, HEALTH, AGRICULTURE

Gender issues	NDP I (2010/11–2014/15) Target
MINING	
1. The Mining sector is dominated by men both in terms of employment and ownership of enterprises. Women constitute only 23% of the employees and only 33% of women own mining and quarrying enterprises (National Statistical Abstract, UBOS (2012).	● Human resource and skills development of artisanal and small scale miners and the existing labour force within the sector. ● Credit access for artisanal and small scale miners ● No specific targets and indicators defined
2. Lack of voice and representation in the formal decision making process– negotiations among men and not women. The payment of compensation and royalties to men “on behalf of” families and communities denies women access to and control over the initial financial benefits of mining. This increases women’s vulnerability, economic dependence on men, disempowering them, skewing gender relations or exacerbating existing inequalities.	● Provides for the development of laws and regulations to benefit miners and communities; lack of a strong law on compensation in the mining industry.
3. Loss of rights of access, ownership or use of fertile land or gardens, natural resources (water sources, forests, grazing land, swamps) through land evictions and displacement due to mining and extraction installations.	● Provides for the development of laws and regulations to benefit miners and communities.
4. Environmental damage/ degradation (changes airborne or noise pollution), massive social impacts reflected through loss of safety and social security due to influx of “new” people i.e. workers, migrants looking for economic opportunities, SGBV, alcoholism, prostitution and related health challenges (HIV/AIDS, STDs), changes in the gender roles and responsibilities, drug abuse, cultural changes which impacts the indigenous people especially women’s lives and livelihood.	● Environmental impact assessments provided for as a requirement

NATURE, EDUCATION AND OIL AND PETROLEUM FOR THE NDP II

Vision 2040 target Proposed Interventions the NDP II on GEWE

● Human resources and skills development, and value addition for the sector, the targets and indicators are not yet defined.	● Review the Mining sectors policy and legal framework to make it a requirement for foreign investors to enter into partnerships with the indigenous especially women on registration of mining interests. ● Provide for affirmative action and scholarship for women scientists to train in geo-science industry including mining and quarrying ● Provide low cost credit to support the existing women artisans and small scale miners to add value to their products. ● Establish a fund to support women to invest in medium and large scale mining and quarrying industry (technical support, skills, technology, information on programmes). ● Develop programmes to uplift existing women artisans and small scale miners and promote associations with the aim of educating members, accessing profitable markets and avoiding exploitation by middle-men.
	● Conduct massive mobilisation and sensitization of women and men in mining areas on their human rights in preparation for compensation. ● Government and the companies involved need to consult with the communities affected by mining activities so as to set realistic compensation packages ● Review the law regarding compensation to shift away from individual to family and community compensation and ensure that a special fund is created for the acquisition of land and resettlement of families especially women and children displaced by mining activities.
	● Review the law regarding compensation to shift away from individual to family and community compensation and ensure that a special fund is created for the acquisition of land and resettlement of families especially women and children displaced by mining activities. ● Support nationals especially women into enterprise development for alternative livelihoods and take advantage of the business emerging opportunities.
	● Undertake gender impact assessments as part of environmental, social, human rights and economic impact assessment and due diligence processes and incorporate the recommendations into the planning processes including developing and implementing specific gender strategies. ● Corporate social responsibility and accountability towards mitigation of negative impacts and sharing of benefits with the local people in the mining areas, proper management of wastes

Gender issues	NDP I (2010/11–2014/15) Target
5. A high proportion of alleged cases of corporate-related human rights abuse including gender discrimination in employment and training, poor working conditions, sexual violence, economic exploitation; occurs in the extractive industries sector.	
6. Low capacity of nationals to participate in the mining sector– unskilled and low expertise, limited capital for investments, poor technology, networks. The industry is male dominated.	● The NDP gives high priority to capacity development for Ugandans through training programmes and institutions created ● No targets and indicators defined
TOURISM	
1. Conflicts of people with wildlife especially species that damage crops and predate on livestock and people	● The National Parks share 20% of their revenues from parks entry fees with the Local Government adjacent to the National Parks
2. Rapid growth in the tourist industry imposes social impact (including negative effects i.e. degeneration of traditions, cultural values and practices– prostitution, homosexuality, human trafficking	
3. Under representation and participation of women in the tourism value chain – mainly in the crafts production with associated challenges i.e. low production levels, inadequate supply system of raw materials, lack of specialization, inconsistent product standardization, design and quality, and inadequate design skills, lack of vibrant national industry associations, inadequate support for marketing and promotion.	● Development of the tourism human resource especially those in the Public Tourism Agencies

Vision 2040 target	Proposed Interventions the NDP II on GEWE
	● Institute mechanisms for reporting such cases in the industrial courts and review employee compensation laws to institute strong compensation measures. ● Promote access to affordable justice avenues for the local community especially those affected by development projects. ● Companies to have employee compensation funds to cater for human rights abuse cases (learn from Namibia)
	● Introduce affirmative action and scholarships for female scientists to enter the technology advanced mining industry. ● Define targets to gradually pursue gender balance in employment and training by the Government and investors ● Support the establishment of business incubation centres for nationals especially women in mining ● Define performance indicators that are gender sensitive.
	● Adopt and apply the principle of “revenue sharing with the communities” to all tourist sites in Uganda and ensure that the revenues benefit women and men equally. ● Address conflicts by creating and facilitating economic value/benefits out of all tourist sites through promoting community based tourism. ● Introduce community conservancy systems that benefit the local people. ● Encourage collaboration and partnerships between community conservancies and commercial tourist companies for sharing skills and economic opportunities.
	● Conduct social impact assessments including gender assessments and audits and develop mitigations strategies
	● Provide for affirmative action for women in the tourism industry ● Support to enterprise and business development training and value addition for women in the tourism sector. ● Provide low interest rate financial products for women

Gender issues	NDP I (2010/11–2014/15) Target
EDUCATION SECTOR	
1. Persistent dropout of school children especially the girl child.	● Ensure that, by 2015, children everywhere, boys and girls alike, will be able to complete a full course of primary schooling
2. The gender gap in primary schools P.7 completion rate remains wide with 69.7 % girls in 2012 dropping to 58% in 2013 compared to 70% for boys.	● Net enrolment ratio in primary education (UNESCO) ● Proportion of pupils starting grade 1 who reach grade 5 (UNESCO)
3. While the numbers of boys and girls completing primary school give an indicator of gender parity, what boys and girls learn in school is a better measure of equality. In 2013 both girls and boys had a considerable gender gap in learning outcomes for example 37.3 % girls passed in numeracy compared to 45.8% boys (measured at P.6 and less girls get to that grade)	● Literacy rate of 15–24 year-olds (UNESCO) ● Ratio of girls to boys in primary, secondary and tertiary education (UNESCO) ● Ratio of literate women to men, 15–24 years old (UNESCO)
4. Transition rates (S.1 and S.5) are lower for girls than boys and more challenges in retention of girls at lower secondary and tertiary institutions. In 2013 for example 27% girls transited to S.5 compared to 37% boys, with a lower survival rate to s.6 for females at only 24% compared to 33% for boys	
i. The reduction in the proportion of Special Needs Education (SNE) and vulnerable children in primary schools ii. Limited access of education for marginalized , disadvantaged and vulnerable children including children with special needs, children in post conflict areas, refugee children and girls in Karamoja region facing FGM	● Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015
5. Increasing Gender gap in enrollment of the disadvantage of females (girl child)	● Share of women in wage employment in the non-agricultural sector (ILO)

Vision 2040 target Proposed Interventions the NDP II on GEWE	
● Safe schools.	● Mobilize and sensitize for positive and progressive parent and community attitude and perceptions towards education especially for the girl child
	● Address violence against children in schools including sexual and gender based violence ● Promote teaching of sexuality education and life skills in all schools
● Emphasis will be placed on keeping girls in school and improving their completion rates through addressing both institutional, gender and cultural barriers in collaboration with social, cultural and community groups	
	● Train, retool and deploy teachers for SNE ● Better data are needed to help the sector track progress of all disadvantaged and vulnerable children missing out on school; collecting of data on Children with Disabilities (CWDs) needs to be improved urgently. ● Data on qualitative issues of drop out of girls needs to be collected e.g. data correlating menstruation, teenage pregnancy and drop out.

Gender issues	NDP I (2010/11–2014/15) Target
6. Females are under enrolled and concentrated in traditional fields with a paltry 1,744 females enrolled in 2013 compared to 6,462 males under Uganda Post Primary Education Training (UPPET) (EMIS 2013); and; 5,308 females compared to 18, 016 males overall Business, Technical Vocation Education and Training (BTVET) enrolment in FY 2012/13	
i. Barriers to access for low income households e.g. unaffordable fees ii. Few programmes for Persons with Disabilities (PWDS) iii. Low numbers of females in science, Mathematics and Technology based subjects and professions in secondary and higher institutions of learning	
7. Few female teachers deployed in schools 8. Limited numbers of female teachers deployed in schools especially rural areas, hard to reach and disadvantaged areas (672 female teachers deployed in North East compared to only 1,674 male; a total of only 2, 346 teachers in North East compared to 45,567 teachers in the East) School Census. Note: Female teachers ably handle gender related issues and are role models for students and thus enhance retention and completion	
9. Limited gender analysis in sector planning and budgeting, with very limited funds for gender interventions	
10. Lack of specific gender targets and indicators to measure progress of gender interventions in the sector	

Vision 2040 target	Proposed Interventions the NDP II on GEWE
	● Implement Skilling Uganda strategy (denotes a paradigm shift for skills development in Uganda. from certificate and education based to skills ● Increase Business Technical Vocation Education Training (BTJET) choices for girls. ● Develop employment oriented skills for females and Persons with Disabilities ● Promote a bursary scheme targeting disadvantaged groups, including girls, People with Disabilities (PWDs) and youth from underserved areas. ● Scholarships for women and girls in science– based fields.
	● Engage Ministry of Public Service (MoPS) and Education Service Commission (ESC) on affirmative action for female teachers. ● Implement the programme on incentives for teachers.
	● MoFPED to provide for sanctions and rewards for gender mainstreaming at review and adoption of sector Ministerial Policy Statements to reinforce use of the budget call circular for GM in sector plans and budgets and ensure GM ● Parliament to develop a mechanism for review of gender mainstreaming in all budgets to be passed ● The NDP II to set a budget ceiling for sector for gender mainstreaming e.g. at least 1% of each sector budget dedicated to gender mainstreaming.
	● Define clear/precise targets and measurable indicators to measure progress on gender and integrate them into the sector MIS. ● Define gender sensitive indicators to measure foundation skills in numeracy and literacy, transferable skills and technical and vocational skills.

Gender issues	NDP I (2010/11–2014/15) Target
HEALTH SECTOR	
- Limited emergency obstetric care services for pregnant women who find themselves under life threatening complications - Over 50% of Health centre IVs are not fully functional therefore women are not accessing emergency services on time which increases their vulnerability, morbidity and mortality. - High maternal mortality– 438/100,000 Uganda continues to lose more than 16 women a day as a result of pregnancy related issues. This is one of the major gender health issue of our time that needs agent concerted effort	● MMR of 131/100,000
High vulnerability of women and the high risk of women contracting HIV. Higher HIV prevalence rate among women (56%) compared to men. Studies indicate higher HIV prevalence of 2.8% among young women (15–19 year olds) in 2011 compared to 1.1% among young men (15–19 years old).	
High incidence of violence against women; Violence against women is currently a major public health problem and a human rights' violation throughout Uganda, yet there are inadequate service points to support the survivors of GBV and the perpetrators are not held accountable.	
Limited male involvement in sexual and reproductive care programmes including family planning, maternal and infant health.	

Vision 2040 target	Proposed Interventions the NDP II on GEWE
	● Construct more health centres to ensure more women live less than 5 km from the nearest health facility ● Ensure adequate financing for emergency obstetric care services at all Health Centre HC III and IV in Country ● Strengthen male involvement at all levels of programming for gender and health programs to ensure a more successful approach towards increased ownership and sustainability of interventions. ● Empower women with appropriate information and improve their access to economic levels and opportunities to improve women's health seeking behavior. ● Conduct massive awareness campaign on maternal health issues targeting men to increase their involvement in pre- and post-natal care services among others.
	Implementation of the National Priority Action Plan 2011/12–2012/13 specifically goal 1 on reducing HIV incidence by 30% by 2015. In particular: ● Expand access to PEP to ensure women who need to use it do so, ● Strong monitoring and implementation of laws relating to rape and defilement. ● Combat early marriage by keeping girls in school and preventing sexual violence against children in schools. ● Implement the legal sanctions for people who deliberately expose others to HIV ● Expand access to VCT for HIV
	Finance the implementation of the Domestic Violence Act, 2010 i.e. the following; ● Community involvement to increase reporting, tracking, referral and response to SGBV cases. ● Male involvement in addressing cases of SGBV in Uganda. ● Strengthen the capacity of key institutions mandated to address cases of SGBV to provide appropriate. ● Develop performance indicators for SGBV and targets.
	● Incentives the delivery of sexual and reproductive health services for men. ● Conduct massive awareness campaign on sexual and reproductive health issues targeting men.

Gender issues	NDP I (2010/11–2014/15) Target
AGRICULTURE	
1. Land holding Low levels of cultivatable land and thus limited commercialization of agriculture especially for women headed households. Less incomes from agriculture for women e.g. between 1992 and 1999 the percentage increase in land area for Male Headed Households (MHH) was 27.1% compared to 14.3% for Women Headed Households (WHH)	
2. Land tenure: Limited rights to own land with majority of women having no rights to own. Women provide 70–80% of agricultural labor but own only 20%. Only 30% of women have access and control over proceeds from land but ownership and control over land is by men	
3. Limited use of agricultural inputs by both male headed and women headed households. Both MHH and WHH utilize limited improved seeds, fertilizers, manure and pesticides.	
4. Less than 5% of all households use any improved inputs thus less yields and less incomes from agriculture	
5. Limited access to agricultural extension services for both MHH and FHH. Overall only 7.4 % of households accessed extension services, with access slightly higher for MHH (7.7%) than FHH (6.8%)	

Vision 2040 target	Proposed Interventions the NDP II on GEWE
	● Agricultural financing to support women and men improve productivity of the available land including processing across the value chain.
● The vision 2040 targets reducing labor share of agriculture from 65.6% to 31% and improving labour productivity for agriculture from 390 in 2010 to 6,790 in 2040	● The National Land Policy which obligates the Government to provide for joint or spousal co-ownership of family land and home should be passed and implemented. In addition, the Marriage and Divorce bill which proposes to allow married persons and cohabitants to make arrangements as to how property will be owned during and after relationships must be considered and passed by Parliament. ● Establish a land fund for women to enable them own and control land. ● Greater investments in agricultural processing –agricultural value chain for higher levels of the chain to absorb and reduce the number of people from the agricultural sector to agricultural based industry, especially women. ● Engage cultural institutions to popularize the Land (Amendment) Act (2010) and to promote ownership and inheritance of land by women/ girls.
	● Consideration should be given to providing free or subsidised farm inputs to poor households, particularly the WHHs that have low incomes and hence cannot afford to purchase them. In this regard, individual farmers and farm households should be encouraged to form cooperatives/ groups that purchase inputs in bulk which lowers the cost of operations.
	● Undertake a deeper gender-analysis of the agricultural extension services to address women's information needs and skills. ● Improve all farmers' access to agricultural inputs and empower women to overcome barriers that limit their use of non-labour inputs.

Gender issues	NDP I (2010/11–2014/15) Target
6. Limited access to agricultural credit for both MHH and FHH. Both men and women face challenges of accessing affordable credit to help invest in the agriculture sector. Female farmers face more difficulties with no collateral and limited information on available programmes.	
OIL AND GAS AND ENERGY	
7. The Oil and gas sector requires highly skilled human resource and is dominated by men.	● Human resource and skills development interventions through training for citizens in geo-science to enable them benefit from the employment opportunities in the oil and gas sector. ● No specific targets and indicators defined
8. Limited participation and engagement of the citizens in decision making but rather focuses on employment and service provision in the sector.	
9. Lack of voice and representation in the formal decision making process including negotiations for the compensation and royalties. Those who are mainly compensated are men who are the majority that own land. This increases women's vulnerability to loss of access rights to land, displacements, food insecurities and exacerbating existing inequalities.	● Provides for the development of laws and regulations to benefit the citizens however there is lack of a strong law on compensation in the oil and gas sector.

Vision 2040 target	Proposed Interventions the NDP II on GEWE
	● Re–design and implement gender sensitive agriculture credit facilities that address the different needs of both female and male farmers. ● Establish a bank for farmers (Agri–bank) lessons from Namibia. ● Encourage individual farmers and farm households to form cooperatives/ groups that purchase inputs in bulk which lowers the cost of operations.
● Human resources and skills development, and value addition for the sector, the targets and indicators are not yet defined.	● Support girls and women scientists to take up oil and gas courses across the oil and gas value chain through affirmative action and scholarships ● Take deliberate efforts to encourage women to take up employment in male dominated oil and gas sector and other supporting sectors such as construction, road sector, transport, mining, engineering. ● Define targets to gradually pursue gender balance in training and employment by the Government and investors.
	● Establish equal involvement of men and women in the consultative processes as a requirement for Environmental Impact Assessments (EIAs), Corporate Social Responsibility (CSR) projects, energy projects, water and road construction.
	● Conduct massive mobilisation and sensitization of women and men in oil and gas areas on their human rights in preparation for compensation. ● Government and the companies involved need to consult with the communities affected by the extractive industries so as to set realistic compensation packages ● Review the law regarding compensation to shift away from individual to family and community compensation and ensure that a special fund is created for the acquisition of land and resettlement of families especially women and children displaced by extractive industries.

Gender issues	NDP I (2010/11–2014/15) Target
10. Energy development programmes have focused on industrial and commercial sources of energy mainly Hydro– electricity generation and distribution. Alternative clean and affordable sources such as biogas, wind and solar energy have greatly been promoted by the CSOs and Business entities which has limited their uptake and utilisation.	
ICTs	
1. Gender issues with relation to ICTs in particular; raising awareness on the importance of national policies for gender equality, promoting gender–responsive e–governance, effective use of ICTs by women and the need for relevant content and protections against abuse and stereotypes, combating the use of ICTs to perpetuate gender–based violence including sexual exploitation and pornography are not articulated.	

Vision 2040 target	Proposed Interventions the NDP II on GEWE
	● Undertake deliberate interventions to facilitate land registration in order to secure land titles and certificates for Ugandans, ● Provide low cost access to justice services for the local communities especially women and children affected by development projects. ● Support nationals especially women into enterprise development for alternative livelihoods and take advantage of the business emerging opportunities. ● Establish a fund to promote alternative and clean energy sources such as biomass, solar, natural gas, wind for the poor especially women in rural areas. ● Review energy development programmes and include alternative clean small scale solutions especially for women in rural areas.
	● Expand domains for advocacy on gender-sensitive ICT policies through wide stakeholder consultations and debates. ● Promote affordable ICTs for women majority of whom are still excluded from the ICT revolution. ● Support ICTs business incubation centres to encourage developments. ● Support ICTs skills development for women in artisanal activities to engage in skilled employment ● Encourage girls and women to undertake education in Science, Technology, Engineering, and Mathematics (STEM) at higher levels to compete favourably with men in high calibre industry jobs.

4.0

OVERALL CONCLUSIONS AND RECOMMENDATIONS FOR NDPII

- To facilitate implementation of the proposed interventions and accountability on gender equality and women's empowerment, there is need for setting targets on resources allocated for gender mainstreaming across all sectors of the economy. At least 1% of the total sector budget to go for gender mainstreaming interventions.
- Clear/precise targets and measurable indicators to measure progress on gender equality and women's empowerment should be developed, integrated and monitored periodically in all sector management information systems.
- Prioritise support towards engendering the national statistical system so as to collect and disseminate gender statistics and data to guide over all national planning
- Develop national framework or guidelines on mainstreaming International and Regional Commitments on GEWE into all sectors of the economy.

ANNEX 1:

EMPLOYMENT IN AND OWNERSHIP OF BUSINESSES BY INDUSTRY SECTOR AND SEX IN 2012

Industry sector	Number of employees				Ownership of business by sex			
	Male	Female	Total	% of women	Male	Female	Total	% for women
Agriculture	21,538	9,779	31,317	31	4,540	887	5,427	16
Forestry	545	138	683	20	42	13	55	24
Fishing	13,638	235	13,873	2	2,833	315	3,148	10
Mining & Quarrying	2,450	742	3,192	23	455	228	683	33
Food Processing	38,134	12,611	50,745	25	4,951	1,218	6,169	20
Other Manufacturing	65,792	22,650	88,442	26	17,554	9,911	27,465	36
Utilities	1,678	483	2,161	22	69	23	92	25
Construction	12,147	2,251	14,398	16	405	97	502	19
Trade	236,587	210,477	447,064	47	168,578	132,044	300,622	44
Transport & Storage	10,653	2,830	13,483	21	1552	165	1,717	10
Accommodation & Food Services	46,731	107,436	154,167	70	23,542	42,857	66,399	65
Information & Communication	10,538	3,863	14,401	27	3727	596	4323	14
Financial & Insurance	15,363	11,772	27,135	43	8,000	6,174	14,174	44
Real Estate & Business	38,989	14,135	53,124	27	9,237	2,658	11,895	22
Education, Health & Social Services	38,916	42,630	81,546	52	6,221	5,943	12,164	49
Recreation & Personal	45,605	35,288	80,893	44	27,202	16,734	43,936	38
Total	599,304	477,320	1,076,624	44	278,908	219,863	498,771	44

Source: UBOS Statistical Abstract, 2012

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Printed with support from:



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