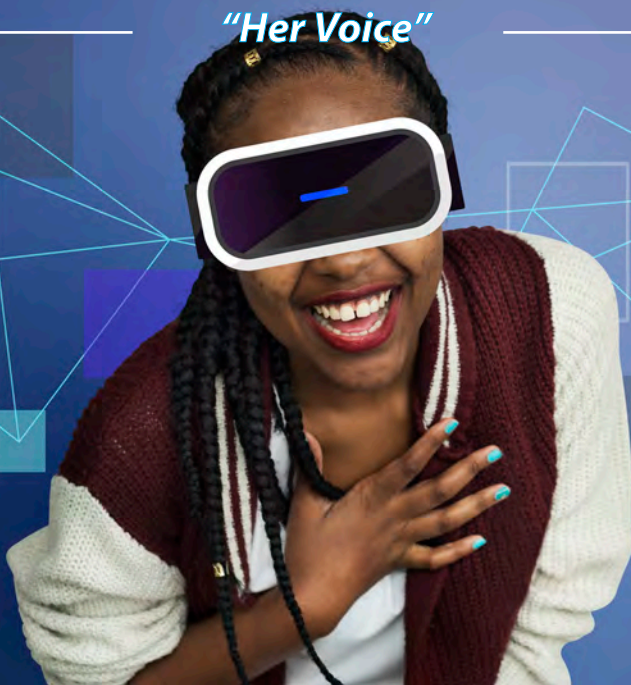




Gender Transformation & Empowerment

NATIONAL WOMEN'S MANIFESTO (2026 – 2030)

"Her Voice"



January 2025



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Acknowledgement

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Table of Contents

Acknowledgement-----	4
Foreword-----	7
The Context In Which The National Women's Manifesto 2026 - 2030 Was Developed--	9
Socio-economic and political context-----	9
Methodology--	13
Critical Issues For The Advancement Of Women And Girls' Rights In Uganda In The Next Five Years (2026 – 2030) -----	14
ISSUE 1: HUMAN CAPITAL DEVELOPMENT -----	15
1.1 Women's Health and Wellbeing-----	15
1.2 Equitable and Quality Education for Women and Girls'-	21
ISSUE 2: LIVELIHOOD AND CLIMATE JUSTICE-----	28
2.1 Women's Economic Empowerment and Livelihood -----	28
2.2 Climate Justice-----	33
ISSUE 3: SOCIAL NORMS AND VIOLENCE AGAINST WOMEN AND GIRLS -----	37
3.1 Low Levels of Asset Ownership Amongst Women -----	38
ISSUE 4: WOMEN, INFORMATION, COMMUNICATION AND TECHNOLOGY -----	40
4.1 Key Gender Issues / concerns -----	42

5.0 CROSS CUTTING GENDER ISSUES-----45

5.1 Women, Leadership And Decision Making -- ----- -45

5.2 Key Challenges and barriers to Women’s Participation
in leadership and decision-making spaces;-- ----- -48

5.3 Corruption and Gender Impacts-- ----- -51

5.4 Women, Peace And Security -- ----- -54

References -----58

Foreword



Rita Hope Aciro-Lakor
Executive Director

The Women's Manifesto (2026 – 2030) brings to the fore women's demands based on priority gender issues that continue to impede women of Uganda from attaining full dignity and equality with men in all spheres of life.

The Women's Manifesto aims to clarify and augment what women of Uganda want political parties and the elected Government of Uganda to prioritize in the period 2026 - 2030. It is a political document that sets out the concerns of women in Uganda and demands for accountability by political parties and elected leaders as custodians of public affairs and resources. The political party that will eventually emerge as the victor in the 2026 general elections and will form government takes greater responsibility to address the demands. The political parties that will form the opposition are expected to provide alternative policies, checks and balances on women's rights and gender equality during the five-year period of Government from 2026 - 2030. Thus, political parties should set targets on the issues in the women's manifesto to ease tracking of progress made towards attainment of the key asks and demands as elaborated in this manifesto.

In light of the dynamic and evolving context of gender equality both nationally and globally, the issues addressed in the Women's Manifesto 2026–2030 have been thoughtfully identified and aligned with various national and global development agendas. This alignment is the result of an extensive consultation process conducted by UWONET. The manifesto represents a synthesis of key priority issues and articulates clear demands directed at the Government and elected leaders.

UWONET, partners and the larger women's movement will publicize the women's manifesto at various levels to build consensus around the four critical areas as key demands to Government and elected leaders to inform policy, decision making and political accountability to women for the period of implementation. A mechanism of tracking progress will be developed to enable continuous monitoring of commitments for informed policy advocacy on the journey towards gender equity and transformation.

The Context In Which The National Women's Manifesto 2026 - 2030 Was Developed

Socio-economic and political context

According to the National Population and Housing Census 2024 (NPHC 2024), Uganda's population is estimated at 45,905,417 people, reflecting a consistent increase in population growth over the years. An average annual growth rate of 2.9% since the last Census in 2014. Women make up 51.4% of Uganda's total population¹, highlighting their significant representation in the country. The urban areas of Uganda's population figures have a total daytime population of 5.5 million across the eleven cities². Kampala Capital City has the largest daytime population at 2.5 million, followed by Arua City with 440,540 people³. An analysis of population demographics reveals that younger age groups (*0–17 years, 0–14 years, and 6–12 years*), males outnumber females⁴. However, in all other age groups, females are the majority, further emphasizing their vital role in the nation's socio-economic fabric.

Uganda has made progress in its fight against poverty. According to the National Multidimensional Poverty Index Report 2022 and 2019/20 Uganda National Household Survey (UNHS) respectively it was estimated that 20.3 percent of the total population lived in poverty, as measured by monetary indicators.

The Government of Uganda has prioritized enhancing women's access to economic resources. Key initiatives include affordable credit with subsidized rates, skills development, market information access, and time-saving technologies. Programs like the COVID-19 Stimulus Package, the Agricultural Credit Facility Fund, and SACCO support have been implemented. In 2023, in partnership with the World Bank,

1 National Population and Housing Census 2024 report

2 National Population and Housing Census 2024 report

3 National Population and Housing Census 2024 report

4 National Population and Housing Census 2024 report

the government launched the US\$ 217 million GROW Project to help women scale their businesses. The Parish Development Model (PDM) allocates UGX 100 million per parish annually, with 30% reserved for women. Additionally, economic support programs in refugee-hosting districts allocate funds to refugees (70%) and host communities (30%), with support from UN agencies and other partners⁵.

The National Budget for the education sector has shown a consistent upward trend, both in nominal and real terms. For the fiscal year 2023/24, the Government allocated UGX 4,447 billion to education, reflecting a 6.6% increase from the UGX 4,170 billion allocated in FY 2022/23⁶. Despite some progress, particularly in advancing girl-child education, significant gender disparities persist in performance, classroom participation, educational attainment, and learning outcomes, often disadvantaging girls and women (Gender in Education Policy, 2016, p.1).

For instance, the Uganda Demographic and Health Survey (UDHS, 2016) reports that fewer than 60% of girls aged 15 -18 years complete primary education, and only one in four girls aged 18-21 complete secondary education. A World Bank study attributes these challenges partly to high rates of child marriage (32.5% among girls aged 18 - 22) and early childbearing (26%), with rural and socio-economically disadvantaged girls experiencing even higher rates (Wodon et al., 2019, p.2). At the secondary education level, girls continue to lag behind boys in completion rates (Wodon et al., 2019, p.4). The NPHC 2024 reports Uganda's literacy rate 74% of the population aged 10 and above as literate and nearly 8 in 10 males (76.6%) and 7 in 10 (71.6%) females as literate.

5 National Progress Report on Implementation of the Beijing Declaration and Platform For Action (Beijing +30) in Uganda (2020-2025)

6 CSO Position Paper on the Education Sub-Programme in Response to the FY 2024/25 Education Ministerial Policy Statement.

To end HIV/AIDS by 2030, the Government continues to employ the multi-sectoral approach involving all public, private and CSO actors under the coordination of the Uganda AIDS Commission in the President's Office⁷. The Government prioritised expanding universal health coverage/public health services by improving the functionality and accessibility of health infrastructure and logistics as per SDG 3 target 3.8, which is about achieving universal health coverage. In 2023, the Government developed the Quality-of-Care Implementation Guide for Reproductive Health, Maternal, Newborn Child, and Adolescents Health and Nutrition Services⁸. Progress has been made in reducing the maternal mortality ratio from 336 deaths per 100,000 live births to 207 deaths per 100,000 live births⁹, which is still high.

On access to justice, a 2021 study by UWONET titled Interrogating the Factors Hindering Access to Justice for Women and Children revealed that women and children rarely report cases to formal justice systems due to several barriers including; the perceived high costs of reporting, corruption within the system, and the lengthy duration of trials amongst others. Children face additional obstacles, as they often lack the financial means to advocate for themselves and must rely on adults to act on their behalf. Similarly, women have limited control over household resources, which restricts their ability to seek justice, particularly when payments for fees and associated costs, such as transportation, are required. For example, is estimated that women and girls are often required to pay between UGX 30,000 and UGX 50,000 for Police Form 3, a cost that many cannot afford and yet the completion of the form is a prerequisite for dispensation of justice.

7 National Progress Report on Implementation of the Beijing Declaration and Platform For Action (Beijing +30) in Uganda (2020-2025)

8 National Progress Report on Implementation of the Beijing Declaration and Platform For Action (Beijing +30) in Uganda (2020-2025)

9 National Population and Housing Census 2024

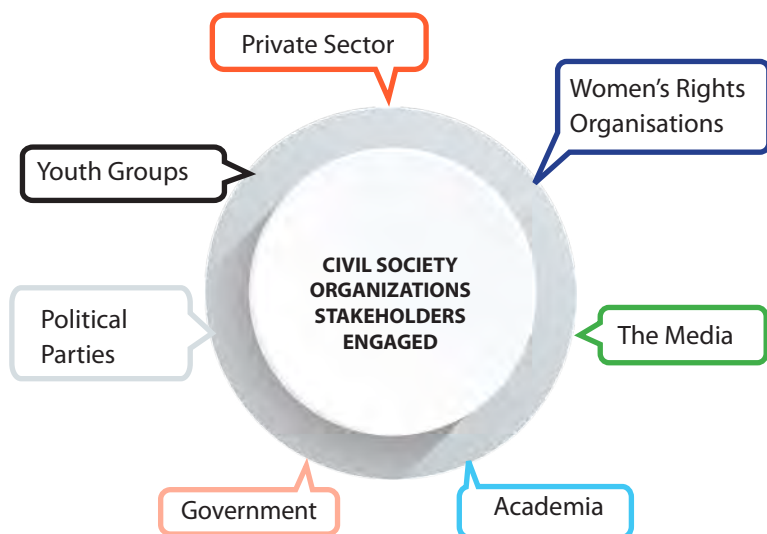
Climate-related disasters have significantly affected human populations, disrupting agricultural production, food security, water management, and public health. The extent of these impacts and the ability of communities to cope depend largely on factors such as socio-economic status, socio-cultural norms, access to resources, poverty levels, and gender. Research has increasingly shown that the effects of climate change are not gender-neutral, with women and children being among the most vulnerable groups. Key factors contributing to the differences in vulnerability between women and men include gender-based disparities in time use, access to assets and credit, and unequal treatment by formal institutions, which often limit women's opportunities. Additionally, women face restricted access to policy discussions and decision-making processes, compounded by the lack of sex-disaggregated data to inform effective policy changes¹⁰.

10 Climate Risk Country Profile – Uganda (World Bank)

Methodology

The methodology employed involved a review of relevant literature, online consultation and regional consultative workshops to gather perspectives and opinions from a wide range of stakeholders. National-level consultations were conducted in Kampala. The stakeholders engaged included representatives from civil society organizations including women's rights organisations, the media, academia, informal sector, government, political parties, youth groups and the private sector.

NATIONAL-LEVEL CONSULTATIONS WERE CONDUCTED IN KAMPALA



Critical Issues For The Advancement Of Women And Girls' Rights In Uganda In The Next Five Years (2026 – 2030)



1.1 Women's Health and Wellbeing



Women and Girls Health contributes to Sustainable Development Goal 3; ***“Ensure healthy lives and promote well-being for all at all ages”***; Specific targets aligned to women and girls’ health include;

- ✱ By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births.
- ✱ By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births.

- ✱ By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.
- ✱ Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

Notable progress in improving access to health services has been registered with the support of Government initiatives and interventions, for example, the proportion of the population living within a 5 km radius of a health facility increased from 83% in 2012/2013 to 86% in 2016/2017. By 2019/2020, 77% of individuals who fell ill were able to access healthcare within a distance of less than 3 km nationwide. Nonetheless, according to the UNHS 2019/2020, sub-regional analysis revealed disparities, with Karamoja having the lowest proportion of the population accessing health facilities within a 3 km radius followed by Acholi and Lango sub-regions standing at 68% and 69% of their populations, respectively, accessing health services within this distance.

Overall, the country has made strides in its expansion of the health infrastructure network. Currently, Uganda has two national referral hospitals, 19 regional referral hospitals, 147 district hospitals, 193 Health Centre IVs (***staffed with medical officers***), 1,250 Health Centre IIIs (***staffed with clinical officers***), and 3,610 Health Centre IIs (***staffed with enrolled comprehensive nurses***).

Significant progress has also been made in the provision of specialized medical care in cardiology and gynaecology. A modern state-of-the-art women's hospital with a capacity of 320 beds was opened in Mulago. The heart and cancer institutes of Mulago Hospital have also been expanded and improved. This has led to increased utilization and access to medical services (***NDP III***).

According to the Annual Health Sector Performance Report for FY 2023/24, the health budget accounted for 7.7% of the national budget, a slight increase from 7.6% in FY 2022/23. While this remains below the Abuja Declaration target of 15%, the consistent allocation of over 7% over recent years reflects the government's ongoing commitment to addressing the health needs of the population.

In respect to access to maternal health services, progress has been made in reducing the maternal mortality ratio from 336 deaths per 100,000 live births to 207 deaths per 100,000 live births¹¹, which is still high. Infant mortality rate (under 5) estimated at 46/1000 from 56/1000 live births.

The barriers to gender equality in access to health services are many and varied including the following:

Allocation of resources to lower local governments is inadequate and is not sufficient for health services delivery, particularly in rural areas.

Health insurance coverage in Uganda is still very low. According to UDHS 2022, only 1% of women and men aged 15 – 49 years had heard of health insurance and were insured. Insurance coverage was higher among urban women (1%) than their rural counterparts (0.3%). The insurance coverage has stagnated at 1% of the population having health insurance with no sex disparities between male and female¹².

Persistent challenges in addressing the *“three delays”* factor in health service delivery for pregnant mothers and women. Expectant mothers in Uganda suffer most from the *“three delays”* factor which constrains their ability to access timely assistance of a professional worker which continues to endanger their lives contributing to high mortality rates (OPM 2024). The maternal mortality ratio of 207/1000 and infant mortality of 34/1000 of children born alive and die before they mark their first

11 National Population and Housing Census 2024

12 National Population and Housing Census 2024

birthday is still high. In addition, the under 5 mortality rate estimated at 46/1000 live births.

Uganda's Health financing is also inadequate and not efficiently organized; total health expenditure per capita is only USD 51 compared to USD 86 required to deliver the essential package of services. Budget and expenditure cuts associated with the implementation of macroeconomic stabilization and adjustment programs lead to shortages of medicines and deteriorating facilities. Demoralized, poorly paid health workers charge patients under-the-table fees, divert medicines, practice privately during working hours and become increasingly uncaring towards patients.

The high rate of HIV and AIDS is still a significant health challenge. Evidence shows that HIV and AIDS prevalence is four times higher among adolescents. The infection rates among older adolescent girls are four times higher than young men of the same age and highest in the Capital City. The total prevalence rate was higher among women at 6.5% compared to men at 3.6%.

The unmet need for family planning for currently married women aged 15-49 is 24%¹³. 7% of women aged 15– 49 have received a diagnosis of depression or anxiety from a doctor or other health worker. Among those diagnosed, 20% are currently on treatment for their condition¹⁴. The UPHC 2024 further highlights one in every ten (12%) of the population aged 10 and above had experienced at least some form of probable general psychological distress. Probable depressive disorder (7.8%) was the most prevalent condition, while probable suicidality was the least (0.9%) highest among female for example probable general psychological distress was at 12.4% among females' visa v 11.5% among male, bipolar affective disorder at 4.1% among females' visa v 3.9 among male among others.

13 UGANDA DEMOGRAPHIC AND HEALTH SURVEY (UDHS) 2022

14 UGANDA DEMOGRAPHIC AND HEALTH SURVEY (UDHS) 2022

Demands by Women of Uganda

Increase budget allocation to women's health

1. Increase budget allocation to the health sector to 15% as per the Maputo Protocol and Abuja Declaration threshold to address the gaps in health service delivery especially maternal health and monitoring of health performance and at least 5% of the total budget allocation to maternal health services and at least 6% of the health budget to primary health care.

Access to quality and affordable health Care Services for Women and Girls

1. There is a need to fast-track legislation on the National Health Insurance Scheme and also promote affordable health insurance schemes for complementary packages. Incentives for both private and public health insurance providers can help increase coverage and reduce out-of-pocket expenses for families.

Enhance monitoring and supervision of health services for women

1. Improve supervision and monitoring of health centers to ensure that staff deliver; Introduce penalties for incompetent staff and reward outstanding staff and motivate staff with attractive pay.
2. Strengthen supervisory role for all health training institutions. There should also be frameworks for female training recruits. Many of them are dismissed at inception and asked to do mandatory testing, if found pregnant they are dismissed.

Enhance medical care and services for non-communicable diseases

1. Raise awareness on mental health issues. Integrate psycho social services and facilities into the mainstream health sector.
2. Decentralize treatment of non-communicable diseases; Regional referrals should be empowered to handle such diseases to avoid the over flooding at the only cancer institute in Uganda.

3. Government should also fund drop-in centers and this will go far in prevention of HIV and revive the HIV/AIDS prevention campaigns.

Health worker Training schools

1. Health workers training schools should be managed by Ministry of Health to ensure enhanced supervisory function to address the factors afflicting the training schools for health workers. The health worker training curriculum should incorporate knowledge and skills transfer on management of persons with disabilities particularly women with disabilities.

Tax waiver for Menstrual Hygiene Products

1. Introduce tax waivers for women's products such as sanitary pads, adult pads etc.
2. Price Regulation on essential medicines and drugs.

Regulate prices on drugs.

1. Enforce policies on the standardization of drugs and; enact policies to regulate pharmacies.

Community empowerment

The health budget should be increased to 15% to provide more funding to:

1. Increase community health literacy through awareness on reproductive health, maternal care, and rights.
2. The government should invest more resources in grassroots Mobilization: Encourage local women and girls to articulate their needs and demand accountability.

1.2 Equitable and Quality Education for Women and Girls'



Women and Girls education contributes to Sustainable Development Goal 4: ***“Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all”***.

Specific targets aligned to women and girls’ education are;

- By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.
- By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.

- By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.
- By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.
- By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

Gender equality in education is the right for girls and women, boys and men to equally access, participate in, deliver and receive the benefits of education. Gender equality is often measured in terms of gender parity in enrolment, retention, and completion rates. Gender parity decreases more after primary level and the lack of girls in secondary education has a negative impact on socio-economic development (European Commission, 2020). Achieving gender equality in and through education is at the heart of the human rights agenda, a pathway to social justice and the key to achieving the transformational 2030 Agenda for Sustainable Development (Global Partnership for Education, 2019).

Gender equality in education however puts a strong focus on girls' education, in order to empower them to compete in the formal job market and participate in socio-economic decisions that affect them negatively because of constraining social norms, such as gender-based discrimination and bias that prevent their education attainment. According to the Uganda Human Rights Commission Annual Report, women's full access to education was also impaired due to a lack of facilities for menstrual hygiene, sexual harassment in schools, distances between schools and homes and household chores (*Uganda Human Rights Commission, 2022, p 90*).

Although the education sector registered gains in girl child education, there are still gender disparities in performance, classroom participation, and in education attainment and learning outcomes, which continue to disadvantage girls and women (*Gender in Education Policy, 2016, p. 1*).

According to the Afrobarometer 2024 survey, women in Uganda face significant educational disparities compared to men. Only 8% of women have post-secondary education, compared to 14% of men, and 31% of women have completed secondary school, compared to 35% of men. Furthermore, women are twice as likely as men to have no formal schooling at all (13% vs. 6%). These disparities likely stem from lingering social norms and behaviours that hinder girls' access to education.

About one in six Ugandans (16%) report that girls are “often” or “always” prevented from attending school because families prioritize boys' education, though 83% believe this happens “rarely” or “never.” Additionally, over one-third (35%) of Ugandans say schoolgirls are “often” or “always” subjected to discrimination, harassment, or pressure for sexual favors by teachers.

Illiteracy therefore is still a major concern in Uganda. 74% of the Uganda's population aged 10 and above was considered literate

About one in six Ugandans (16%) report that girls are “often” or “always” prevented from attending school because families prioritize boys' education, though 83% believe this happens “rarely” or “never.” Additionally, over one-third (35%) of Ugandans say schoolgirls are “often” or “always” subjected to discrimination, harassment, or pressure for sexual favors by teachers.

as per the NPHC 2024. However, Literacy rate was higher for males (76.6%) than females (71.6%) with 22.7% females not attained any formal education compared to 17.4% males.

In Uganda, girls are particularly under-represented in science, technology, engineering and mathematics (STEM) education. There is low enrolment, poor performance, and high numbers of dropouts. In 2014, a government report revealed a severe drop between 2009 and 2014 in the percentage of girls passing biology and mathematics examinations. This gender gap reduces the number of women who pursue STEM careers. For instance, currently, less than a third of science researchers in Uganda are women¹⁵.

European Commission global research states, *“The lack of girls’ and women’s literacy, employability skills and self-confidence reinforce women’s occupational segregation and underemployment in the formal job market.”* Unequal access to health, safety, pay, and status means lower value is placed on women’s skills, and industries capitalise on women accepting any job, for longer hours, greater risk, and less money, security, parental leave or childcare. As a result, women have more trouble than men securing loans, accessing credit and skills training, and securing promotion, especially to executive positions and decision-making roles” (*European Commission, 2020, p.2*).

15 [https://www.unesco.org/en/articles/strengthening-gender-responsive-pedagogy-stem-uganda#:~:text=In%20Uganda%2C%20girls%20are%20particularly,and%20high%20numbers%20of%20dropouts.-,Strengthening gender responsive pedagogy for STEM in Uganda](https://www.unesco.org/en/articles/strengthening-gender-responsive-pedagogy-stem-uganda#:~:text=In%20Uganda%2C%20girls%20are%20particularly,and%20high%20numbers%20of%20dropouts.-,Strengthening%20gender%20responsive%20pedagogy%20for%20STEM%20in%20Uganda)

Demands by Women of Uganda

Increase budget allocation to education and gender-specific needs of girls

1. Increase resources to priority areas for girls such as Water and sanitation including menstrual hygiene amongst others to keep girls in schools in order to increase the average age of schooling from 8% to 11% in line with NDP III.
2. Allocate at least 4 – 6 percent of the National Gross Domestic Product, and/or at least 15 – 20 percent of total public expenditure for education in line with Nairobi Declaration and call for action on education Agenda 2063.

Access to Education for Women and Girls

1. Policy and legal frameworks: Strengthen and implement policies that ensure girls' right to education, such as UPE and USE and monitor and evaluate their implementation to improve gaps. Ban Discriminatory Practices: Prohibit child marriage, early pregnancies, and other practices that hinder girls' education by working with all local councils, religious and cultural leaders and NGOs that promote girls' education. National Action Plans: Develop and fund gender-focused education plans aligned with global commitments like the Sustainable Development Goals (SDG 4 and SDG 5).
2. Increase access to Early Childhood Development (ECD) through Early Childhood Care and Education (ECCE) for all children including children with disabilities to equip them with cognitive, linguistic, socio-emotional, and self-regulation skills.
3. Introduction of regulated universal pre-primary/ECD education and facilities in terms accessibility, location and sufficiency.
4. Fully and effectively implement the policy on re-admission to school of the teenage girls who get pregnant and provide incentives to make re-joining school attractive.

5. Regulation for subsidies to private pre-primary service providers in districts that have no or very few pre-primary education services to counter the profit driven motives in private education service provision in Uganda.
6. Factor in affirmative action in STEM through pre-entry remedial programmes in science faculties as a practice to increase female numbers.
7. Highlighting the importance of safety in higher education institutions is crucial to addressing sexual abuse and harassment. Clear strategies should be developed to implement sexual and sexist harassment protocols and guidelines effectively across all institutions of higher learning.
8. The government should invest in Awareness Campaigns to educate parents and communities about the benefits of educating girls, including economic and societal advantages. MoGLSD and NGOs should increase access to Community Role Models to enhance girls' education.
9. Work with cultural and religious leaders to challenge norms that devalue girls' education for social norm change.
10. Government should invest in providing E-Learning Platforms that provide access to online resources and tools, particularly in remote areas.
11. Embrace digital literacy through training girls in digital skills to prepare them for future opportunities. In addition, mobile learning through use of mobile phones to deliver educational content and connect girls with learning resources.

Quality of Education for Women and Girls

1. To address the gender-specific needs of girls and boys, standardize gender-responsive pedagogy in pre-primary teacher and caregiver training.
2. Introduce strategies to increase female caregiver and teacher enrolment, challenging the current imbalance.
3. Formalise sexuality education in all schools to address the alarming numbers of early pregnancy cases among primary school girls.
4. For elimination of all forms of sexual abuse and harassment and as a priority, children protection and safe guarding should be emphasised through enforcement and implementation of policies and laws.
5. Invest in gender-responsive digital literacy for boys, girls, and children with disabilities, along with providing gender-sensitive e-learning resources and free broadband internet access for all schools, this is both essential and strategic.
6. Improve learning environments: Improve safety in schools to ensure that schools are free from violence and abuse and recruit and train teachers, especially female teachers, to serve as role models and provide gender-sensitive instruction.

2.1 Women's Economic Empowerment and Livelihood

Women's Economic Empowerment and Livelihood contributes to Sustainable Development Goal 1,5 and 8;

- 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day
- 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- 5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value



In partnership with the World Bank, the government launched a US\$ 217 million Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Project in 2023. This five-year project targets women to grow their businesses from micro to small and from small to medium enterprises. The Government increased funding for the Uganda Women Entrepreneurship Programme (UWEP) to benefit women and enable them to grow and expand their businesses. Funds were also allocated to the Youth Livelihood Programme (YLP), a Special grant for PWDs and a Special Grant for Older Persons (SEGOP), which women tapped into to get funds. The table 1 below shows the Government funds allocated to each livelihood support programme for the special interest groups for 2021/2022- 2023/2024.

Unemployment remained a challenge, especially among the youth, women and Persons with Disabilities (PWDs). This challenge was exacerbated by the COVID-19 pandemic, which disrupted employment opportunities for all, especially the most vulnerable and prone populations, youth and women¹⁶. According to the UBOS Labour Force Survey (2021), the national unemployment rate increased from 9.7% in 2017 to 11% in 2021 and is notably higher among the youth. Youth and females in paid employment were 51.9% and 43.6%, respectively, while men were 60.5% (UBOS 2021). Women account for a larger share at 62% of the working labour force in vulnerable employment compared to 52% of men. According to the World Bank, the vulnerable employment rate among women increased to 82.2% in 2022 compared to 68.2% among men in Uganda.

The 2016/17 Labor Force Survey revealed that 88% of women performed unpaid care work compared to 64% of men, with women and girls dedicating an average of 20 hours per week to such tasks, double the 10 hours spent by men. Similarly, the 2019/2020 UNHS showed that

16 <https://www.ilo.org/publications/major-publications/global-employment-trends-youth-2022-investing-transforming-futures-young>

68% of the population aged five and above engaged in unpaid work, with higher participation among females (83%) compared to males (53%). Among the elderly (60+ years), over half (52%) were involved in unpaid care work. On average, women spent 24 hours per week on unpaid care work, significantly more than the 14 hours spent by men. The impact of unpaid care work was felt more during the COVID 19 Pandemic period owing to the fact that Women's care responsibilities increased due to the school closures during the pandemic period and the need to care for ill family members.

According to the World Bank report (2021), legislation governing marital property and divorce continues to be a barrier to women's equal access to and control over assets. Uganda lacks a comprehensive law concerning the equitable distribution of marital property in cases of divorce, and non-monetary contributions are not recognized under the law in decisions regarding the distribution of marital assets. Women's entitlement to marital property and their ability to acquire individual property during a marriage remains unclear.

Female-owned businesses in Uganda are often concentrated in less productive, lower-profit sectors, with only 6% operating in male-dominated fields as of 2014 (World Bank, 2021). Women entrepreneurs face greater barriers to accessing credit, with only 31% borrowing capital to start businesses and holding just 38% of the loan volume compared to men (World Bank, 2019). These disparities are partly due to inflexible lending practices, where women are more frequently required to provide collateral, compounded by the lack of legislation prohibiting gender-based discrimination in credit access. This fosters inequality and potential lender bias (World Bank, 2021).

Demands By Women of Uganda

Implement strategies to enhance Agricultural production and Value Chain for Women.

1. Enhance appropriate research, technology generation and uptake.
2. Strengthen the agricultural extension system.
3. Increase access to agriculture finance, insurance and contract farming for women.
4. Invest in appropriate post-harvest handling, storage and agro-processing facilities and Technologies.
5. Provide training to women farmers on modern agricultural techniques, financial literacy and business management. Incentivise and capitalise Financial Institutions to increase and ring-fence funding to women for agriculture and businesses, prioritizing Agro-industrialisation, tourism, manufacturing and Science, technology and innovation (ATMS).

Design and implement strategies that reduce unpaid care and domestic workload to enhance women's productivity across different sectors

1. Introduce measures that provide affordable or subsidized quality childcare, parental leave and greater flexibility in working arrangements without reductions in labour and social protections.
2. Tax systems must also recognize the value of care work. This means considering the unique needs of caregivers, both paid and unpaid, and creating systems that value their contributions. Women, who are at the heart of caregiving, should have a voice in designing these policies.
3. Ensure tax and fiscal policies are in line with the 5R framework: recognise, reduce, redistribute, reclaim and remunerate/reward care and domestic work.

4. Reduce unfair tax burdens on women and adopt progressive, redistributive and gender equal taxation – including new forms of taxation of capital and wealth – combined with less reliance on consumption taxes.
5. Ensure adequate financing of gender-responsive social services that promote women's rights, and reduce inequalities, including gender budgeting.
6. Take concrete steps towards eliminating the practice of gender-based price differentiation, where it exists, also known as the “pink tax”, which contributes to the feminization of poverty, where goods and services intended for or marketed to women and girls cost more than similar goods and services intended for or marketed to men and boys.

Review, amend, pass and enforce pertinent laws and economic empowerment policies for women

1. Amend the Land Act to provide for joint ownership of land and other productive property by spouses as family property as provided for in the land policy of 2013.
2. Review economic empowerment programs and initiatives focused on women to assess their impact and gaps prior to developing new programs for women's economic empowerment in order to provide for equity and transformation in the lives of women and their families.
3. Fast track the review and enactment of the Marriage and Divorce Bill (2009) into law.
4. Enforce laws to protect women's rights in the world of work, especially those working in private and informal sectors.
5. Quotas and Representation: Ensure women are represented in economic decision-making bodies and trade unions.

Access to Education and Skills Development

1. Invest in Vocational Training through providing women with skills training in market-relevant areas like agriculture, technology, and crafts.
2. Entrepreneurship programs; Offer business management and financial literacy training tailored to women's needs.
3. Encourage women and girls to pursue Science, Technology, Engineering, and Mathematics fields for diverse career opportunities.

2.2 Climate Justice

Women's Climate Justice contributes to Sustainable Development Goal 13; take urgent action to combat climate change and its impacts. *13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.*

Uganda is at risk of natural disasters. The country experiences extreme weather events which lead to mudslides, landslides and flooding, particularly for the country's mountain regions and nearby districts such as Mbale in the Mt Elgon region. Extreme events leading to disasters such as floods, droughts, and landslides have increased over the last 30 years. Flooding has become more frequent, largely due to more intense rainfall. Over the past two decades, an average of 200,000 Ugandans are affected each year by disasters. Increased intensity of heavy rainfall has led to a greater impact of floods and is causing more damage due to expanded infrastructure, human settlement and general development of the country.

Uganda's vulnerability is exacerbated due to its high levels of poverty and its high dependence on 'climate-sensitive' sectors: agriculture, water, fisheries, tourism, and forestry. The country is at high risk of natural disasters such as flooding, drought, and landslides, however, its topographic diversity and highly marginalized segments of the population, make it additionally vulnerable. Additionally, non-climate stressors such

as inadequate infrastructure to handle the increasing population are also impacting the vulnerability to natural disaster sensitivity and climate change vulnerability. With an urbanization rate of 5.4%, increasing amounts of the population are living in urban areas, putting pressure on existing infrastructure as well as scarce available land; a diminishing natural resource¹⁷.

An increasing body of research has shown that climate-related disasters have impacted human populations in many areas including agricultural production, food security, water management and public health. The level of impact and coping strategies of populations depends heavily on their socio-economic status, socio-cultural norms, access to resources, poverty as well as gender. Research has also provided more evidence that the effects are not gender-neutral, as women and children are among the highest-risk groups. Key factors that account for the differences between women's and men's vulnerability to climate change risks include: gender-based differences in time use; access to assets and credit, treatment by formal institutions, which can constrain women's opportunities, limited access to policy discussions and decision making, and a lack of sex-disaggregated data for policy change.

The actions to mitigate the effects of the crises were guided by the National Policy for Disaster Preparedness and Management, 2010. The policy is multisectoral and provides for the establishment of institutions and mechanisms at national and local government levels that take action to reduce the vulnerability of people, livestock, plants, and wildlife to disasters in the country.

17 Climate Risk Country Profile: Uganda 9 – World Bank Report

Demands by Women of Uganda

1. Strengthen the full, equal and meaningful participation, representation and leadership of women at all levels of decision making in climate and environmental action.
2. Improve climate resilience and expanding all women's and girls' access to education, adequate livelihood opportunities, health care facilities and infrastructure, and other basic services, especially in disaster, relief and humanitarian situations.
3. Facilitate adequate and simplified access to financing for and build the capacities of, women's, grassroots women's and youth organizations and Indigenous women leading local adaptation and mitigation efforts.
4. Widen the participation of the public, scientific institutions, women and local communities in planning and management, accounting for approaches and methods of gender equity.
5. Enhance Uganda's adaptive capacity through continuing investment in weather stations and expanding the country's national hydro-meteorological monitoring system.

Over the past two decades, an average of 200,000 Ugandans are affected each year by disasters. Increased intensity of heavy rainfall has led to a greater impact of floods and is causing more damage due to expanded infrastructure, human settlement and general development of the country.

6. Strengthen technical capacity to integrate climate-smart agriculture and climate change risk management into farmer's and the wider agricultural sector.
7. Establish institutional capacity for providing timely early warning systems.
8. Mainstream gender in climate policies. In addition, enforce policies that protect women's rights in land tenure, resource access, and participation in climate decision-making.
9. Allocate dedicated funding for gender-responsive climate programs.
10. Ensure national climate strategies, including Nationally Determined Contributions (NDCs) and adaptation plans, address gender-specific vulnerabilities and priorities at national and local government levels.

Negative Social Norms and Violence Against Women and Girls are a deterrent to the attainment of Sustainable Development Goal 5 on Achieve gender equality and empower all women and girls.

Violence against women and girls is one of the factors that continues to sabotage women's empowerment and gender equality, and equity affecting them physically, emotionally and economically. According to social norms research by UWONET and OXFAM, social norms are transmitted through socialization as individuals are introduced to gendered identities (for example, girl's assigned roles within the domestic space). However, there are different fields where socialization occurs and thus one can learn, unlearn and adopt an alternative social norm. Social norms are also transmitted through ritualized behaviour that is performed within daily interactions. Furthermore, social norms are spread through sanctioning or rewarding, by people in their reference group, when they contravene or comply with given behavioural rules. It is through such processes that individuals are introduced to roles, relations, stereotypes, actions, and identities.

Social norms shape behaviours and regulate power, opportunities, and resources between women and men, often reinforcing boundaries that allow violence against women and girls. While some women and girls challenge these norms, structural constraints and limited feminine capital often force them to comply, perpetuating hegemonic masculinity.

Gender Based Violence (GBV) in all its manifestations (physical, sexual, Female Genital Mutilation (FGM), emotional and psychological) remains critical in human rights, public health and economic development (MGLSD, 2016). GBV is perpetrated against men, women, boys and

girls however, the vast majority of cases involve women and girls. The existence of GBV violates one's rights and slows down progress in achieving sustainable inclusive human development. Furthermore, in Uganda, social beliefs, systems, perceptions, and attitudes about women and men, boys and girls and their roles in society exacerbate the already fragile categories.

Education Level: One of the leading causes of physical violence is a person's level of education, women with no education reported the highest cases of physical violence, while among men, those with no education reported the lowest cases of physical violence in 2011 and 2016.

Wealth Status: Domestic violence advocates frequently claim that violence against intimates is a "*classless*" problem. Thus, wealth influences decision-making in a home and elevates one's status in society.

3.1 Low Levels of Asset Ownership Amongst Women

In Uganda, as is elsewhere, people acquire assets through different means. Assets may be inherited, received as gifts or transfers, purchased or distributed by the state (UBoS, 2017). Assets can either be financial or physical. Some laws and policies guide on asset ownership in Uganda; Land Act (1998), Land Acquisition Act No 226, the Succession Act No. 162, various acts under the Marriage and Divorce Chapter 32 such as the Customary Marriage (Registration) Act No. 248 and the Marriage Act No 251.

Land in particular is a major factor that characterizes a fusion of household and national "asset politics". Land is a key asset in rural areas that are predominantly agricultural. Hence, ownership be in form of user rights, majority user, purchase and inherited which can be either sole or joint ownership of an individual or community level ownership. Culturally, land ownership is related to marital status and so without formal ties of marriage, women have more tenuous claims than their partners on land¹⁸.

18 Gender Issues In Uganda: An analysis of Gender Based Violence and Assets

Demands by Women of Uganda

Design and implement strategies that facilitate behavioural and social norms change

1. Engage men and boys to challenge the gender dynamics for a positive impact on the health and well-being of women and girls.
2. Design programmes on positive social norm change and positive parenting using cultural and religious approaches.
3. Scale up interventions to collaborate with cultural, religious institutions and civic leaders to address harmful social norms and promote mindset change for gender equality.

Enhance Capacity Enhancement towards social norms Change

1. Integrate social norms and gender dynamics into the education system for normative change to address gender inequalities.
2. Increase the budget of Ministry of Gender, Labour and Social Development (MGLSD).
3. Reintroduce civic education in primary schools.

Operationalization of existing legislation

1. Bridge the gap between the legislation and strengthen accountability mechanisms to follow up and evaluate the implementation of the legislation.
2. Scale up Gender Based Violence (GBV) prevention, response management and legal services to the under-served regions of the country (Central and western regions).

Increased Awareness, Research and Analysis

1. Invest in knowledge generation and information sharing on social norms for meaningful society transformation. The conversation on gender deficiencies needs to be ongoing at all levels of society for any meaningful behavioural change.

Ownership and Employment

Women, Information, Communication and Technology contributes to Sustainable Development Goal 5 on Achieve gender equality and empower all women and girls;

5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

Under the NDP III, the Digital Transformation Programme goal is to increase Information, Communication and Technology (ICT) penetration and use of ICT services for social and economic development. The programme is implemented through the sub programmes of; ICT Infrastructure; E-services; Research, innovation and ICT skills development and Enabling Environment.

Information has been observed as a prerequisite for empowerment (World Bank 2002). Informed citizens are better equipped to take advantage of opportunities, access services, exercise their rights and hold those responsible accountable. If gender issues are not articulated in ICT policies and strategies, it is unlikely that girls and women will reap the



benefits of the information age. The majority of women live in rural areas and are disadvantaged as far as education opportunities are concerned. They are mostly affected by poverty and therefore least likely to benefit from ICTs in the absence of specific interventions tailored to their needs. Many women are further disadvantaged by their relatively low levels of education; hence they cannot cope with some media of communication which use foreign languages such as English and French. Girls are also generally discouraged from taking science subjects. The result is that there are fewer women in ICT-related professions like Computer Science and Engineering.

Women account for one-half of the potential talent base throughout the world. As a significantly productive workforce, women must have access to and use ICTs to enhance and support their businesses and other aspects of their lives. Women are also increasingly adopting ICT in their businesses hence providing them opportunities to engage in online trade to purchase goods and services, and also advertise their products online and gain access to regional and international markets.

The National Information Technology Authority (NITA) Uganda has continuously supported ICT hubs and female-targeted organizations, to nurture and mentor young girls in ICT fields and careers and empowering them to reach their maximum potential.

At midterm of the NDP III there was an increase in online transactions as a result of the work-from-home restrictions. Thirty-one percent (31%) of the populace had access to high-speed and quality connectivity being demanded by the existing platforms. The percentage of beneficiaries satisfied with the quality of service over the National Backbone Infrastructure was 77.3% above the FY 2020/21 target of 60%. The Unit cost of internet on the retail market reduced from USD 237 in FY 2017/18 to USD 205 in FY 2020/21. The unit cost of low entry smart phones also reduced from UGX 100,000 to UGX 50,000 lower than the FY 2020/21 target of UGX 95,000.

4.1 Key Gender Issues / concerns

According to the National IT survey 2018, male employees accounted for 75% of total employees across all MDAs, compared to female employees at 25%. Employees in ICT functions/roles make up only 1.9% of the total permanent workforce across all MDAs. The proportion of female ICT employees (2.3%) among all female employees is higher than that of male ICT employees (1.7%) among all male employees. There are no marked differences in the proportion of female ICT employees in Ministries as opposed to those in Departments and Agencies.

Ugandan women on average have a limited ability to afford, adopt and benefit from broadband access. One of the most pressing barriers affecting women is illiteracy. While 73% of the Ugandan population over the age of 15 can read or write at a basic level, literate men far outnumber literate women: 82% of men are literate compared with only 64% of women. Furthermore, only 23% of adult women in Uganda have any secondary education, defined as education beyond the age of 12.

Rural women still face unique barriers to own and access. In contrast to urban centres, rural areas are often serviced by internet telecentres, a central hub where a given population has access to internet-connected computers. Travel time to telecentres can be long, and a limited number of computers further limits access. Connections are often slow, and pay-per-minute access can make them costly. Aside from distance and cost, women may also face resistance from family members. Studies highlight that 59.3% female headed household did not own a mobile phone compared to 53.6% male headed households, 69.8% female households owned other ICT devices compared to 79.1 male headed households.¹⁹

19 National Population and Housing Census 2024

There is still little representation of women in ICT policy and decision-making bodies. Only by integrating representatives of women who understand gender-sensitive ICT issues into the policy-making process will it be possible to address crucial development opportunities and infrastructural gaps. Broadening the conception of who has a stake in ICT policy will inevitably produce a more robust and prosperous future for Uganda.

Technology-related and facilitated VAW: ICT use can be considered a gendered issue, as technology-related and facilitated Violence Against Women and Girls (tech-related VAW/G) has become prevalent. Such forms of female-targeted violence include cyber stalking, sexual harassment, gendered trolling, surveillance, misogynistic content creation and unauthorized use and manipulation of personal information, including image and video format. Technology-related violence acts as a significant barrier to women's meaningful engagement with the internet. Cyberstalking, online sexual harassment, and blackmail through the use of private and often sexualised information, photographs and videos. and the forwarding of content that depicts, promotes and normalises violence against women are becoming increasingly documented and faced by women and girls who use the internet in Uganda.

Demands by Women of Uganda

1. Promote equal and affordable access to digital skills, connectivity and the Internet, using a multidimensional approach that includes speed, stability, affordability, language, training, and capacity-building.
2. Promote local content and accessibility, including for persons with disabilities, in order to ensure that the benefits of digital technologies are available to all women and girls.
3. Work towards closing digital divides, including the gender digital divide, and ensure that programmes, services and infrastructure are adaptable and suited to tackling different technological barriers.
4. Provide spaces for greater involvement of women in decision-making organs and bodies of the state, especially in ICT policy-making processes.
5. Enforce comprehensive legal and policy frameworks to curb and respond to abuse through use of technology.
6. The government should ensure safe reporting mechanism as well as survivor centred approaches coupled with rapid response
7. Train law enforcement officers to recognise, investigate and address Technology facilitated Gender Based Violence (GBV) cases sensitively and effectively.



5.1 Women, Leadership And Decision Making

The Government upheld the affirmative provisions in the Constitution and the laws that provided quotas (affirmative action) for special interest groups (SIGs) to be represented in parliament and local council structures.

Legal and Policy Reforms

The Parliamentary Election (Amendment) Act (No) 2020 - included older persons as a special interest group in Parliament. The law specifies that out of the five (5) representatives, at least one should be a female and elected as a national representative.

The Political Parties and Organisations (Amendment) Act 2020 - provides for political parties to promote active and equal participation of women, youth, PWDs and other vulnerable groups in all political parties' activities in the electoral process. The Electoral Commission (Amendment) Act 2020 provides for using technology to manage elections. The African

Charter on Democracy, Elections and Governance to which Uganda is signatory to provides for Gender Parity.

Participation of Women in Parliamentary Elections

The number of women in Parliament increased slightly from 33% in the 10th Parliament (2016- 2021) to 33.8% in the 11th Parliament (2021- 2025). The Women Members of Parliament consist of 146, each directly elected from districts and cities, representatives of the youth (2), PWDs (3), older persons (3), Uganda Peoples Defence Forces (3) constituency representative (14) and ex -officio members appointed to cabinet by the President who are 15 out of 27²⁰.

Women's Representation in Cabinet

There was an increase in women's representation at the cabinet level, which is the top policy-making organ of Government. The President appointed women to the highest positions in the cabinet as the Vice President and the Prime Minister, and three (3) of the four (4) Deputy Prime ministers are women. In General, women constitute 45.8% of the cabinet compared to 54.2% of men. Out of the 30 Cabinet Ministers, 12 are females (40%), while out of 50 Ministers of State, 24 are females (48%). The trends in the composition of women in cabinet positions increased from 28.7% (23) to 45.8% (38). While men's representation decreased from 71.3% (57) to 54.2% (45)²¹.

Women in Positions in Local Government

The Local Government Act 1997 (section 117(1) as amended provides for the participation of women in Local Government governance. Men still dominate the Local Council Chairpersons at different levels, with 97.9% at the Local Council 3 (sub-county) level, 93.5% at the Local

20 National Progress Report on Implementation of The Beijing Declaration and Platform for Action (Beijing +30) in Uganda (2020-2025)

21 National Progress Report on Implementation of The Beijing Declaration and Platform for Action (Beijing +30) in Uganda (2020-2025)

Council 2 (Parish) level and 97% at the Local Council1 (Village) level. At the Local Government level, women constitute 45.7% of the total elected leaders. However, a limited number of women occupy the positions of Chairpersons at different levels. Only 3% at LC3. 6.5% at LC2 level and 3% at LC1 level. There are six (6) women district chairpersons out of 146 district, one (1) female city mayor out of 10 city mayors and only 1 out of 31 municipalities has a female mayor.

Women's Leadership in Religious Institutions

The Inter-Religious Council of Uganda (IRCU), with funding from the Ministry of Gender, Labour and Social Development, conducted a gap analysis of women in the governance of the religious structures. The results revealed that there were few women in leadership positions. IRCU secretariat lobbied for policy reforms in the constituent members, coupled with women's capacity building to take advantage of insider reforms. As a result, the Uganda Muslim Supreme Council reviewed the constitution and established a department in charge of women and children that cascades to the regional level. Similarly, the Uganda Episcopal Conference, the Coalition of Catholic Archbishops in Uganda, reviewed the constitution and included the Women's Guild structures in all dioceses.

Women's Leadership in Public Service

Women make up 37% of the Public Service, whereas the men take up 63% of the positions. Limited attention has been paid to the gender and equity gaps in terms of representation and participation in decision making by women in the public service. Women are concentrated in the lower levels of the service. In 2021, out of the 35 Permanent Secretaries, 16 were female.

5.2 Key Challenges and barriers to Women's Participation in leadership and decision-making spaces;

Violence Against Women in Politics

During the recently concluded 2021 elections in Uganda, there was marked violence against women in politics. Reports of assault and intimidation aimed at women in politics were cited as a significant barrier to women's political participation. This in itself is also a form of discrimination against women in the political realm, restricting and impeding access to rights and freedoms based on sex and seeking to maintain unequal power relations between men and women²².

Limited Financial Resources

Finance is the most prevailing challenge women face in all avenues of their lives. Unfortunately, politics has become commercial in Uganda. Without strong financial muscle, women, especially young ones, struggle to find their place in politics. Added to this is a large financial disparity between female and male counterparts within the political space which in turn gives leeway to manipulation, causing women to become victims of sexual harassment and extortion. Those women who reject these sexual advances are then labelled derogatively and de-campaigned.

Gender differences in political media coverage

Present-day politics is strongly mediatized and voters rely almost exclusively on the media as their source of political information. Disadvantageous reporting by the media can hurt women candidates and directly contributes to the underrepresentation of women in politics. The association of women with private life, physical beauty, nurturing, and support roles can find its reflection in coverage focusing more on personal background, physical appearance, marital status, and children (or lack therefore) of women politicians.

22 Pathways to scaling up women's political leadership and influence in Uganda – Adopting Feminist Approaches

Unpaid Care work versus Political Leadership

A critical barrier to women's political participation and leadership is the disproportionate burden of unpaid care work. It is one of the primary reasons that women cannot enter politics. Most women are usually tasked with the burden of taking care of their families with little or no help from their spouses, resulting in emotional and financial strain.

Low/Ineffective Civic and Voter Education

Voters and the general public have not fully appreciated women's leadership nor understood the intention of affirmative action in elections. Women who contest on open seats are still marginalized as citizens still do not understand that women can contest on the open seats and some male opponents utilize this to bring down competition. The situation is even worse for women with disabilities as they are told to contest for seats for PWDs regardless of their qualification and capacity to contest on open seats or affirmative action seats for women.

Demands by Women of Uganda

1. Political Parties should be required by law to adopt and adhere to sexual harassment policies and the national gender-responsive and equality policies and laws.
2. Government must scale up measures to ensure gender parity – 50:50 representation in all elected positions and decision-making processes and structures.
3. Political and civic actors must take initiative to educate citizens about the civil and political rights of women and the importance of women's participation in politics and decision-making.
4. Parliament must undertake legal reform to regulate campaign financing, electoral costs, and the commercialization of elections in Uganda to help alleviate the challenges that women and other marginalized persons face due to limited financial resources.
5. Review and reform laws and policies that discriminate against women and girls and hinder women's equal participation in all aspects of public life, and implement targeted measures to address, inter alia, all forms of discrimination as well as violence against women and girls, ensuring women's and girls' access to justice and accountability for violations of their human rights.
6. Set specific targets and timelines to achieve gender balance in executive, legislative and judicial branches of government at all levels and in all areas in conformity to international, regional and national legal frameworks and policies on gender equality.
7. Develop and implement policies and programmes, including through appropriate funding and innovative measures to promote women as leaders, executives and managers, in all areas, in particular in strategic economic, social and political decision-making positions, with the goal of achieving gender balance at all levels.

8. Eliminate, prevent and respond to all forms of violence against women and girls in public and private spaces, through multisectoral and coordinated approaches to investigate, prosecute and punish the perpetrators of violence against women and girls.
9. Investment in civic and voter education to ensure regular and timely community awareness.
10. Invest in leadership training for elected leaders and public servants through reviving the institute of public administration.

5.3 Corruption and Gender Impacts

Gender serves as a lens that amplifies the impact of poor governance, particularly in the context of service delivery in developing nations such as Uganda. Corruption as a result of poor governance disproportionately affects women and girls, hindering their access to essential services and perpetuating gender inequality. Corruption in the provision of basic services exacerbates the existing gender disparities, with women and girls bearing the brunt of its negative consequences. The negative consequences of corruption are far-reaching, affecting all aspects of Uganda's development.

Legal Framework and Government Programs

The Government of Uganda has taken a zero tolerance to corruption stance ever since it acceded to power in 1986. This is reflected in the NRM Ten-Point Programme, of which Point No.7 is the Elimination of corruption and misuse of power. This commitment was implemented through the establishment of a strong legal and institutional framework. The Legal framework includes the Constitution of the Republic of Uganda (1995); the Inspectorate of Government Act, 2002; the Leadership Code Act, 2002; the Public Procurement and Disposal of Public Assets Act, 2003; the National Audit Act, 2008; the Anti-Corruption Act, 2009; the Whistleblowers Protection Act, 2010; the Public Finance Management Act, 2015; and many others.

The Institutions established to fight corruption include the Inspectorate of Government (IG); Office of the Director of Public Prosecutions (ODPP); Office of the Auditor General OAG); Criminal Investigations Directorate (CID) of the Uganda Police Force, Public Procurement and Disposal of Public Assets Authority (PPDA); Uganda Revenue Authority (URA), Financial Intelligence Authority (FIA), State House Anti-Corruption Unit (SHACU) and the Directorate for Ethics and Integrity which chairs the Inter Agency Forum, a coordinating mechanism for the Anti - Corruption Agencies.

In Uganda, women generally face more economic disadvantages compared to men. The Gender assessment survey 2018 by UWONET established that 39% of women in the 20 districts own land compared to 73% men. These findings are consistent with the results of the Uganda National Household Survey (UNHS) 2016/2017, which reported that only 31% of the women aged 15-49 years owned land compared to 48% of the men in same age range. Financial services are critical elements to productivity and key elements in the gender equality agenda. Relatedly, women's limited resources can exacerbate their vulnerability to corruption. First, the perception that women are less able to afford bribes can hinder their access to essential services thus disproportionately affecting their well-being. Second, when women do bribe, the payments often represent a larger portion of their income, potentially leading to sexual exploitation and other forms of Gender Based Violence further reinforcing the harmful gender stereotypes. Gender bias can influence the willingness of poor households to bribe, resulting in women and girls being excluded from essential services when informal payments are required.

Gender roles significantly influence women's interactions with public services. As primary caregivers, women often have more frequent contact with health and education facilities to address household needs. Additionally, a substantial number of women engage in unpaid domestic work, with 43% of Ugandan women involved in this compared to 20%

of men (UWONET, 2018). This, coupled with the increased healthcare demands during childbearing years, places a disproportionate burden on women's interactions with public services. Consequently, women are more likely to be exposed to corruption at the point of service delivery, impacting the cost, quality, and accessibility of care. Limited control over household income further disadvantages women, as they may be less able to seek alternative private healthcare options, forcing them to rely on often corrupt public systems.

Demands By Women of Uganda

1. Enforce laws to protect individuals who report corruption from retaliation and introduce incentives for whistleblowers whose information leads to successful prosecutions.
2. Establish anonymous, secure, and accessible platforms, such as hotlines or mobile apps, for reporting corruption.
3. Digitize government services to reduce human interaction and opportunities for bribery, and use blockchain technology to ensure transparency in procurement and financial transactions.
4. Incorporate anti-corruption education into school curricula to foster a culture of integrity from an early age.
5. Intensify the use of media and community outreach to highlight the costs of corruption and encourage public vigilance.
6. Implement strict penalties for corrupt individuals, confiscate ill-gotten wealth for public benefit, and ensure leaders demonstrate transparency and accountability.
7. Develop real-time monitoring systems for public funds and projects, conduct regular audits, and strengthen local government oversight to prevent resource misuse.
8. Align Ugandan laws and policies with global anti-corruption conventions, such as the United Nations Convention Against Corruption (UNCAC).

5.4 Women, Peace And Security

According to the National Action Plan III on Women, Peace and Security, Peace is being free from conflict and all forms of violence as individuals and as a country. Peace for an individual means the ability to meet one's

needs and the needs of the family. It also means freedom to participate in activities that one is interested in. Without hostility, fighting, poverty, and other issues that worry us in our families, communities, at the work place and as a country, we can say we have peace.

Similarly, Security means freedom from, or strength to deal with, possible harm caused by others or natural disasters and other threats. Security means safety and the measures taken to be safe or protected, and to prevent those things that make one not feel safe. It means freedom from danger, fear or anxiety. For example, when you are home at night with the doors locked, you feel safe. Security means feeling safe at home, at school, and at work. The 1995 Constitution of Uganda says Peace and security are for all Ugandans to enjoy and protect.

The Government of Uganda remained committed to realising a peaceful and inclusive society, as demonstrated by the endorsement of the United Nations Security Council Resolution (UNSCR) 1325 and 1820 and the subsequent resolutions. These Resolutions ensure women's meaningful participation in promoting peace and security, conflict prevention and resolution, eliminating GBV and ending impunity at all levels. In a bid to secure peace and security in the country and with its neighbouring states, the Government took the following actions among others.

The Government, through the Ministry of Gender Labour and Social Development, reviewed the National Action Plan I and II on UN Security Council Resolution 1325 and developed the Third National Action Plan on Women, Peace and Security (NAP 111 WPS), 2021-2025. The Plan is aligned with SDG 5, SDG 16 and Third National Development Plan (NDPIII). It addresses issues in all UN Security Council Resolution 1325 on Women, Peace and Security.

The NAP provides a strategic framework for mainstreaming women and security concerns in national development and peace strategies, focusing on strengthening women's influential roles in achieving lasting and inclusive peace in Uganda.

Integration of Women in Security Agencies - The Uganda Police Force continued to implement affirmative action measures as stipulated in the UPF Gender Policy 2018 for recruitment, which include a 30% quota for women recruits and an additional two percentage (2%) points for women candidates who attain the pass mark during interviews for deployment.

As a result of increased awareness about women's empowerment, reforms were made in the Uganda People's Defence Force (UPDF) organisational structure. The UPDF structural reforms encourage at least 10% representation of qualified women in every deployment into the Force. The UPDF established a Directorate of Women Affairs headed by a female Officer at the rank of Lieutenant Colonel.

Demands by Women of Uganda

1. Support and provide emergency assistance through mechanisms that provide vital services to women and girls living in situations of armed conflict, including those subject to acts that may amount to war crimes, and crimes against humanity.
2. Eliminate, prevent and respond to all forms of violence against all women and girls in public and private spaces, online and offline, such as sexual and gender-based violence, including domestic violence, gender-related killings, including femicides, all harmful practices.
3. Prosecute and punish the perpetrators of violence and end impunity, and take appropriate measures to create a safe, enabling and violence-free working environment for women.
4. Take appropriate measures to combat trafficking and raise public awareness about the risks of trafficking in persons, including women and girls, and the factors that make women and girls vulnerable to trafficking, addressing all forms of associated violence.
5. Fast track the enactment and implementation of the National Peace Policy.

"I alone cannot change the world, but i can cast a stone across the waters to create many ripples" - Glennon Doyle

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