

# **FINAL REPORT**

## **UGANDA: Country Gender profile**

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### **UGANDA**

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## **LIST OF ABBREVIATIONS**

### **UGANDA**

AIDS	Acquired Immune Deficiency Syndrome
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
EOC	Equal Opportunities Commission
FAL	Functional Adult Literacy
GPFA	Global Plan for Action
GOU	Government of Uganda
HIV	Human Immune Deficiency Virus
JICA	Japan International Cooperation Agency
MAAIF	Ministry of Agriculture Animal industry and Fisheries
MDG	Millennium Development Goal
MGLSD	Ministry of Gender Labor and Social Development
MHCP	Minimum Health Care Package
MOES	Ministry of Education and Sports
MOH	Ministry of Health
NAADS	National Agricultural Advisory Services
NALSIP	National Literacy Strategic Investment Plan
NGO	Non-Governmental Organization
NHP	National Health Policy
NAWOU	National Association of Women of Uganda
NFA	National Forestry Authority
NGP	National Gender Policy
NWC	National Women's Council
PDM	Participatory Development Management
PEAP	Poverty Eradication Action Plan

PMA	Plan for modernization
UBOS	Uganda Bureau of Statistics
UDHS	Uganda Demographic and Health Survey
UG SHS	Uganda Shilling
UNDP	United Nations Development Programme
UNICEF	United Nations International Children's Education Fund
UNHS	Uganda National Household Survey
UPE	Universal Primary Education
USE	Universal Secondary Education

## **EXECUTIVE SUMMARY**

The importance of gender considerations in official Development Assistance (ODA) activities have long been recognized by the Japanese Government. The Japan International Cooperation Agency (JICA) has therefore over the years been preparing Country Women in Development (WID) profiles through contracting consultants for 58 countries that have JICA offices. In Fiscal year 2004, JICA renamed WID profiles “Country Gender Profiles”.

During this year 2007 JICA found it important to prepare a country Gender Profile for Uganda aimed at cataloguing gender focused/disaggregated data, information, efforts and interventions in various sectors in Uganda. The objective of this profile is to stimulate gender mainstreaming in JICA activities by providing basic information regarding gender and gender relations for JICA staff members in identifying project activities. More specifically, the profiles serve as reference material when JICA formulates its assistance plans such as project formulation and preliminary surveys.

This gender profile has been developed using a desk review of existing relevant documents, reports, studies on gender mainstreaming within Government of Uganda development framework, the donor community and civil society organizations. It endeavours to provide basic Gender Profiles based on the most recent available statistical data from particularly the Uganda Bureau of Statistics (UBOS), Ministry of gender Labour and Social Development and Ministry of Finance Planning and Economic Development.

The Profile captures the Social economic profiles of women in Uganda, The health profiles, the education profiles as well as their participation in economic activities. It also captures the general situation of women and government policy on gender. Furthermore, it tries to give the current situation of women by sector namely Education, Health, Agriculture, Forestry and Fisheries as well as the general economic activities of women. The Profile also provides a list of women-targeted and notable gender integrated projects by other donors, List of organizations/individuals related to gender as well as reports and references related to gender.

The profile shall be a planning tool for JICA personnel, and as such it has been designed in simple format that is practical and convenient to use by staff.

## 1. BASIC PROFILES

### 1-1 Socio-Economic Profile

Economic indicators. Sources \*1, \*\*2

The countries GDP per capita is 335 USD by 2005, which has steadily improved from 225 in 2002, the growth rate of real GDP for the Uganda is at 6.8% as of 2005, having improved from 4.7 percent in 2002. The Gini coefficient, which shows the welfare inequalities in the population, has rose to 0.408 in 2005 from 0.428 in 2002.

Financial Year	GNI/Capita (US\$)**	Growth rate of real GDP**	GDP Implicit deflator **	Gini index*	Aid/GNI**
2002	225	4.7	110.17	0.428	0.06
2005	335	6.8	140.17	0.408	0.05

### Demographic Characteristics, Sources \*1,\*\*\*3, \*\*\*\*4

The table below shows that Uganda population growth rate is at 3.2 percent and 2.5 percent between the intercensal periods of 1991 to 2002, and 1980 to 1991 respectively. The fertility rate is at 6.7 having reduced from 6.9 in 2000. The country's urban population contributes less than 16 percent of the total population. Its population life expectancy 50.4 and women have a slightly better life expectancy of 52.0 and men have 48.8. Female population is approximately 51%

Selected demographic indicators, Uganda 1991-2006				
Indicator	1991***	2000	2002***	2006*
Population (Millions)	16.7	na	24.2	27.2
Intercensal growth rate (percent)	2.5	na	3.2	Na
Density (population/Kilometer)	85	na	124	Na

Percent Female	X	na	51.1	51.3
Percent urban	9.9	na	12.3	15.4
Life expectancy	48.1	na	50.4	na
Male	45.7	na	48.8	na
Female	50.5	na	52.0	na
Total Fertility rate (women 15-49 years)		6.9****		6.7****
<b>Na</b> =Not applicable, <b>x</b> =unknown.				

### **Public sector expenditure to sector, sources \*\*2**

The figures presented in the table below are based on the government recurrent, development, urban and district expenditure.

<b>Year</b>	<b>Health**</b>	<b>Education**</b>	<b>Social welfare**</b>	<b>Defense**</b>	<b>Others**</b>
2000/2001	8.74	27.53	2.99	16.35	44.39
2005/2006	3.95	9.32	2.11	13.43	71.20

### **Industry/GDP, sources \*\*2**

Though Uganda is a predominately an agricultural household, agriculture currently contributes only 31.9 % of the country GDP and the service sector contributes 58.2 percent.

<b>Uganda Economic Indicators</b>			
<b>Year</b>	<b>Agriculture***</b>	<b>Industry***</b>	<b>Service***</b>
2000	40.9	10.6	48.7
2006	31.9	10	58.2

### **Labour indicators, sources \*1**

The table below shows that total number of employed persons is growing and the unemployment rate is falling between 2002 and 2006. Women have a slightly higher unemployment rate, which is also falling. The table also shows the minimum wage.

<b>Year</b>	<b>Total labour indicators*</b>			<b>Female Percentage*</b>		
	<b>Total No.</b>	<b>Unempl oyment rate</b>	<b>Average wage Uganda Shillings</b>	<b>Total No.</b>	<b>Unemploye nt rate</b>	<b>Average wage Uganda Shillings</b>
<b>2002</b>	9,761,600	3.5	54,300	5,134,602	4.2	32,000
<b>2006</b>	10,882,600	1.9	36,200	5,593,656	2.1	20,000

### **Proportion of workers, sources \*1**

The table below shows that even though employment in the service and industry sector is generally small, percentage of women employed in these sectors is also small.

<b>Year</b>	<b>Total employment by sector*</b>			<b>Female employment by sector*</b>		
	<b>Agriculture</b>	<b>Industry</b>	<b>Service</b>	<b>Agriculture</b>	<b>Industry</b>	<b>Service</b>
1997	80.4	3.6	16.0	54	29	30.2



2000	67.0	6.3	26.8	60.3	38.6	37.7
2006	73.3	4.2	22.1	50.9	33.3	37.7

### **Women in decision-making**

Uganda has made extraordinary progress in affirmatively enabling women to have more of a voice in public affairs. In the seventh parliament, 24.4 percent of the members were women. At local levels, while a third of all council seats are reserved for women, representation has fallen since 1996 and women holding the position of chairperson are very scarce.

<b>Position</b>	<b>1996</b>	<b>2003</b>
Member of parliament	18.8	24.6
Cabinet ministers	8.7	14.3
Minister of State	10	26.7
Chairperson district local government	0	1.8
Councilor District Local Council	42.4	38.9
Chairperson sub-county	1.6	2.3
Councilor at sub-county	48.5	44.6

### **References**

1, Uganda National Household Survey ,1997, 1999/2000,2005/2006 – UBOS, 2, The Statistical abstract, 2001, 2007 -UBOS 3, Population and housing census 1991, 2002 UBOS 4, Demographic and health survey 2000, 2006 UBOS 5, Poverty Monitoring and Analysis Unit Briefing paper 2, MFPED, Gender inequality in Uganda: The status, causes and effects.

## 1-2 Health Profile

### Expansion of health services, sources \*\*2

The table below shows that much as the number of hospitals and number of physicians are increasing, the population per bed is worsening (growing), from 837 in 2000 to 958 in 2006.

<b>Indicator</b>	<b>Number of physicians**</b>	<b>Number of hospital beds**</b>	<b>Population per bed**</b>	<b>Public expenditure on health**</b>
2000	16,078	25,628	837	8.74
2006	27,487	26,784	958	3.95

### Child health, source \*\*\*3

The table shows that, the country is experiencing an improvement in the infant mortality, child mortality and under five mortality.

<b>Demographic characteristic</b>	<b>Child Mortality (2000)***</b>			<b>Child Mortality (2006)***</b>		
	<b>Infant Mortality</b>	<b>Child mortality</b>	<b>Under five mortality</b>	<b>Infant Mortality</b>	<b>Child mortality</b>	<b>Under five mortality</b>
Sex of child	88.4	69.2	151.5	76	67	137
Male	93.4	77.3	163.5	98	75	165
Female	85.2	70.2	149.4	74	62	132

Vaccination coverage is also improving as shown in the table below .**Sources \*\*\*3**

<b>Vaccination</b>	<b>BCG***</b>	<b>DPT***</b>	<b>Polio***</b>	<b>Measles***</b>
1995	75.0	51.5	49.3	43.2
2000	75.0	42.0	49.6	42.3
2006	89.4	58.9	54.7	52.3

### **Family planning, Sources \*\*\*3**

Contraceptive use is the percentage of women that currently use at least one the modern methods of contraceptives, which include pills, IUD, injectables, foam/jelly, male condom, female/male sterilization, and implant, and LAM.

Birth attendance is the percentage of women that received assistance during child delivery from a skilled birth attendant, which include Doctor or nurse/midwife.

<b>Indicator</b>	<b>Contraceptive prevalence***</b>	<b>Birth attendance rate***</b>	<b>MMR (per 100000) ***</b>	<b>Age at first marriage ***</b>	<b>Total fertility rate***</b>
1995	Na	37.8	506	17.5	6.86
2000	16.5	39.0	527	17.8	6.90
2006	15.4	42.1	435	17.8	6.70
<b>HIV/IDS Prevalence (15-49 years- 2006) ***</b>		<b>Male</b>	<b>Female</b>	<b>Total</b>	
		5	7.5	6.2	

## Nutrition and Community health services, Sources \*1, \*\*\*3

Year	Nutrition		Community health services			
	Percentage of infants with low birth weight. (less than 2.5kgs)***	Oral re-hydration therapy use rate***	Access to safe water*		Access to adequate sanitation	
			Urban	Rural	Urban	Rural
1995	2.9c	48.2	80.0	43.0	Na	Na
2000	3.0a	33.5	87.0	57.0	Na	Na
2006	10.9b	39.6	93.0	56.6	Na	Na
a- Based on 31.2 percent (measured cases) of 7672 cases of live birth b- Based on 100% of either written record or mother's recall. 8423 cases of live birth c- Based on 25.6 percent (measured cases) of 6027 of live birth						

## References

1, Uganda National Household Survey 1997, 1999/2000,2005/2006 – UBOS, 2, The Statistical abstract, 2001, 2007 -UBOS 3, Demographic and health survey 2000, 2006 UBOS

### 1-3 Education Profile

#### Government Commitment to Education, sources \*\*2,\*\*\*3

Government expenditure of education is a percentage to total government expenditure; it included expenditure on recurrent, development, urban and to district.

Year	Education system (Years)**		Public expenditure on education***	
	Primary	Secondary	GDP	Government expenditure
2000	7	6	0.04	27.53
2005	7	6	0.02	9.32

#### Adult literacy rate , source \*1

Adult literacy, persons aged 10 years and above.

	Total*	Male*	Female*
1995	61	71	51
2000	65	74.0	57.0
2006	69.5	77.4	62.4

### Enrollment ratio, sources \*1, \*\*\*\*4, \*\*\*\*\*5

	Primary education (Net Enrollment Ratio) * and ****		Secondary education (Gross Enrollment ratio)*****		Higher education (Gross Enrollment ratio)*****	
	Male	Female	Male	Female	Male	Female
1999	85	84	18	14	2	1
2001	87****	87****	21	14	4	2
2002	85	86	21	17	4	2
2006	84	85	24.3	21.3	Na	Na

### Female ratio of higher education, sources \*\*2

	Education	Agriculture**	Engineering and Technology	Medicine and Natural sciences
2006	na	2.4	Na	Na

### References

1, Uganda National Household Survey 1997, 1999/2000, 2005/2006 – UBOS 2, Uganda Education abstract 2007 3, The Uganda Statistical Abstract 2004, 2006 4, The Uganda Education survey 2001 5, [http://earthtrends.wri.org/searchable\\_db/index.php?theme=4](http://earthtrends.wri.org/searchable_db/index.php?theme=4)

## **2. General Situation of Women and Government Policy on Gender**

### **2-1 The General Situation of Women in Uganda:**

Whilst Uganda has made significant progress in improving the lives of women through policies and implementing programmes, several development indicators show that gender inequalities continue to permeate all aspects of human interaction in Uganda and in favour of men, a concern that continues to undermine the level of development. The following sections give an overview of some of the pressing the development concerns of women in Uganda, namely limited access and control over productive assets such as land, poor health in particular HIV/AIDS, unemployment, sexual and gender- based violence in during armed conflicts and homes, as well as unequal access to justice and financial services.

#### **Control and Ownership of Productive Assets**

There are wide gender inequalities in the control and ownership of productive resources/assets. Women own only 16% of registered land in Uganda<sup>1</sup>, yet they are responsible for 70-80% of agriculture production. Most women access land for agricultural use through their relationship to men as wives, sisters, daughters or mothers. Women's limited control and ownership of land is mainly due to discriminatory practices of traditional land inheritance that favour males over females. Even where women are capable of buying land in their own right, they prefer to have it registered under a male relative usually spouses and sons. Women's limited control and ownership of land has far reaching implications; it limits agricultural production, affects the benefits women draw from agricultural production such as access and control over incomes and food security and access to loans/credit. Limited access to formal credits explains why women are the dominant micro finance clients<sup>2</sup>, which is expensive with interest rates ranging between 40-50%.

#### **Poor Health**

Maternal mortality rates have continued to be high at 435 per 100,000, which far above the MDG target of 131 per 100,000 live births by 2015. In spite of high maternal

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<sup>1</sup> Gender Baseline Study: Land sector, 2004.

<sup>2</sup> Fifty five percent (55%) of micro-finance borrowers are women, National Gender Policy, 2006.

mortality rates, only 42.1% mothers deliver at health facilities compared to 57.8% delivered at home. This makes delivery one of the serious health risks for women in the reproductive age. Total fertility rate is at 6.7 children per woman. HIV/AIDS continues to take toll of Ugandan society and is a major contributing factor to women's vulnerability as widows and care givers. Although Uganda is one of the countries that are managing to control the spread of HIV/AIDS<sup>3</sup>, the prevalence rate for women has remained higher than that of men<sup>4</sup> due to socio-cultural norms that support early marriages<sup>5</sup>, child bearing, polygamy, cross-generational sex, domestic violence and extra marital partner for men.

### **Unemployment**

Unemployment among is higher among women at 4.2% compared to 2.1% among men. Unemployment among women in urban areas is twice that of men<sup>6</sup>. Women's participation in formal labour market is below that of men and women earn less compared to men. According to UNHS (2002-2003), 43% of Ugandan women are engaged in unpaid family work as opposed to 20% men. Majority of women and men are subsistence farmers.

### **Sexual and Gender Violence**

According to the Uganda Demographic Household Survey 2006, 60% of Ugandan women, aged 15-49 years have suffered physical violence, 39% sexual violence and 16% have experienced violence during pregnancy. Majority of women have "accepted" the practice as norm in marriage and places of work. Women in Northern Uganda, Karamoja and in the Rwenzori region have suffered worst forms of sexual and gender violence due to conflict and insecurity. Conflicts have continued to unleash untold suffering among many Ugandans with women and children bearing the brunt of such conflicts. Women and children constitute the majority of the displaced persons and refugees in conflict situations, and their rights are grossly violated however, their role in conflict prevention, management and resolution continues to be limited despite the

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<sup>3</sup> The prevalence rate has declined from 18% to 6% for the period 1990 –2002.

<sup>4</sup> Prevalence rate for women is 7.8% as opposed to 6.4% for males.

<sup>5</sup> 16% of women are married by age 15 and 53% by age 18, UDHS,2006.

<sup>6</sup> Source: Ministry of Finance Planning and Economic Development, Discussion Paper 11, 2006.



country's commitments to enhance women's participation in issues affecting them. In spite of all these, there is gross under reporting and limited access to justice between men and women. Violence against women has serious implications to production, women's mental and physical health as well as the well-being of families.

### **Under representation in Decision-making**

With the adoption of affirmative action, women's representation and participation in decision-making of political nature has improved. Women form 24.6% of Members of Parliament, 14.3% of Cabinet members, 38.9% of Local government councillors. However, women continue to be underrepresented in public service<sup>7</sup> and other forms of decision-making, which are equally important.

### **Time Burden**

Because of the unequal gender division of labour, women are over-burdened with work especially reproductive work and agricultural activities due to lack of appropriate technology<sup>8</sup>. Most women especially the poor, work between 12-18 hours per day, with an average of 15 hours compared with an average of 9 hours per day for men. Women's time poverty affects their participation on productive and community work. This further translates into higher levels of income poverty among women.

### **Education**

With the introduction of Universal Primary Education (UPE), the enrolment for both girls and boys significantly improved and almost equal, although there are gender gaps in performance and completion rates where girls are lagging behind boys. This affects the rate of enrolment and completion for girls into secondary and tertiary education. For instance in 2005, of all students enrolled into secondary schools, girls formed only 44% compared to 56% for boys. The situation is worse at tertiary level where an enrolment rate for girls is at about 1.5% (MFPED, Discussion Paper 11, 2006)

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<sup>7</sup> Women form only 17.4% of top civil service (Commissioners and above).

<sup>8</sup> Women still use the hand hoe for agriculture.

**Conclusion**

Although government of Uganda is committed to gender equality and women's empowerment, all the development indicators considered show that the situation of women is worse than that of men.

## **2-2 Government Policy on Gender**

Uganda over the years has ratified and signed several international conventions and charters on gender equality and women's empowerment. Notably the Convention on Elimination of All Forms of Discrimination against Women (CEDAW 1980) and the Beijing Platform of Action. At the regional level, Uganda is a signatory to several African Instruments including; the African Charter on Human and People's Rights (1986), the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa.

At the national level, the Constitution of the Republic of Uganda, 1995 provides overall legal framework for gender equality and women's empowerment. It recognises equality between women and men. Specifically, it provides for gender balance and fair representation of marginalized groups; recognises the role of women in society; accords equal citizenship rights, freedom from discrimination, affirmative action in favour of women; and articulates specific rights of women including outlawing customs, traditions and practices that undermine the welfare, dignity and interests of women. Because of these provisions, the Constitution of the Republic of Uganda is regarded as one of the progressive constitutions in the world on the promotion of gender equality and women's empowerment.

In order to translate the constitutional provisions on gender equality and women's empowerment into policy, the Ministry of Gender, Labour and Social Development (MGLSD) has formulated several policy frameworks, notably the Uganda Gender Policy (UGP) and the social development policy. The goal of the UGP is to achieve gender equality and women's empowerment as an integral part of Uganda's socio-economic development. The UGP provides a clear framework for the identification, implementation and coordination of interventions designed to achieve gender equality and women's empowerment in Uganda. The policy is a guide to all stakeholders in planning, resource allocation, implementation, monitoring, and evaluation of programmes with a gender perspective. The UGP assigns the MGLSD with the overall

responsibilities of spearheading and coordinating gender responsive development, and in particular ensuring improvement in the status of women.

The Poverty Eradication Action Plan (PEAP) recognises gender as one of the main crosscutting issues in development that arise in all its pillars. This therefore mandates all sectors to mainstream gender in their sectoral policies and programmes. To this effect, several sectoral policies and acts have been formulated with varying degree of gender responsiveness. Some of these include; the Plan for the Modernisation of Agriculture, Employment Policy, Land Act, Local Government Act, National Education Policy, National Health Policy and National Science and Technology Policy among others.

The PMA is strategic and operational framework for poverty eradication through agricultural transformation. It provides outcome-focused principles upon which sectoral and inter-sectoral policies and investment plans can be developed at both the central and local government levels, to increase peoples' productivity and improve on their health. The PMA recognises gender as one of the crosscutting issues and a key determinant to increased agricultural production and productivity. To this effect, it adopts gender mainstreaming as one of the key strategies for its implementation. It also promises to ensure that all PMA interventions and programmes will be gender-sensitive. A number of interventions have been undertaken to ensure gender responsiveness namely; the establishment of a Gender Technical Sub-Committee, development of tools for gender mainstreaming and provision of technical support.

PMA has seven strategic components; one of them is the National Agricultural Advisory Services (NAADS). The NAADS Act provides for gender mainstreaming as one of its guiding principles and a NAADS Gender Strategy was developed as one of the components for its implementation.

The Employment policy, 2006 promotes the principle of gender equality in several of its provisions notably in access to employment opportunities, equal pay for equal work,

prohibition of sexual harassment, increases the period of maternity leave from 45 to 60 working days even in case of miscarriage and provides for paternity leave. The employment act complies with the constitutional provisions for equality although the practice is completely different.

The Land Act also makes an effort to preserve the rights of women and other marginalized groups to a certain extent by prohibiting spouses from dealing in land where the family derives sustenance without consent of the other spouse and offspring and protection from evictions or denial of use of land. It does not provide for spousal co-ownership of land, yet this would guarantee women's access, ownership and control of land.

The Local Government Act, 1997 is meant to ensure good governance, democratic participation and control of decision-making by the people among others. It provides for the election of the local government councils and matters regarding their administration. The Act operationalised the constitutional provisions on affirmative action in respect to women and other marginalized groups by providing for one-third of all seats on each local government council to be reserved for women.

The National Education policy on the other hand emphasises free and compulsory primary education, which is operationalised through Universal Primary Education (UPE) and affirmative action of 1.5 points for girls on admission to higher institutions of learning.

The National Health Policy also focuses its interventions on reducing mortality, morbidity and fertility and the disparities within them. It proposes the minimum health care package as the central strategy, which takes into consideration the needs and interests of the poor; in particular women and children. However, it falls short on addressing power imbalances between men and women in accessing to healthcare.

The Science and Technology Policy also recognises gender as a crosscutting issue, gives special consideration to women as one of the previously disadvantaged groups in science and technology and promises to promote girls' education and training in science based subjects /fields in an attempt to reduce excessive attrition of women in Science related systems. However, this commitment needs to be reflected and mainstreamed into all S &T Policy and programme interventions.

The above overview of national sectoral policies and acts clearly show that there are deliberate efforts to formulate policies that take into consideration women and gender issues, the biggest challenge is to ensure that these policy provisions are implemented.

### **2-3 National Machinery for Gender Mainstreaming and Women's Empowerment**

The MGLSD is the national machinery for the advancement of women and gender mainstreaming. Its mission is to promote employment, labour productivity, and industrial development, protection of rights and freedom and empowerment of communities. It ensures that the communities realise and harness their potential for sustainable and gender responsive development through social transformation. It is headed by a Minister, assisted by four Ministers of State<sup>9</sup>. The Permanent Secretary, who is the Chief Executive and Accounting Officer, leads the technical team. Figure 1 shows the macro- structure of MGLSD. MGLSD has under its mandate several semi-autonomous bodies. Notably the National Women's Council which provides a fora for mobilising women for civic and development activities. All Non- Governmental Organisations working on the advancement of women are also organised under one umbrella body, the National Association of Women Organisations in Uganda (NAWOU).

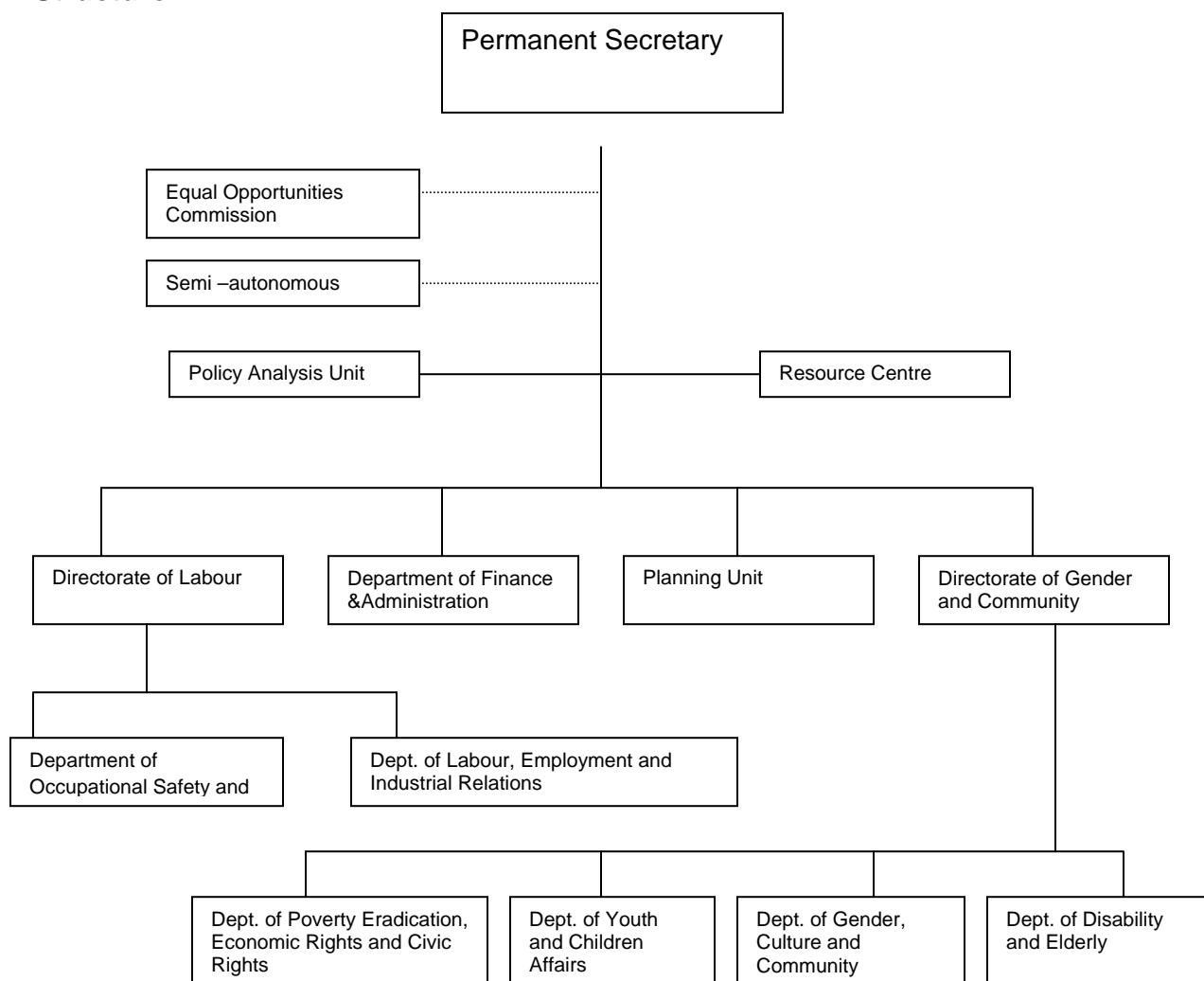
#### **Funding and Other Resources for Gender and Women Programmes**

Funding for women and gender programmes comes from the Government of Uganda and Development Partners. The Ministry of Finance, Planning and Economic Development channels funding for women and gender programmes through the MGLSD. The MFPED also centrally controls donor funding to other Ministries including the MGLSD. However, according to a series of MGLSD policy statements, inadequate funding for its programmes is one of the major challenges faced. For instance in the Financial Year 2005/06, the MGLSD received Shs 11.28 billion and out of this 61% was recurrent expenditure as opposed to 39% on domestic development. The MGLSD has an approved staff structure of 243 posts for technical and support staff, by June 2006, there were only 205 posts filled. The departmental Institutions are understaffed with only 21% posts filled.

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<sup>9</sup> State Ministers of gender and culture, elderly and disability, youth and children, and labour, employment and industrial relations.

**Figure 1: Ministry of Gender Labour and Social Development Approved Macro-Structure**





### **3. CURRENT SITUATION OF WOMEN BY SECTOR**

#### **3-1 Education**

##### **3-1-1 Government Policy and budget**

The Education Policy and Strategic Investment Plan (1997 – 2003) are the key Government policies, which recognize gender as one of the equity issues that has to be addressed. It is for this very reason that measures have been taken to eliminate the gender gaps that exist at most levels of primary education. When the challenges that are affecting girls participation in primary education were analyzed Government in 1998 adopted the National Strategy on Girl Child Education in Uganda with provision for increasing needs of children. The goal of the strategy is that “ *All girls in Uganda (including the destitute and girls with disabilities) will have full access to education opportunities and will be supported by their families, schools communities, government and the private sector to participate fully in gender-balanced education programmes in order to attain their maximum potential as equal and effective citizen*”(MOES 1998)

Other areas of focus include provision of adequate and separate sanitary facilities for boys and girls in mixed schools, initiating (or strengthening) counseling services for children from difficult family settings, reducing the child/teacher ratio in public schools and strengthening government bodies of schools to respond to the special needs of pupils including those of girl children.

PEAP III, 2004 also identifies additional measures that government is committed to undertake to improve the efficiency of primary education. These include multi-grade teaching, double shift teaching and incentives for teachers in hard to reach areas. Quality of primary education is gradually improving through more engendered teacher training and increased focus making the school curriculum more relevant to the current demands. Government is committed and continues to provide improved school and classroom materials and build its capacity to monitor progress in all targeted areas particularly for improved quality of education and educational performance of both boys and girls in different areas, in key subjects and in the different categories of both boys and girls in different areas, in key subjects and in the different categories of schools.

### **3-1-2 Present condition of basic education for girls and women, vocational, technical and higher education, non-forma education**

#### **i) Basic Education for Girls and Women**

Since the year 1997, primary education has continued to expand (with net enrollment increasing from 5.3 million to 7.6 million between 1997 and 2003. Enrollment rates are the same for the poorest 20% of the population as for the richest 20% and the gender parity gap has been closed at the primary level. Primary school level net enrollment ratio (2006) is 91.7% (boys 90.4%, girls 93.0%) (MOES 2006). Universal enrollment is now within reach, but drop rates make achieving universal completion by 2015 unlikely (UNDP 2005).

#### **ii) Vocational, Technical and Higher education**

Transition to post primary education is a main focus for government since 2005. This has increased from 35% in 1997 to 50% in 2000 (PEAP III, 2004). Secondary education has expanded because of the Liberalization of private sector participation. However access to secondary education is still unequal. Liberalization of education particularly higher education, including the introduction of cost-sharing schemes in public higher education institutions has led to high cost of education where children from poor families particularly girls find it increasingly difficult to access higher education due to the high costs involved.

To ensure that many more children who successfully completed primary education have access to secondary education, Universal secondary education has been introduced by government. Through this scheme senior one entrants are receiving government support to cover their school fees not exceeding Ug. Shs.75,000/per child. Government is also providing additional resources for student bursaries and has opened its ceiling on recruitment of teachers in order to increase the teacher/student ratio above 30. The secondary education scheme is targeted to mainly benefit those children who would not otherwise have access to secondary and tertiary education because universal access is not yet achievable in Uganda.

More boys than girls take on vocational training as an alternative to academic education. Girls who drop out of school in most cases go for marriage which in majority of cases aggravates their desperate situation as they have more responsibility to manage. It is stated in the Education Sector Strategy that vocational training needs to be matched with the labor requirements of the economy. In the Education Sector Plan it is envisaged that vocational education would become an alternative to the last two years of secondary education rather than an alternative to the earlier years of Secondary education. Increased access to vocation and tertiary education for young girls and women is an essential strategy for enhancing their life and entrepreneurial skills which they can apply for generating higher income and creating more opportunities for an improved standard of living.

### **iii) Non Formal Education**

Government recognizes non-formal education as extremely important and its commitment has been implemented through the Functional Adult Literacy (FAL) programme under the Ministry of Gender Labor and Social Development which developed and has been implementing a National Adult Literacy Strategic Investment Plan (NALSIP) 2002 which aimed at achieving 50% improvement in levels of Adult literacy by 2007, and achieving equitable access to basic and counting education for women and out of school girl youths.

Essentially, NALSIP contains indicators aimed at redressing the gender imbalances in adult literacy rates. The two are stated as follows; a) 40,000 community literacy instructors (50% women) able to teach literacy and produce relevant learning and instructional materials. This was meant to address the situation where the majority of learners are women but women instructors are a small minority. ii) At least 3.5 million literacy learners reached (70% women and 30% men) proficient in reading, writing and numeracy. This was meant to address the imbalance in the literacy rates. A comprehensive evaluation of adult literacy programmes in Uganda in 1999 already found that an overwhelming majority of the participants (over 70%) who successfully completed the adult literacy programme were women (Okech et al 1999; Carr-Hill ed. 2001)

## **3-2 Health**

### **3-2-1 Government Policy and budget**

In 1999 the National Health policy (NHP) was adopted whose central strategy is to ensure increased and equal access for all people to the Minimum Health Care Package (MHCP). This Package has several components and key among them is sexual and reproductive health and rights. To operationalise the NHP the MOH has developed over the last 5 years a number of sub-policy documents and strategic plans and these include the National policy guidelines on Sexual and reproductive health which identifies six areas of intervention namely; safe motherhood and breast feeding; family planning, adolescents sexual and reproductive Health and rights; FGI, and male participation in reproductive health programmes.

Others include the infant and maternal health Strategy and Action Plan which reflects the understanding that health outcomes are not the sole responsibility of the health Sector. The poor nutrition levels have also prompted Government to develop Food and nutrition policy and law which is still on the board and it will be followed by a strategy and action plan. A Health Sector Strategic plan (2000 - 2005) was also adopted and it included actions intended to the reduction of neonatal, infant and maternal mortality and morbidity, and promote advocacy for men and women's sexual and reproductive rights and sex education for adolescents.

### **3-2-2 Structures, Systems and personnel for health services**

Government has injected a lot of resources in establishing or rehabilitating and equipping health centres and referrals hospitals, improving the training of medical personnel and improving their terms and conditions of service. The MGLSD has worked with the MOH to mainstream gender in all its policies and programmes and to train key focal point officers who monitor progress. Gender budgeting has been adopted by government to ensure that responsive programmes and plans are prioritized and allocated adequate resources.

Whereas over the last few years a total of 210 Health centres have been constructed, which together with the abolition of the cost sharing has led to an increase in health service utilization, the Ugandan Demographic and Health Survey (UDHS), 2001/2

estimates maternal mortality to be 505 deaths per 100,000 live births which is an equivalent of about 6,000 women dying annually. This ratio has remained static for the last 10 years, says the report.

### **3-2-3 Present Condition of Women's health and nutrition conditions**

According to the maternal deaths audit reports of 2002/3, the majority of mothers die due to direct causes such direct bleeding, sepsis, obstructed labor, abortion and eclampsia. The indirect causes, which include malaria, sickle-cell disease, anemia (lack of blood) HIV/AIDS contributes 23%. Not all women who develop these complications die. It is a combination of factors. Majority of women were delivered by non skilled attendants, who could not offer appropriate midwifery care including basic care of new born. Only 35.2% of pregnant women were delivered by nurses/midwives and just 3.8% by doctors (UNHS 2001/2).The extension of financial support to NGO facilities in the past few years has paid dividends. The support has encouraged the NGO facilities to resume outreach activities. This is expected to reverse the decline in service utilization by women and children observed in recent years (Development Cooperation Uganda 2002 Report).

All in all, the outcome indicators for health, including infant, child and maternal mortality have either stagnated deteriorated, with under five mortality rising since 1995.The failure to reduce child and maternal mortality threatens to undermine social and economic progress. One of the strongest MDG performers in Africa, Uganda is now off track for all the major health goals .Progress in the health sector has been hampered by deep structural problems. Malnutrition is implicated in two thirds of child hood deaths, less than one third of women give birth under the supervision of trained staff, and there has been no decrease in major childhood killers, such as malaria and measles. High fertility rates and inadequate birth spacing are on other problem. Uganda has the third highest fertility rate in the world (UNDP 2005).

### **3-3 Agriculture, Forestry and Fisheries**

#### **3-3-1 Government Policy and budget**

Poverty Eradication Action Plan (PEAP) 2004/5-2007/8 states that the proportion of income poverty people living below the poverty line rose from 34% in 2000 to 38% in 2003. However, according to UDHS report (UBOS) 2005/2006 those below the poverty line had again dropped to 31%. The majority of this percentage is women.

The GOU recognizes the role of the agricultural sector in poverty eradication and accordingly formulated the plan for Modernization of Agriculture (PMA) whose main thrust is to transform subsistence agriculture to commercial agriculture. The specific objectives of the PMA are to : (1) increase incomes and improve the quality of life of the subsistence farmers (2) improve house hold food security (3) provide gainful employment (4) provide sustainable use and management of natural resources. The GOU has expressed the need to build the capacity of small holder farmers to manage their natural resources for agricultural production by farmer access to information, knowledge and technologies for profitable agriculture production.

#### **3-3-2 Access and control over productive resources**

##### **Land**

Women's land rights are limited both by the inequitable legal structure and by traditional practice. Data show that own only 7% of the registered land. To ensure security of occupancy, the land act provides for spousal consent with respect to disposal of registered land on which the family depends for its livelihood. The effectiveness of this provision is limited because land registration is not common; and the prevalent imbalanced power relations within marriage make consent questionable.

##### **Live stock**

For all types of live stock, women headed households were less endowed compared to their male counter parts. It was evident that women owned mostly chicken and goats.

The Majority of Uganda's poor are women. It is well known fact that women worldwide are poorer than men. PEAP quotes a recent research in Uganda that concludes "Lack

of control over productive resources by women remains one of the root causes of poverty” (pg 29). Yet they are responsible for meeting family needs.

In spite of affirmative action that has been vigorously pursued for two decades, there are still significant gender inequalities in Uganda perpetuated by historical factors of men dominance in education and economic activities. As a result participation in political processes and governance by women is very low. Although the number of women in decision making positions has continued to increase, their representation and effectiveness is still poor. There is concern that the few women who have ridden on affirmative action ticket have done so for too long and are probably serving their individual agenda at the expense of the majority of women especially in rural areas.

It is imperative therefore that all interventions planning and implementation put special emphasis on equitable participation of men and women in consideration of the two gender roles, responsibilities world, power relations access to and control of resources.

### **3-3-3 Gender Based activities in the rural sector**

Rural development remains a central tenet of government's socio economic development strategy over the medium term. Over 20 million Ugandans live in rural areas where 98% of the population depends on agriculture. There is widespread food insecurity in areas affected by conflict in the Northern and North-Eastern Uganda resulting in malnutrition. In other parts of Uganda, protein-energy malnutrition and child stunting remains a serious problem.

### **3-3-4 Extension activities for women and Grassroots activities**

Grassroots communities empowerment and capacity enhancement to monitor their development management and public expenditure is vital in light of the government strategic for participatory development management (PDM).

### **3-4 Economic Activities**

#### **3-4-1 Government Policy and budget**

The 1995 Constitution of Uganda, secures in Article 21,26 and 30 the equality of all persons before the Law, the right to be free from discrimination on the basis of sex or disability in all spheres of life including the social and economic spheres, the right to education and the right to own property. Government of Uganda has signed many international level commitments, which support the women's social economic empowerment. Under CEDAW, state parties are obliged and committed under the Beijing GPFA to take a range of measures to guarantee women's rights and access to economic resources that are critically necessary for building capacities to generate wealth.

The Government of Uganda has therefore taken several measures to make these constitutional guarantees and commitments a reality in people's lives. The Government in 1997 adopted the poverty Eradication action Plan (PEAP) as the overarching policy framework for development planning in order to remove mass poverty by the year 2017. The PEAP has five pillars one of which is enhancing production, competitiveness and incomes. Under this pillar government has intention to ensure that people's capacities are developed to generate wealth and improve their quality of life. It is recognized that in order to achieve the objectives under this pillar empowerment of women socially and economically is a key strategy.

Government has shown commitment by establishing The Equal Opportunities Commission, which is provided for in the Uganda Constitution 1995, to redress the persisting gender imbalances.

#### **3-4-2 Present situation of Female workers**

The majority of both women and men are subsistence farmers, but women are limited to mainly producing crops. There is inadequate occupation diversification by women, with sales '(stalls, small shops e.t.c.) providing the only real diversification.



<b>Residence</b>	<b>Unemployment Rate% (Male)</b>	<b>Unemployment Rate% (Female)</b>	<b>Total</b>
Urban	7.5	16.3	12
Rural	1.6	1.8	1.7
Total	2.5	3.9	3.2

Based on the Gender intensity of production, the estimates suggest that there is uneven gender distribution across the sectors of the economy, with women comprising the majority of labour force in agriculture, while men make up the majority in the industry and service sectors. Unemployment among women is for greater than men, particularly urban areas (PMAU Briefing Paper 2 2007).

### **3-4-3 Support for working women such as nurseries**

Government of Uganda formulated an Early Childhood and Development Policy that is supposed to guide investment into early childhood. The private sector is the one that has managed to make some investments and the services are still very expensive. This presents challenges to working mothers especially those in the rural areas. As a result only 23% of children in rural areas access pre-primary education compared to 65% percent in urban areas. This has implications to women's access to employment and their ability to earn incomes.

### **3-4-4 Opportunities for promotion,**

In an attempt to enhance women's participation in governance and leadership, government is implementing affirmative action in all sectors of public service delivery. In politics, 30% of all elective positions are reserved for women. To this effect, the eighth parliament elected in 2006 with over 300 members achieved 30% minimum target of female representation for the first time and the number of women at the higher levels of public service has increased. The current government policy on girl child education is giving women greater bargaining power and competitiveness on the labour market.

### **3-4-5 Support for entrepreneur development such as micro finance and vocational training**

The Government of Uganda in partnership with the United Nations Development Programme (UNDP) through Enterprise Uganda have been supporting entrepreneurship development by providing training and business counselling. Enterprise Uganda ensures that 50% of its beneficiaries are women. Similarly, many of the microfinance institutions set up provide entrepreneurship development to their beneficiaries, majority of whom are women.

### **3-4-6 Informal sector**

The Informal sector comprises of small-scale businesses, usually with self-employed activities, with or without hired labor. These operate with low level of organization, low capital low technology and often on temporary premises. Usually they are not supported by formal financing institutions and are not usually registered in government. The majority of these are household based enterprises estimated at about 1.8 million (Uganda national Household survey 2002/03). They mainly fall among the following categories, Mining, quarrying manufacturing trade and services, Livestock, poultry, bee keeping and fishing, Hotels lodges, bars restaurants and eating places and forestry. According to the available data, there more males engaged in non-crop farming household enterprises (61%) compared to females (39%). However the difference is more pronounced among the paid workers (92%) compared to unpaid family helpers(54%).

#### 4. GENDER PROJECTS

List of women –targeted and gender integrated project by other donors

<b>Name of Project.</b>	<b>Agency</b>	<b>Duration</b>	<b>Donor</b>
UNFPA-GOU Gender Project , Ministry of Gender Labor and Social Development	MGLSD	2006 -2010	UNFPA/GOU
Legal AID Project	Uganda Law Society	2005-2010	DANIDA
-Gender and Development Project	MGLSD	2003-2008	DANIDA
-Sexual and Gender Based Violence	MGLSD	2006-2011	UNFPA
-Sexual and Gender Based Violence	MGLSD	2007-2008	UNDP
-Sexual and Gender Based Violence	MGLSD	2007-2008	UNIFEM
Strengthening Ministry of Gender Labour and Social Development.	MGLSD	2003-2008	GOU
-PEARL	MGLSD	2001-2006	UNFPA & EDF
-PCY	MGLSD	2003-2008	GOU, UNICEF & WFP
-FAL	MGLSD	2003-2008	PAF

-DOSE (Development of Secondary Education.)	MOE&S	2007-2010	GOU & MTEF
-ADB Education 111	MOE&S	2006-2010	
-NUYRF (Northern Uganda Youth Rehabilitation Fund.)	WVI	2004-2007	NUSAF
-NPECL (National Programme on the Elimination of child Labour.	ILO-IPEC	2001-2008	USDL
-HSSP(Health Sector Support Programme phase 11)	MOH	2005-2010	DANIDA & GOU
-RTHN(Rights to Health and Nutrition)	MOH	2006-2010	GOU
- SHCPD(Strengthening Health Care for People with Disabilities)	MOH	2000-2006	NORAD & GOU
-DSHI	MOH	2006-2011	GOU
-SMRH(Strengthening of Mental and Reproductive Health)	BUTABIKA HOSPITAL	2006-2011	ADFG & GOU
-UIP(Uganda	MTTI	2004-2007	UNIDO

Integrated Programme)			
-NACDP(Nutrition and child development project)	MOH	1999-2006	IDA & GOU
-Development of BTVET	MOE & S	2006-2015	GOU
-HGSFP(Home Grown School Feeding Programme)			
-UBTS Phase 111(Uganda Blood Transfusion Service)	MOH	2000-2010	GOU

## **5. GENDER INFORMATION SOURCES**

### **5.1 List of organizations/individuals related to Gender**

#### **Organizations**

- 1 ) Ministry of Gender Labor and Social Development (MGLSD)
- 2 ) Ministry of Health
- 3 ) Ministry of Education Sports
- 4 ) Ministry of Water and Environment
- 5 ) Ministry of Local Government (DDP)
- 6 ) Ministry of Finance Planning and Economic Development
- 7 ) Ministry of Agriculture Animal Industry and Fisheries
- 8 ) Department of Gender Studies Makerere University
- 9 ) Federation of Women Lawyers –Uganda Chapter (FIDA-U)
- 1 0 ) Forum for Women in Democracy (FOWODE)
- 1 1 ) Forum for African Women Educationists –Uganda Chapter (FAWEU)
- 1 2 ) LAW Advocacy for Women in Uganda (LAW-U)
- 1 3 ) Action for Development (ACFODE)
- 1 4 ) National Association of Women Organizations in Uganda (NAWOU)
- 1 5 ) National association of Women Judges (NAWJ)
- 1 6 ) National Committee on Violence against Women (NCVAW)
- 1 7 ) Uganda Gender Resource Center (UGRC)
- 1 8 ) United Nations International Children education Fund (UNICEF)
- 1 9 ) United Nations Population Fund (UNFPA)
- 2 0 ) United Nations Female Empowerment (UNIFEM)
- 2 1 ) Family Planning Association of Uganda (FPAU)
- 2 2 ) Human Right Watch (HRW)
- 2 3 ) The AIDS Support Organization (TASO)
- 2 4 ) World Health Organization

## **Individuals**

- 1 ) H.E. Dr. Specioza Wandira Kazibwe, Former Vice President of the Republic of Uganda
- 2 ) Rt. Hon. Kadaga, Deputy Speaker of Parliament of Uganda and MP for Kamuli District
- 3 ) Hon. Miria Matembe, Former MP for Mbarara District and Minister of Ethics and Integrity
- 4 ) Dr. Grace Bantebya, Former Head of Department of Gender Studies Makerere University
- 5 ) Dr. Consolata Kabonesa, Head of Department of Gender Studies Makerere University
- 6 ) Hon Dora Byamukama, Member of the East African Community Legislative Assembly and Chairperson of Law Uganda
- 7 ) Margaret Ssekajja, Chairperson Uganda Human Rights Commission
- 8 ) Leticia Kikonyogo, Uganda Deputy Chief Justice
- 9 ) Ms. Kasia, Chairperson Kanungu District Local Government

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## 6. DEFINITIONS

**Gender** refers to women's and men's roles and responsibilities that are socially determined. Gender is related to how we are perceived and expected to think and act as women and men because of the way society is organized, not because of our biological differences.

**Gender Responsiveness** is the fundamental criteria for inclusiveness that questions the impact, which decisions and actions have on gender equality- whether it reduces inequality, increases it or leaves it unchanged.

**Mainstreaming** is the effective incorporation of cross cutting policy themes such as gender rights, environment, HIV/AIDS etc, in a manner that ensures they are integral to all development decisions and interventions.

**Social Development** is described as the process of organizing human energies and activities to achieve greater results leading to increased equity, empowerment, inclusion, social cohesion and reduction in poverty.

**Social Transformation** is a process of empowering communities to harness their potential through skills development, cultural growth, Labor productivity, and protection of their rights and freedoms, particularly for the poor and vulnerable groups for sustainable and gender responsive development.

**Vulnerability** is the condition of being at risk of becoming poor from misfortunes such as violence or natural hazard.

**Women's Empowerment** is a process of enhancing women's capacity to take decisions and participate in their own development and advancement.

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