

UGANDA



THE REPUBLIC OF UGANDA

NATIONAL REPORT ON IMPLEMENTATION OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION

Final Report

MINISTRY OF GENDER LABOUR AND SOCIAL DEVELOPMENT

JUNE 2019

Foreword

The year 2020 is a landmark to the international community as well as for the people of Uganda. The global community will celebrate the twenty-fifth anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration Platform for Action. On the home front, Uganda shall commemorate the promulgation of her progressive Constitution that accords women equal rights with men and outlaws laws, cultures, customs and traditions which are against the dignity of women. In the same vein, the third National Development Plan will be launched as we observe the fifth anniversary of the implementation of the 2030 Agenda for Sustainable Development.

The Constitution and the Platform for Action have guided the Government of Uganda to set an agenda for promoting the rights of women and girls. As a result, we have made commendable progress in taking services nearer to women and girls. By law, all Ministries, Departments, and Agencies, as well as Local Governments, are required to allocate resources and implement actions to reduce gender inequalities. I am glad that a greater proportion of our women and girls including those residing in rural areas can access schools and health centers within walkable distances as well as water, energy for lighting, roads and friendly financial services.

For this, I would like to thank H.E. The President of the Republic of Uganda for his leadership to attain women's emancipation. I am also grateful to my colleagues, the Hon. Ministers and their staff as well as members of Parliament and Local Governments for their commitment to promote the rights of women and girls. I also recognize and highly appreciate the valuable contribution of civil society organisations, Religious and Cultural leaders, and the private sector and indeed all stakeholders who work in partnership with government towards the goal of gender equality and women's empowerment.

The achievements notwithstanding, there remain gaps, challenges, and barriers in our quest to attain gender equality. The commemorative events of next year, therefore provide us with an opportunity to re-strategize and commit ourselves to implement bold and trailblazer actions that will not only accelerate progress for women, men and boys and girls but will also lead to holistic and inclusive development. We owe it to this and future generations to ensure o make sure that all women and girls attain their full potential and enjoy their rights.

Finally, I would like to express my appreciation to all our Development Partners particularly the UN System, bilateral and multilateral agencies for supporting the implementation of the Beijing Platform for Action. I am grateful to Dr. Izeduwa Derex-Briggs, Regional Director, UN Women ESARO and Dr. Maxime Houinato, UN Women Country Representative Uganda for the technical and financial support and guidance in the preparation of this report.

For God and My Country

Janat B. Mukwaya (Hajat)

Minister of Gender, Labour and Social Development.

Acknowledgment

The Republic of Uganda was one of the 189 United Nations Member States which attended the Fourth World Conference on Women that was held in September 1995 in Beijing, in the Peoples Republic of China. The member states committed to implement the Beijing Declaration and Platform for Action (BPfA), the key outcome of the Conference. Since then, the Government of Uganda has submitted national reports on the progress of implementation of the BPfA. The last report was prepared in 2014 for the commemoration of the twentieth anniversary, which was held in 2015.

In preparation for the twenty-fifth anniversary of the Fourth World Conference on Women and the Beijing Declaration and Platform for Action, in 2020, the Government of Uganda has conducted a national review to establish the extent of implementation of the BPfA. Consultations were held with actors in Ministries Departments and Agencies (MDAs), CSOs, women organisations, Local Governments and Development Partners.

This national report presents the actions and measures that were undertaken by the Government in partnership with other stakeholders during the period 2014-2019.

I wish to commend the staff in the Ministry of Gender, Labour and Social Development and Members of the National Task Team for coordinating the process of compiling this report and providing technical guidance.

I would also like to thank the consultancy team comprised of Ms. Sanyu Jane Mpagi, Dr. Norah Madaya, Mr. Eric Tumwesigye for collecting the data and information and compiling the report, and Ms. Agnes Kitembo for technically guiding the team.

I thank all the stakeholders who willingly provided the information and participated in the meeting to validate the report. My sincere gratitude goes to all Development Partners for the support that has enabled Uganda to register the achievements in accelerating progress for women and girls.

Pius Bigirimana
Permanent Secretary
Ministry of Gender Labour and Social Development

Table of Contents

Foreword.....	ii
Acknowledgment	iii
List of tables	viii
List of figures	ix
Acronyms	x
INTRODUCTION TO THE REPORT	1
SECTION ONE: PRIORITIES, ACHIEVEMENTS, CHALLENGES AND SETBACKS.....	2
1.1 Legal and policy framework underpinning national priorities for accelerating progress for women and girls.....	2
1.2 National Priorities implemented in the last five years to accelerate progress of women and girls... 3	3
1.2.1 Quality education, training and life-long learning for women and girls.....	3
1.2.2 Eliminating violence against women and girls.....	4
1.2.3 Access to health care, including sexual and reproductive health and reproductive rights.....	4
1.2.4 Women’s entrepreneurship and women’s enterprises	5
1.2.5 Gender-responsive social protection	5
1.2.6 Basic services and infrastructure	6
1.2.7 Gender-responsive budgeting	7
1.3.1. Key achievements	7
1.3.2 Challenges and set-backs	12
1.4 Specific measures to prevent discrimination and promote the rights of vulnerable women and girls	13
1.4.1 Women living in remote and rural areas	14
1.4.2 Women living with Disabilities.....	14
1.4.3 Older women	16
1.4.4 Women living with HIV and AIDS	16
1.4.5 Younger women	17
1.4.6 Indigenous and ethnic minority women	18
1.4.7 Migrant, Refugees and Internally Displaced Women	19
1.5 Effects of humanitarian crises on the implementation of the BPfA	20
1.6 Planned priorities to accelerating progress for women and girls in 2020 -2025.....	21
1.6.1 Economic empowerment of women	22
1.6.2 Women and girls’ Education	23
1.6.3 Women’s and girls’ health	23

1.6.4 Ending gender-based violence and promotion of women’s rights.....	23
1.6.5 Gender-responsive social protection.....	23
1.6.6 Improving access and utilisation of Basic services and infrastructure	24
1.6.7 Changing negative social norms and gender stereotypes	24
1.6.8 Promotion of a supportive environment for the empowerment of women and girls.	24
SECTION TWO: PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN	26
2.1 INCLUSIVE DEVELOPMENT, SHARED PROSPERITY AND DECENT WORK.....	26
2.1.1 Actions taken to advance gender equality in relation to women’s role in paid work and employment.....	26
2.1.2 Recognizing, reducing and/or redistributing unpaid care and domestic work.....	30
2.1.3 Fiscal consolidation measures	31
2.2 POVERTY ERADICATION, SOCIAL PROTECTION AND SOCIAL SERVICES	33
2.2.1 Actions to reduce/eradicate poverty among women and girls	33
2.2.2 Actions to improve access to social protection for women and girls	41
Policies	41
2.2.3 Actions to improve health outcomes for women and girls	44
2.2.4 Actions to improve education outcomes and skills for women and girls	47
2.3 FREEDOM FROM VIOLENCE, STIGMA AND STEREOTYPES.....	53
2.3.1 Forms of violence against women and girls that were prioritized in the last 5 years.	53
2.3.2 Actions and strategies in the last five years to address violence against women and girls.....	54
2.3.3 Actions to prevent and respond to cyber related violence against women and girls	58
Actions to monitor and evaluate GBV Actions.....	59
2.4 PARTICIPATION, ACCOUNTABILITY AND GENDER-RESPONSIVE INSTITUTIONS	61
2.4.1 Actions and measures to promote women’s participation in public life and at decision making	61
2.4.2 Capacity building and skills development for women in Politics.....	63
2.4.3 Actions to increase women’s access to expression and participation in decision-making in the media including through information and communication technologies (ICT).....	65
2.4.3 Tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women - gender-responsive budgeting	66
2.4.4 National strategy and action plan for gender equality	67
2.4.5 Implementation of the Committee on Elimination of Discrimination against Women (CEDAW) recommendations	67
2.4.4 National Human Rights Institutions in Uganda.....	67

2.5 PEACEFUL AND INCLUSIVE SOCIETIES.....	69
2.5.1 Actions to build and sustain peace, promote peaceful and inclusive societies.....	69
2.5.2 Actions to increase leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response.	70
2.5.3 Actions to enhance judicial and non-judicial accountability for violation of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts.	72
2.5.4 Actions taken to eliminate discrimination against and violations of the rights of the girl-child	75
2.6 ENVIRONMENTAL CONSERVATION, PROTECTION AND REHABILITATION	76
2.6.1 Actions to integrate gender perspectives and concerns into environmental policies and strategies.....	76
2.6.2 Actions to increase women’s access to and control over water, energy, and other natural resources.....	77
2.6.3 Actions to integrate gender in disaster reduction, climate resilience and mitigation.	80
SECTION THREE: NATIONAL INSTITUTIONS AND PROCESSES.....	82
3.1 Current national machinery for gender equality and the empowerment of women	82
3.2 Mechanisms to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action	84
3.3 Participation of National Machinery in the Mechanisms for the implementation of the 2030 Agenda for Sustainable Development	84
3.4 Stakeholder Participation in the preparation of the present national report.....	85
SECTION 4: DATA AND STATISTICS.....	86
4.1 Progress in gender statistics	86
4.2 Capacity building to strengthen the use of gender statistics	88
4.3 National set of Gender-responsive indicators	89
SECTION 5: RECOMMENDATIONS.....	91
ANNEX: 1 References	92
ANNEX 1. NATIONAL PRIORITY GENDER EQUALITY INDICATORS (NPGEI).....	96
Annex 2: NPGEIs in Tier I by Sector.....	102
Accountability Sector	102
Education Sector	103
Health Sector	108
ICT and National Guidance Sector	113
Lands and Housing Sector.....	114

Social Development Sector	115
Water and Environment Sector	120
3. NPGEIs in Tier II by Sector	121
Accountability Sector	121
Agriculture Sector	122
Education Sector	124
Energy and Mineral Development Sector	126
Health Sector	128
ICT and National Guidance Sector	130
Justice, Law and Order Sector	131
Lands and Housing Sector	132
Science, Technology and Innovation Sector	133
Social Development Sector	134

List of tables

Table 1: Summary of the national priorities for accelerating progress for women and girls for the next five years (2020-25)	17
Table 2: Composition of staffing positions in government ministries by sex	27
Table 3: Internship placement by Ministry of Education and Sports and Uganda Manufacturers Association in FY 2017/2018	28
Table 4: Land Ownership by sex as at 21st November, 2017 for selected MZOs	33
Table 5: Annual Pro Bono Day Highlights	37
Table 6: Disbursement by number of groups, amount and number of women	39
Table 7: Number of Projects, number of women and investment per sector	39
Table 8: Breakdown disbursements by Sector 2013/14 – 2018/19	39
Table 9: Cumulative number of projects and beneficiaries under NUSAF3 Programme (2016 – 2019)	41
Table 10: The number of schools/institutions in Uganda	47
Table 12: Types of GBV disaggregated by sex	57
Table 13: Trend of women representation in Parliament 2006/11 – 2016/21 at a percentage of the Total	62
Table 14: Disaggregated female representation in the 10th Parliament	62
Table 15: Composition of Chairpersons and vice chairpersons of standing and sectoral committees of Parliament	62
Table 16: Women’s representation in Local Governments	63
Table 17: National Women Council representation from village to district level	63
Table 18: Women police officers in AMISOM and UNMISS	69
Table 19: Composition of Staffing Positions in the Judiciary by Sex	72

List of figures

Figure 1: Trends in Fertility (1988-2016)	3
Figure 2: Enrolment in Primary Teacher Colleges (PTCs)	8
Figure 3: Compliance of the National Budget Framework Papers from FY2016/2017- 2019/20	11
Figure 4: Persistent Patriarchal patterns of behaviour	13
Figure 5: Trend of investment in Women Entrepreneurship Fund (UGX)	38
Figure 6: Enrolment by sex in early childhood development centres	48
Figure 7: Enrolment by Sex (Primary)	49
Figure 8: Enrollment under BTVET	49
Figure 9: Budget allocations of menstrual hygiene programme since FY 2015/16	50

Acronyms

AMISOM	African Union Mission in Somalia
ART	Antiretroviral Therapy
BDPfA	Beijing Declaration and Platform for Action
BpfA	Beijing Platform for Action
ENABEL	Belgian Development Agency
BMIS	Biometric Identity System
BFPs	Budget Framework Papers
BTVET	Business Technical, Vocational Education and Training
CEDOVIP	Centre for Domestic Violence Prevention
CEWIGO	Centre for women in Governance
CSCU	Civil Service College of <i>Uganda</i>
CSOs	Civil Society Organisations
CoACT	Coalition for Action
CIPESA	Collaboration with the International ICT Policy for East and Southern Africa
CDD	Community Driven Development
CHIS	Community Health Insurance
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CID	Criminal Investigations and Intelligence Directorate
CCOs	Customary Ownership
DCIC	Directorate of Citizenship and Immigration Control
DDPs	District Development Plans
DPC	District Police Commander
ECD	Early Childhood Development
EAPCCO	East Africa Police Cooperation Organisation
ESSPAR	Education and Sports Sector Annual Performance Reports
ESSP	Education and Sports Sector Strategic Plan
e-MTCT	elimination of Mother to Child Transmission
ERT	Energy for Rural Transformation
EOC	Equal Opportunities Commission
FBO	Faith Based Organisations
FGM	Female Genital Mutilation
FAWE(U)	Forum for African Women Educationalists
FOWODE	Forum for Women in Democracy
FAL	Functional Adult Literacy
GEB	Gender and Equity Budgeting
GBV	Gender Based Violence
GBB	Gender Bench Book
GEWE	Gender Equality and the Empowerment of Women
GFPs	Gender Focal Persons
GPI	Gender Parity Index
GSAG	Gender Statistics Advisory Group

GSC	Gender Statistics Committee
GTTs	Gender Task Teams
GOU	Government of Uganda
GFS	Gravity Flow Schemes
HCT	HIV Counselling and Testing
HIV/AIDS	Human Immune Virus and Acquired Immune Deficiency Syndrome
ISC	Implementation Steering Committee
IHISP	Improved Household Income Support Program
ICT	Information Communication and Technology
IECD	Integrated Early Childhood Development
IRCU	Inter Religious Council of Uganda
ICAP	International Center for AIDS Care and Treatment Programs
ICWEA	International Community of Women Living with HIV in Eastern Africa
ICGLR	International Conference on the Great Lakes region
ILO	International Labour Organisations
IUCN	International Union for Conservation of Nature
JCU	Justice Centres Uganda
JLOS	Justice, Law and Order Sector Secretariat
KCCA	Kampala Capital City Authority
KACITA	Kampala City Traders Association
LIPW	Labor Intensive Public Works
SLAAC	Land Adjudication and Certification
LAPNET	Legal Services Providers Network
LPG	Liquid Petroleum Gas
LCs	Local Councils
LLINs	Long-Lasting Insecticide Treated Nets
LRA	Lord's Resistance Army
LWF	Lutheran World Federation
MATIP	Markets and Agricultural Trade Improvement Project
MVIRBS	Mazima Voluntary Individual Retirement Benefits Scheme
MP	Member of Parliament
M-SEF	Mind-set; Skills; Exposure and Follow-up
MZO	Ministerial Zonal Offices
MDAs	Ministries Departments and Agencies
MoES	Ministry of Education and Sports
MoFPED	Ministry of Finance Planning and Economic Development
MOFA	Ministry of Foreign Affairs
MGLSD	Ministry of Gender Labour and Social Development
MOH	Ministry of Health
MoING	Ministry of Information and National Guidance
MoIA	Ministry of Internal Affairs
MoJCA	Ministry of Justice and Constitutional Affairs
MoLHUD	Ministry of Lands, Housing and Urban Development
MoLG	Ministry of Local Government

MWE	Ministry of Water and Environment
MARPS	Most at Risk Populations
NAP	National Action Plan
NCCP	National Climate Change Policy
NCM	National Coordination Mechanism
NCD	National Council for Disability
NCRA	National Cyber Security Risk Assessment
NDPs	National Development Plans
NEMA	National Environment Management Authority
NFIS	National Financial Inclusion Strategy
NGBVD	National Gender Based Violence Database
NGSS	National Gender Statistics Strategy
NITA-U	National Information Technology Authority of Uganda
NIECD	National Integrated Early Childhood Development
NPA	National Planning Authority
NPGEIs	National Priority Gender Equality Indicators
NRM	National Resistance Movement
NSSF	National Social Security Fund
NSI	National Standard Indicator
NSP	National Strategic Plan
NSGE	National Strategy for Girls' Education
NTC	National Training Colleges
NWSC	National Water and Sewerage Corporation
NER	Net Enrolment Ratio
NCDs	Non-Communicable Diseases
NGOs	Non-Government Organisations
NUSAF	Northern Uganda Social Action Fund
OPM	Office of the Prime Minister
OWC	Operation Wealth Creation
PWDs	People with Disabilities
PNSD	Plan for National Statistical Development
PCC	Police Clearance Certificate
PEPFAR	President's Emergency Plan for AIDS Relief
PMCT	Prevention of Mother-to- Child Transmission
PTC	Primary Teacher Colleges
PSFU	Private Sector Foundation in Uganda
PFMA	Public Finance Management Act
PPDA	Public Procurement and Disposal of Public Assets
QEI	Quality Education Initiative
REDD	Reducing of Emissions from Deforestation and forest Degradation
RTRR	Reporting, Tracking, Referral and Response
SACCOs	Savings and Credit Cooperatives Organizations
SPGS	Saw log Production Grant Scheme
SFG	School Facilities Grant

STEM	Science Technology Engineering and Mathematics
SESEMAT	Secondary Science and Mathematics Teachers
SWAp	Sector Wide Approach to planning
SWG	Sector Working Group
SDPs	Sectoral Development Plans
SCG	Senior Citizens Grant
SGBV	Sexual and Gender Based Violence
SRH	Sexual Reproductive Health
SSES	Single Spine Extension Services
SAGE	Social Assistance Grant for Empowerment
SBCC	Social Behavioural Change and Communication
SDSP	Social Development Sector Plan
SDSWG	Social Development Sector Working Group
SIGI	Social Institution and Gender Index
SARPCO	South Africa Regional Police Chiefs Cooperation Organisation
SWEP	Strengthening Women Entrepreneurs Programme
SDGs	Sustainable Development Goals
TIET	Teacher Instruction Education Training
TTIs	Teacher Training Institutions
TVET	Technical Vocational Education and Training
FIDA-Uganda	Uganda Association of Women Lawyers
UBOS	Uganda Bureau of Statistics
UCHL	Uganda Child Help Line
UCC	Uganda Communications Commission
UDHS	Uganda Demographic Health Surveys
UIGF	Uganda Internet Governance Forum
ULS	Uganda Law Society
UMA	Uganda Manufacturers Association
UNMHCP	Uganda National Minimum Health Care Package
UNRA	Uganda National Roads Authority
UPDF(s)	Uganda People's Defense Forces
UPF	Uganda Police Force
UPHIA	Uganda Population HIV Impact Assessment
URBRA	Uganda Retirement Benefits Regulatory Authority
URA	Uganda Revenue Authority
UWA	Uganda Wildlife Authority
UWEP	Uganda Women Entrepreneurship Programme
UWOPA	Uganda Women Parliamentary Association
UWONET	Uganda Women's Network
UNHS	<i>Uganda</i> National Household Survey
UNSCR	UN Security Council Resolution
UAE	United Arab Emirates
UN	United Nations

UNECA	United Nations Economic Commission for Africa
UNWOMEN	United Nations Entity for Gender Equality and Empowerment of Women
UNHCR	United Nations High Commission for Refugees
UNMISS	United Nations Peace Support Mission
UNFPA	United Nations Population Fund
UHC	Universal Health Coverage
UPOLET	Universal Post “O” Level Education and Training
UPPET	Universal Post Primary Education and Training
UPE	Universal Primary Education
USE	Universal Secondary Education
VHT	village health teams
VSLAs	Village Savings and Loans Association
VAW	Violence Against Women
VFG(s)	Vulnerable Family Support Grants
WASH	Water Sanitation and Hygiene
WSSP	Water Supply and Sanitation Programme
WID	Women in Development
WOUGNET	Women of Uganda Network
WDG	Women’s Democracy Group
WSR	Women’s Situation Room
WHO	WORLD Health Organisation

INTRODUCTION TO THE REPORT

This report has been prepared in accordance with the guidance note from UN Women and the United Nations Economic Commission for Africa (UNECA) to the member states. The report focuses on the actions and measures undertaken by the government from 2014 since preparation of the last report to date. Information on the initiatives to implement the Beijing Platform for Action (BPfA) strategic actions was obtained from the national policy and planning frameworks, sector performance reports as well as consultative meetings with Ministries Departments and Agencies (MDAs), Development Partners and CSOs. Data and Statistics on the trends was from the major surveys which were conducted during the reporting period such as Uganda Demographic and Health Survey, National Household and Panel surveys and other periodic studies conducted by Uganda Bureau of Statistics (UBOS).

In accordance with the Guidance Note, the report is presented in the following sections:

Section 1: Macro analysis of the national priorities, key achievements registered, challenges and setbacks encountered in the last five (5) years (2014-2019) as well as the new and emerging priorities for future action

Section 2: Analysis of the progress on implementation of the 12 critical areas of concern of the BPfA since the completion of the last report (2014). The analysis reflects how the progress of implementation of BPfA and the 2030 Agenda for Sustainable Development reinforce each other. Accordingly, the thematic clusters are used as provided in the Guidance Note.

Section 3: National Institutions and processes for implementation of BPfA and those related to the 2030 Agenda for Sustainable Development.

Section 4: Progress on the availability of gender and sex disaggregated data linking the monitoring of BPfA and the 2030 Agenda.

Section 5: Recommendations

SECTION ONE: PRIORITIES, ACHIEVEMENTS, CHALLENGES AND SETBACKS

1.1 Legal and policy framework underpinning national priorities for accelerating progress for women and girls

Gender Equality and the Empowerment of Women (GEWE) draws legitimacy from the **Constitution of the Republic of Uganda** which mandates the State to ensure gender balance and representation of marginalized groups on all constitutional and other bodies, guarantees women equal rights with men and affirmative action to redress imbalances created by history, traditions and customs among other factors.

Uganda's vision 2040 is a transformed society from peasant to modern and prosperous country. Ugandans aspire for a future in which men and women are accorded opportunity to participate as equal partners in development. The aspirations of Vision 2040 are pursued through five (5) year National Development Plans (NDPs). **The NDP II (2015/16- 2019/20)** was aligned to the 2030 Agenda for Sustainable Development and domesticated the Sustainable Development Goals (SDGs) and the attendant targets.

The NDPII requires all sectors and local governments to abide to the equality and equity principles through adoption of the human rights-based approach to design and implement policies, regulations, programmes and plans. It also explicitly spells out gender and women's empowerment interventions in sectors of health; education and sports; skills promotion and development; water and sanitation and also social development.

The Election Manifesto of the ruling party- National Resistance Movement (NRM) Party 2016-2021 commits government to establish special funds for women and youth who are not in formal employment; reduce maternal and infant mortality and teenage pregnancy; tackle gender-based violence; improve sanitation and safe water coverage.

The above political commitments and the principles in NDPII are integrated into the five-year Sectoral Development Plans (SDPs) and District Development Plans (DDPs). Fifteen out of sixteen sectors had plans aligned to NDP II and included gender equality responsive objectives (NPA, 2018). Annually, the sectoral and district interventions are translated into budget framework papers for execution.

The Ministry of Gender, Labour and Social Development (MGLSD) is the National Machinery for promotion of gender equality and empowerment of women and girls developed the **Social Development Sector Plan (SDSP) 2015-2019**. The emphasizes upscaling of the strategy of mainstreaming gender in emerging sectors of climate change, energy oil and gas, trade and tourism as well as public procurement. Other priorities were expansion of access to credit and financial services and provision of entrepreneurial skills to women; prevent and respond to gender-based violence as well as promotion of women's participation in governance and development.

The above frameworks formed the basis for selection of national priorities for accelerating progress for women and girls as presented in the following section. The priorities also built on

the challenges and emerging issues identified in the last national report on the progress of implementation of BPfA.

In alignment with the guidelines provided for this report, the following priorities for the last five years were identified.

1.2 National Priorities implemented in the last five years to accelerate progress of women and girls

1.2.1 Quality education, training and life-long learning for women and girls

Consistent with SDG4, Uganda prioritised provision of quality education and life-long learning for women and girls to address the human capital development gaps. Government continued to enforce the Education (Pre-Primary, Primary and Post-Primary) Act of, 2008; the Universities and Other Tertiary Institutions Act, 2001; and the Business, Technical, Vocational, Education and Training (BTVET) Act, 2008. The following laws and policies were also developed, revised and enforced:

- **The Higher Education and Students Financing Board Act, 2014** - established a scheme to finance students to pursue higher education, a board and a fund to access loans and scholarships, tuition fees, functional fees and research expenses and aids for students with disabilities.
- **The Education and Sports Sector Strategic Plan (ESSP) 2017/18-2019/20** operationalised NDPII and prioritised the participation of girls, women and other disadvantaged persons in primary, secondary and BTVET levels.
- **The Skilling Uganda: Business, Technical, Vocational Education and Training (BTVET) Strategic Plan (2012/13-2021/22)** - provides for equitable access to skills and female participation in BTVET.
- **The revised National Strategy on Girls' Education (2014-2019)** - provides a national framework for promotion of girls' education as an integral part of gender equity and equality in the education system.
- **The revised Gender in Education Policy (2017)** - guides mainstreaming of gender throughout education and sports sector and targets to achieve gender parity in access to and participation in education across all sub sectors.
- **National Sexuality Framework (2018)** - promotes and facilitates development and delivery of sexuality education programmes in the country.

The government continued to implement Universal Primary Education (UPE) and Universal Secondary Education (USE) which provided free education for both girls and boys. Emphasis was on the expansion of classrooms and rehabilitation of existing primary and secondary schools, Business Technical Vocational Education and Training (BTVET) and other tertiary institutions. Seed schools were constructed to facilitate both boys and girls from poor socio-economic backgrounds to access education within a walkable distance. The government also provided

capitation grants to primary, secondary and BTVET institutions. For university education, government operationalised the higher education financing scheme through which both girls and boys access loans for education.

The government expanded scholarships for higher education through district quotas and for special interest groups such as learners with disabilities and sportsmen and women. Affirmative action for female applicants to public universities was maintained. Skilling and non-formal education programmes were implemented to address the skills gap in the country.

1.2.2 Eliminating violence against women and girls

Gender-Based Violence in all its forms remained a critical concern for human rights, public health and economic progress. In line with SDG5.2 government prioritised interventions to eliminate violence against women and girls. The government continued to enforce the Domestic Violence Act,2010; the Prohibition of Female Genital Mutilation Act, 2010; the Prevention of Trafficking in Persons Act (2009); Sexual Harassment Regulations, 2012 and amended the Children Act,2016. The National Policy and Action Plan on Elimination of Gender-Based Violence in 2016 were developed to guide stakeholders in the country to improve and expand programs to prevent and respond to all forms of gender-based violence.

To prevent and respond to GBV Cases, the government employed a multi-sectoral approach among government entities, civil society organisations, religious institutions and institutions of traditional leaders. Services to prevent and respond to GBV were provided by the government and private health centres, CSOs, the Judiciary, Police and District Local Governments among others. The male engagement was prioritised in all interventions. Multi-media approach was used to mobilise communities against social norms that lead to violence against women and girls.

The government continued to generate evidence through surveys such as Uganda Demographic Health Surveys (UDHS), household surveys, panel surveys and GBV specific studies which generated data for programming. The government put in place mechanisms to report violence against women and girls. The National GBV database which was established in 2015 is used to collect, store and generate reports on GBV in real-time. The Uganda Child Help Line (SAUTI 116) was established to receive cases of child abuse and offered referral services.

1.2.3 Access to health care, including sexual and reproductive health and reproductive rights

In line with SDG5.6 which requires states to ensure universal access to sexual and reproductive health services, Uganda prioritised programmes to improve maternal, newborn and child health, enhanced access to sexual and reproductive health and rights including family planning. The National Health Policy in (2016) and The Health Sector Development Plan for (2015- 2020) were developed.

The government prioritised investment in the construction of new and rehabilitation of old health facilities at all levels, provision of medical equipment and hospital furniture. In rural areas, solar

lighting was installed and transport provided for health facilities. Initiatives were started to equip all Health Centre IVs, which are within communities, with maternity wards and delivery kits.

The Presidential Fast Track Initiative to end AIDS by 2030 which was launched in 2017, test and treat strategy was adopted and programmes to end mother- to- child transmission was scaled up.

1.2.4 Women's entrepreneurship and women's enterprises

In conformity with SDG5.a, Government prioritised the provision of start-up capital (credit) and other financial services for women to start and grow their economic enterprises. The Uganda Women Entrepreneurship and Youth Livelihood programmes among other interventions were established to provide capital, skills for enterprise growth, value addition and marketing of women and youth products. The Uganda Women Entrepreneurship Programme (UWEP) targeted mostly vulnerable women aged 18 years and above. Through the programme, women accessed funds at zero interest rate to establish their businesses. The Youth Livelihood programme targeted the unemployed young people (males and females), provided who could not obtain credit from formal institutions. The Youth Capital Ventures Fund targeted the bankable youth with loans at subsidised rates.

The government prioritised the inclusion of women, youth and rural populations in the financial sector. **The National Financial Inclusion Strategy (2017-2022)** was developed to, among other issues, create linkages between Village Savings and Loans Associations (VSLAs) and the formal financial sector to reduce exclusion of women and rural communities.

1.2.5 Gender-responsive social protection

In line with SDG 1, the government implemented a range of gender-responsive social protection interventions mainly contributory social security systems, non-conditional cash transfers, and public works programs. There were direct income support programs which provided regular and reliable transfers of money (direct income support/social grants) to vulnerable or excluded citizens such as the Social Assistance Grant for Empowerment (SAGE) which targeted senior citizens grants.

The government implemented school feeding programmes which supported households and schools in the Karamoja region. Public works programmes were implemented in some districts of Northern Uganda for vulnerable men and women with labour capacity.

Retirement benefit schemes in both the private and public sector were established and regulated under the Uganda Retirements Benefits Regulatory Authority (URBRA) Act (2011). URBRA continued to regulate establishment, management and operation of retirement benefit schemes. The government continued to encourage voluntary retirement benefit schemes to run privately and managed by employers and public institutions either on their own or through insurance companies. Women employed and working in these sectors have benefited from the schemes.

The above interventions were guided by The Uganda National Social Protection Policy (2015) and The Program Plan of Interventions for Social Protection Policy 2015-2020 which emphasise designing and implementing gender-sensitive social transfer services for vulnerable groups and; The Gender and Equity Strategy in Social Protection (2017) which guided actors to design gender-responsive and social protection interventions.

1.2.6 Basic services and infrastructure

In line with SDG7 on energy for all, SDG 9(1) on infrastructure and SDG6 on water and sanitation. The government developed gender-responsive laws, policies and strategies for oil and gas, climate change, environment and natural resources as well as water and sanitation namely:

- The National Climate Change Policy (NCCP) and its strategy (2015) which provides for mainstreaming of gender issues in climate change adaptation and mitigation approaches to reduce the vulnerability of women and children.
- The Uganda National Irrigation Policy (2018) that promotes balanced growth across regions, gender and establishment of large, medium and small irrigation schemes in the different parts of the country and agricultural zones.
- Water and Sanitation Gender Strategies of (2010 – 2015) & (2018 – 2022) provided for a golden gender indicator that are reported on annually in the Sector Performance reviews.
- The Environment and Natural Resources Sub Sector Gender Mainstreaming Strategy (2016 - 2021) fosters women’s empowerment and effective participation in environmental management.
- The revised Mining and Mineral Policy for Uganda (2016) has a principle that recognizes gender, labour and children rights.
- The National Strategy and Action Plan for Gender Mainstreaming in the Oil and Gas Sector were developed in 2016.

The government invested in the construction and maintenance of appropriate community safe water supply systems in rural areas focusing on unserved areas in order to save women and girls’ time spent on water collection. Large gravity flow schemes (GFS) were established where appropriate. Rainwater harvesting and appropriate sanitation technologies were promoted at household and public institutions levels. For urban water supply and sanitation, the construction and maintenance of piped water supply systems in small and urban areas countrywide was prioritised.

Alongside increasing power generation and expansion of electricity, the government promoted alternative sources of energy which were beneficial to women particularly those living in rural and poor urban settings. The government also promoted and facilitated the use of renewable energy technologies such as biofuels, solar and improved cooking stoves and liquid petroleum gas (LPG) at household and institutional levels.

In addition, government prioritised extending roads in hard to reach areas mountainous areas (footbridges) and ferries to connect islands which helped women to access hospitals and other

services to ensure safety of the road infrastructure for all, emphasis was placed on integrated measures to mitigate social risks and manage social safeguards against gender-based violence and violence against children in road construction projects.

1.2.7 Gender-responsive budgeting

The Government of Uganda strengthened its commitment to realize equal opportunities in Planning and Budgeting by introducing the Public Finance Management Act (PFMA), 2015. The law provides for the fiscal and macroeconomic management of the country. Gender and equity budgeting which the government adopted in 2003 was legitimised by this law. The PFMA mandates all Sectors, MDAs and Local Governments to plan and budget in a gender and equity responsive manner to be issued a certificate of compliance. The Certificate is issued by the Minister of Finance Planning and Economic Development in consultation with the Equal Opportunities Commission.

In accordance with Section 13 (15) (g) (i) and (ii) of PFMA, the Equal Opportunities Commission (EOC) annually submits sector/vote assessment reports of the Budget framework papers and the Ministerial Policy Statements to the Minister responsible for finance for issuance of the gender and equity certificate based on the eligibility. The reports are also submitted to parliament in accordance with their oversight role as stipulated in Section 78 of the PFMA.

There has been improved appreciation of gender and equity budgeting by the sectors and the overall national compliance of Budget Framework Papers to Gender and Equity requirements greatly improved.

1.3 Key achievements, challenges and set-backs in progress towards gender equality and the empowerment of women.

This section highlights the broad achievements registered and challenges encountered during the period. The specific achievements and challenges are detailed out in Section 2 on the progress of implementation on the critical areas of concern. Government of Uganda has registered significant progress in promoting gender equality and empowerment of women in the following areas:

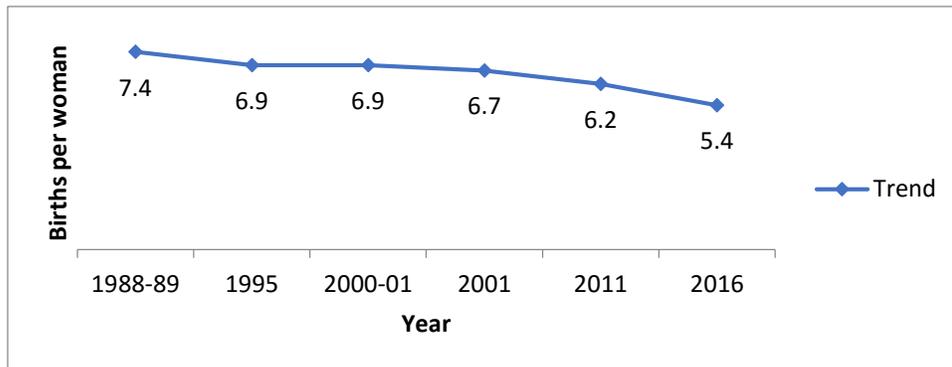
1.3.1. Key achievements

Women and girls' achievement in health

The government invested in health infrastructure and interventions to improve access and provide affordable quality health care for the population including women and girls. Consequently, there was an improvement in health-seeking behaviour among the communities, as demonstrated on the impact of human development indicators below.

- Maternal mortality decreased from 438 to 336 deaths per 100,000 live births, and, Infant mortality reduced from 54 to 43 deaths per 1,000 live births of children (between FY 2012/2013 and FY 2016/2017)
- Life expectancy increased from 54.5 to 63.3 years and for women, it was 64.2 years in 2016.
- Fertility in Uganda has been declining since the 1980s. The total fertility rate declined from 7.4 children per woman in 1988/89 to 5.4 per woman in 2016. Specific to the reporting period, TFR declined from 6.2 in 2011 to 5.4 in 2016 as highlighted below.

Figure 1: Trends in Fertility (1988-2016)



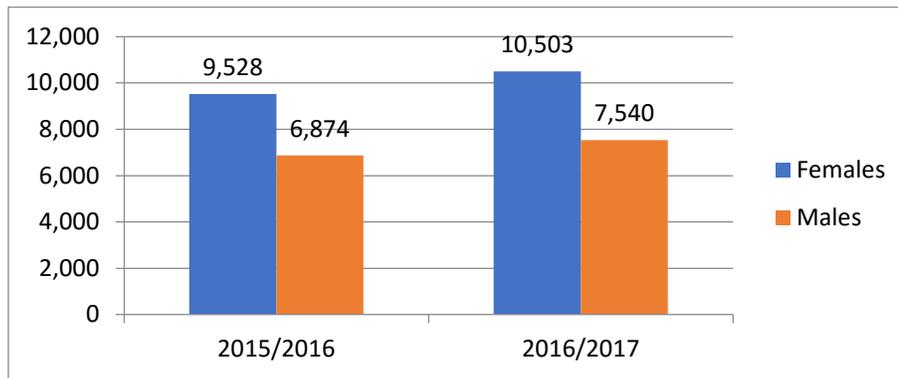
Source: UDHS, 2016

Almost all women (97%) age 15-49 with a live birth in the past 5 years received antenatal care (ANC) from a skilled provider during their most recent pregnancy.

- The number of pregnant women attended antenatal care visits for at least four (4) or more times increased from 48% (2011) to 60% (2016/17).
- The percentage of childbirths attended by health professional increased from 39% in 2001 to 73% (2016/17).
- Women and girls' achievement in access to education and training
- As a result of investment in infrastructure and interventions to reduce barriers that hinder girls' access to education, there was progress in girls' access to education:
- The national literacy rate increased from 72% (2012/13) to 74% (2016/17). The literacy rate for females increased from 64% to 70% during the same period and that of males increased from 76% to 78% respectively.
- Ninety-two (92%) of all parishes (7,450) and 71% of all sub-counties have a government-aided primary and secondary school respectively. This has enabled girls to access schools within a walkable distance.
- The Enrolment Ratio (NER) for primary school (6-12 years) was 80%. The NER was higher for females (80%) compared to males 78%. The NER in urban areas was higher (85%) compared to rural areas (80%), with Kampala having the highest at 88%.
- The NER for secondary school (13-18 years) for girls was slightly higher (29%) compared to boys (27%).
- The inequality in primary schools among boys and girls reduced to near parity from 0.96 in 2012/13 to 0.99 in 2016/17.
- Gender parity for secondary schools increased from 0.89 to 0.95 during the same period.
- Enrolment for girls in BTVET institutions increased from 14,492 to 15,675 as a result of the installation of women-friendly facilities in the institutions.

Over the period, the enrolment of girls in Primary Teacher Colleges was higher than for boys as shown in Figure 2.

Figure 2: Enrolment in Primary Teacher Colleges (PTCs)



Source: MoES: Education Sector Annual Performance Reports

Achievements for women and girls in access to safe water

Government has a golden indicator of “**Percentage of people within 1 km (rural) and 200 metres (urban) of an improved water source**”. Based on this indicator, the percentage of the population accessing improved water sources for rural areas increased from 67% in 2015/16 to 70% in FY 2017/18 and urban from 71% to 77% for the same period.

There was an increase in the percentage of households using improved water source from 68% in 2012 to 78% in 2016/17. Overall, 97% of the households live within 3 km of the main drinking water source. Nearly all households in the urban areas (99%) were within 3 km of the main drinking water source while in rural areas it was 96% (UNHS 2016/17). The average time taken to and from the water source reduced from 29 minutes in 2012/13 to 24 minutes in 2016/17. While the average waiting time remained more or less the same (23-24 minutes). The average time taken to and from the water source reduced noticeably in rural areas from 33 minutes in 2012/13 to 27 minutes in 2016/17.

Improved access to energy and transport

- There was an increase in the percentage of households that used grid electricity for lighting from 14% in 2012/13 to 22% in 2016/17.
- The use of canister-wick-lamps for lighting declined from 58% in 2012/13 to 28% in 2016/17, probably attributed more to the use of solar energy.
- Cable footbridges which were built to connect mountainous areas in hard to reach districts and ferries in islands eased movement of women and girls to access health facilities and schools.
- Reduction in the prevalence of Gender-Based Violence (GBV)

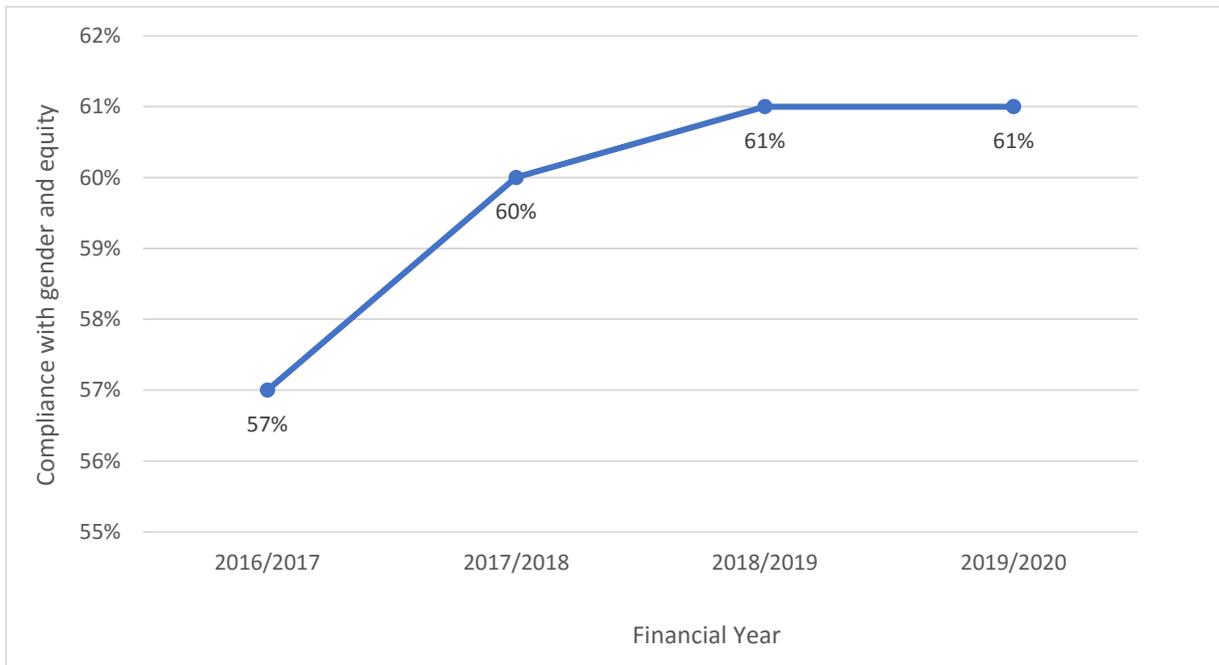
The government invested in developing legal and policy frameworks to address gender-based violence including prevention and protection mechanisms for the survivors. As a result, there was progress in the reduction of GBV incidences as follows;

- The percentage of women who have ever experienced physical violence since age 15 declined from 60% (2006) to 56% (2011) and to 51% (2016).

- Women’s experience of physical violence in the last twelve months (before UDHS) declined from 34% (2006) to 27% (2011) to 22% (2016).
- Strengthened accountability for Gender Equality and Women’s Empowerment (GEWE)

The enactment and enforcement of the Public Finance Management Act, 2015 that mandates all government institutions to plan and budget for gender and equity issues positioned gender equality at the center of fiscal and macro-economic management of the country. There has been improved appreciation of gender and equity budgeting by the sectors and overall national compliance has greatly improved. The national commitment to address gender and equity requirements in the national budget framework papers improved from 57% in FY 2016/17 to 61% in FY 2019/20.

Figure 3: Compliance of the National Budget Framework Papers from FY2016/2017-2019/20



Source: EOC Assessment Report 2019/2020

Improved gender mainstreaming in Statistics

Gender integration in statistics production and development improved across the National Statistical System. Over the years, there was systematic engendering along the data production chain (Planning, identifying need, design of tool, data collection, analysis, interpretation, reporting, dissemination and archiving). As a result, major surveys undertaken include gender related data and information. These include; Uganda National Household Surveys, Demographic and Health Surveys, Panel Surveys, and issue-based surveys (Time use, Disability, Labour, Governance, Business, Financial, and Innovation surveys) among others.

1.3.2 Challenges and set-backs

Poverty

Uganda experienced rapid progress in poverty reduction from above 30% in the early 2000s to 19% in 2012/2013. The Uganda National Household Survey (2016/2017) indicated that there was a spike in poverty in all regions of the country. Poverty levels increased from 19.7% to 21.7% between FY2012/2013 and 2016/2017. Poverty affects women and men differently with households headed by unmarried especially divorced and widows with the highest at 17% (UDHS) 2016/17.

High rates of unemployment

Unemployment in the country is estimated to be at 9% and translating into over 918, 000 persons. The unemployment rate among women is at 13% compared to 6% among men. It is higher in urban areas (14%) than in the rural areas (6%). Only 28% of the women are in paid employment compared to 46% of men and 71% of the women account for those persons engaged in vulnerable employment (UNHS 2016/17), the causes of unemployment among women in the country are low levels of education, lack of adequate skills, possession of skills that do not match the job market and limited job opportunities in the country. Unemployment has short- and long-term effects on women. It affects women's ability to acquire and control economic resources, limits their economic decision making and consequently reinforces their dependency on their male kin.

Violence against women and girls

Despite the strengthened legal and policy frameworks, violence against women and girls persists in the country manifesting itself in forms of sexual violence (defilement, rape, sexual harassment at work and commercial sex exploitation of young girls), physical violence, emotional and economic violence as well as harmful traditional practices.

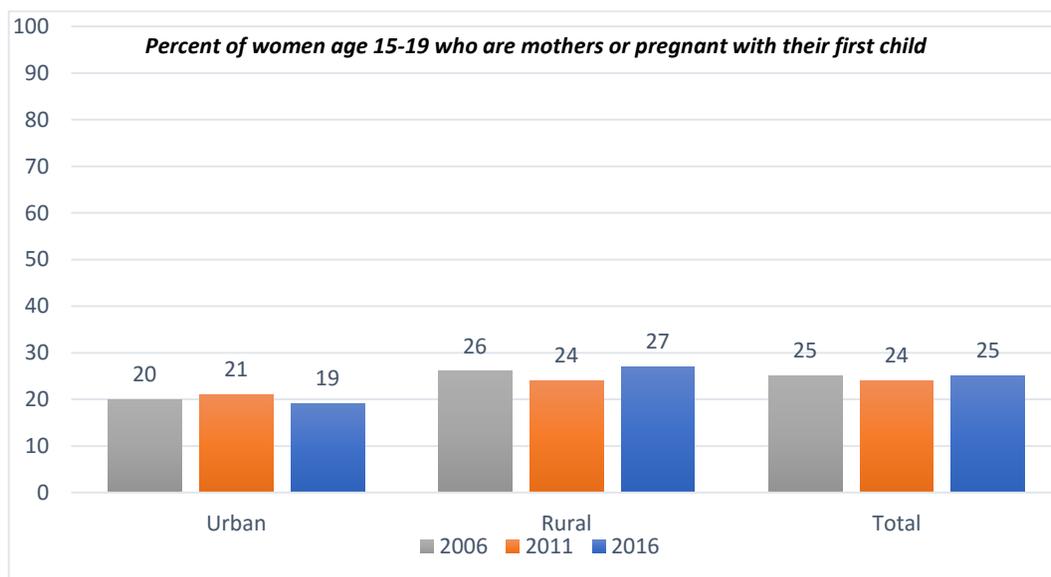
The prevalence of all forms of violence against women and girls reduced but the magnitude is still unacceptably high (UDHS 2016). For example, 22% of women compared to 8% of men between 15-49 years have ever experienced sexual violence, 51% of women compared to 52% of men have ever experienced physical violence since the age of 15. Trends in spousal violence (emotional, physical and sexual abuse by husbands) among ever married women 15-49 years reduced slightly from 60% in 2011 to 56% in 2016. Spousal violence is high in all regions of the country ranging from 38% in Kampala to 73% in south western region. The prevalence of emotional violence, economic violence and harmful practices particularly early and forced marriages remained high across the country. Moreover, there are emerging forms of violence precipitated by Information, Communication and Technologies (ICTs) such as cyber sexual abuse, negative portrayal of women in social media.

High teenage pregnancies and child marriages

Child marriage and teenage pregnancy remain major challenges for adolescent girls, communities and the country. Child marriage rates have stagnated at 25% since 2006 and in rural areas (27%). Despite the intensified initiatives, the practice continues due to negative social norms routed in

the traditional cultural perspectives about childhood and womanhood. Adolescent girls continue to be subjected to marriages at an early age most of which are arranged by parents and guardians. Teenage pregnancies and child marriage contribute to high fertility rates, risks of contracting HIV, maternal mortality rates and drop outs from school especially at primary level which explains the low enrolment of girls at secondary and other tertiary levels of learning. Lack of skills and expertise limits women’s competitiveness in career opportunities, exposing them to deeper vulnerability and all forms of violence, exploitation, and trapping them in vicious circle of absolute poverty.

Figure 4: Persistent Patriarchal patterns of behaviour



Source: UDHS 2016

Persistent Patriarchal patterns of behaviour

The NDP II review (2019), revealed that patriarchal ideology along with discrimination and marginalisation pausing a barrier for women and girls to realise their full human potential. It also constrains their participation and benefiting from development opportunities within the private and public spheres. The persistence of patriarchy which is rooted in culture and traditional beliefs continue to reinforce gender inequalities and women’s powerlessness in accessing goods and services and opportunities such as education, acquisition of assets and control of fertility. It affects the equal sharing in the care and domestic work at household level leaving women with a burden of care which limits their participation in employment opportunities outside their homes.

1.4 Specific measures to prevent discrimination and promote the rights of vulnerable women and girls

The Uganda National Social Protection Policy (2015) addresses different population groups which face various risks and vulnerabilities associated with age, gender, disability, health, employment,

environment and natural disasters. These groups include children, youth, older persons, refugees and internally displaced persons, persons with disabilities and those living with HIV/AIDS. In the last five years and in line with SDG5.1, the government put in place interventions to address discrimination against the following categories of vulnerable women and girls.

1.4.1 Women living in remote and rural areas

Uganda's population is predominantly rural (75.5 %) and 24.5 % live in urban areas. According to National Governance, Peace and Security Survey (2017), more than seven in every ten adult females (71%) reside in rural areas. On average, there are 6.5million adult females and 5.6million adult males residing in rural areas. To improve household incomes, Government implemented Operation Wealth Creation (OWC) through which both women and men farmers access agricultural inputs, planting stock and receive extension services. The Uganda Women Entrepreneurship Programme targets mainly rural women with finances to enable them to engage in businesses.

Guided by the cooperative societies law and policy, rural women have organised themselves into cooperatives, savings and credit associations (SACCOs) and formed village loans and savings associations (VLSAs) and merry- go-arounds where they pool finances and support each other to engage in income-generating projects.

Rural women participate in governance through the National Women's and Local Council structures Women form the majority among the village health teams (VHT), a third of village water committees and also act as community facilitators. Women organisations and Civil Society Organisations (CSOs) continuously mobilise and build the capacity of rural women across the country.

However, the majority of rural women face challenges of the heavy burden of unpaid care and domestic work which hinder them from participating in such government programmes.

1.4.2 Women living with Disabilities

Thirty percentage (30%) of the population reported some form of difficulty, with the proportion of females (32%) higher than that of males (27%) (UBOS 2017). Disability was more prevalent in rural areas (32%) than urban areas (23%). Of the 3,281,291 women and girls with disabilities, 1,494,956 are in reproductive age. Due to patriarchal practices in the society women and girls face double marginalisation in accessing services and claiming their rights.

The Persons with Disabilities Act as amended (2019) protects the maternal rights of women with disabilities and the right to enjoy family life. Accessibility of persons with disabilities to buildings is provided for in the Building Control Act (2013). The law also ensures that the design and construction of buildings and utilities cater for access by persons with disabilities.

To promote the economic rights of people with disabilities, the government continued to implement the PWDs special grant. The Central Government allocates this grant as a safety net

to ensure that PWDS establish income-generating activities of their choice that can bolster their income, reduce inequality and create employment. Besides, women with disabilities benefit from the mainstream economic empowerment programmes such as Youth livelihood, Operation Wealth Creation and Uganda Women Entrepreneurship programmes.

The Public Service Commission has put in place flexible and disability-friendly procedures to assist persons with disabilities to participate in the interviews. The commission also implements affirmative action for recruitment of PWDs in public sector institutions.

The Uganda National Institute of Special Needs Education has continued to offer pre-service and in-service training for teachers in special needs education and rehabilitation. In addition, tutors in core primary teacher's colleges are trained in special needs. For example, in 2019, about 118 tutors out of 199 were trained from the districts of Nakaseke, Bushenyi, Gulu, Bullisa and Moyo. The Ministry of Gender Labour and Social Development (MoGLSD) operates five (5) regional rehabilitation centres where youth with disabilities are equipped with skills in various trades that can enable them to get self-employment and as wage earners. One of the five rehabilitation centres, Mpumude Rehabilitation Centre in Eastern region, trains only girls with disabilities in tailoring, embroidering and nursery teaching among other trades. By May 2019, the centre had 71 trainees.

Government through the Ministry of Education and Sports procured and distributed assistive devices and learning materials such as wheelchairs, brail computers and materials. There are disability quotas to enable PWDs access to public universities. Every year, 64 slots are reserved for them in the 11 public universities. The challenge, however, is that PWDs are limited in choice of courses, for example, learners with visual impairment are limited to offer only courses in Psychology, Guidance and Counselling.

Government guarantees persons with disability political rights and opportunity to enjoy them on an equal right basis with others. Affirmative action allocates one seat out of the five a woman with a disability. However, in the current 10th parliament there are two (2) women representatives.

Women with disabilities have special quotas in the National Council for Disability (NCD) at all levels. The family and child protection department in the Uganda Police Force has a special unit that handles children with disabilities.

Despite the progress in laws and programmes, discrimination against PWDs is persistent. The Uganda Functional Disability Survey (2017) established that at least 9% of PWDs felt disrespected or humiliated by the treatment and behaviour of staff in health facilities. Eight (8%) of the male and 7% of the women with disabilities reported mistreatment while seeking help for physical problems. Out of the 4,505 girls with disabilities aged 13–18, only 2.4% were enrolled in school (EOC, 2018)

1.4.3 Older women

According to Uganda National Housing and Population Census (2014), older women were 55% in 1991, 52% in 2000 and 64.2% in 2014. One in every 10 household heads is in the age group of 65 years and above and females were twice as likely to be household heads (16%) than their male counterparts (8%) (UNHS 2016/17). One (1) out of six (6) older people's lives only with children under 18 and women are two times more likely than men to live only with children. This implies that older women shoulder the responsibilities of caring for children since younger children need special attention and cannot contribute to domestic chores. At the age of 80, nearly 20% of women live alone compared to only 11% of older men.

Through the Social Assistance Grants for Empowerment, which as a universal grant, older women access regular and predictable income support. Older women (60.4%) than men receive the monthly grant. The programme has been rolled out to target people of 80 years and above. The guidelines for the Uganda Women's Entrepreneurship programme were revised so that women of 65 years and above who have the capacity to engage in income-generating projects can present proposals and access funding for their projects.

Political rights of older women are provided for under the National Council for Older Persons Act 2013. They are represented at the village/ward, sub-county/municipalities and counties, the district and the national level.

Despite the progress, older women still face the challenge of inadequate health services relevant to their peculiar health needs, isolation, and poverty.

1.4.4 Women living with HIV and AIDS

HIV and AIDs in Uganda depict clearly gendered patterns, in terms of prevalence, driving factors and impact. Women and girls continued to face disproportionate risk to HIV infection due to biological, social, cultural and economic factors. According to the Uganda Population HIV Impact Assessment (UPHIA) study (MOH and ICAP, 2017), the prevalence of HIV among the adult population aged 15-64 was higher among females (7.6%) compared to males (4.7%). HIV prevalence was almost four times higher among females aged 15-19 and those aged 20-24, compared to their male counterparts (MOH and ICAP, 2017).

The government developed the National Strategic Plan (NSP) (2015/16- 2019/20), the National Priority Action Plan (2015/16- 2017/18) and the Monitoring and & Evaluation framework. The National Action Plan on Women, Gender Equality and HIV/AIDS 2016/17-2020/21 were also developed. It was aligned to the Global Strategy on the fast track to end AIDS by 2030 and the NSP for HIV and AIDS activities in Uganda 2016-2020. The overall goal of the Action Plan for women, girls and HIV is to promote gender responsiveness in the national HIV and AIDS response. The HIV response also received renewed impetus through the Presidential Fast Track Initiative to end AIDS by 2030 which was launched in 2017 following the 69th United Nations General Assembly Declaration to end HIV as a public threat by 2030. The Presidential Fast Track Initiative outlines a 5-Point Agenda that guides the country to reach the 2030 targets.

The 5-Point Plan of the Presidential Fast-Track Initiative

- Engage men in HIV prevention and closing the tap on new infections particularly among adolescent girls and young women
- Accelerate implementation of Test and Treat and attainment of the 90-90-90 targets particularly among men and young people
- Consolidate progress on eliminating mother-to-child transmission of HIV
- Ensure financial sustainability for the HIV response
- Ensure institutional effectiveness for a well-coordinated multi-sectoral response.

Capacity building was emphasised for networks of women living with HIV and CSOs to demand for rights-based HIV services. For example, the International Community of Women Living with HIV in Eastern Africa (ICWEA) worked with organizations of women living with HIV in the districts of the country to ensure priorities of the vulnerable women living with HIV are prioritized at national and district levels. These women were trained in district and national level planning and budgeting processes, advocacy and accountability mechanisms.

Efforts to ensure uninterrupted access to comprehensive packages of HIV prevention services tailored to unique needs of target populations were emphasized. Government continued to implement the multi-sectoral strategy to prevent and respond to HIV/AIDS and all MDAs have in place Aids Control Programmes and Units.

1.4.5 Younger women

Uganda is comprised of a youthful population with the majority, 45% aged 18-30 years old of which 46.6% are females and 43.8% are males (NGPS¹, 2017). Government revised the National Youth Policy and the action plan in 2016 which seek among others, to create an environment that enables young people to reach their potential and promote gender equality. The **National Strategy to End Child Marriage and Teenage Pregnancy (2015)** is a comprehensive framework to end the practice of child marriage and other forms of violence against children including teenage pregnancy.

To address vulnerability among young women, Government in 2015 established the Adolescent Girls' Task Force chaired by the First Lady of Republic of Uganda. The task force is a coordination platform which brings together policy makers (ministers and permanent secretaries) from different ministries, departments and agencies as well as CSOs, religious and traditional leaders. The task force identifies challenges of adolescent girls and agree on interventions to be undertaken by different agencies.

In 2017, government developed a multi-sectoral coordination Framework for the Adolescent Girls (2017/18-2020/21) and the communication for development strategy to guide the task

¹ National Governance, Peace and Security Survey, 2017

force. The framework whose vision is “All adolescent girls in Uganda are empowered, healthy, educated, protected to meaningfully participate in decisions that affect them” identifies interventions to address the following challenges that girls face namely:

- The higher burden of HIV among adolescent girls
- Teenage pregnancy and child marriage;
- Violence against children;
- Alcohol and substance abuse;
- Enrolment and retention and transition in education;
- Achievement in education; and
- Voice and engagement in society and economic exclusion

Social mobilization to end discrimination of girls among communities was undertaken throughout the country in partnership with development partners, NGOs and CBOs. Peer support approach was commonly used for experience sharing and counselling. Rehabilitation and counselling was conducted in the eight (8) remand homes for girls who are in conflict with the law. Fortunately, these are still very few in number.

Young women are represented in the National Youth Council structures right from the village level to the national level. The first ever female chairperson of the National Youth Council since the councils were established in 1993 was elected in 2015. Of the five (5) youth members of parliament, one (1) is a young woman elected on the affirmative action quota.

1.4.6 Indigenous and ethnic minority women

The Constitution of the Republic of Uganda defines all 65 communities of Uganda as indigenous and Article 36 guarantees minorities rights to participate in decision making processes and present their views and interests in the making of national plans and programmes. There are minority and indigenous groups who exist in the country and face discrimination, marginalization and exclusion. According to Equal Opportunities Report 2016/2017, the term indigenous/minority people refer to a distinct, vulnerable, social and cultural group possessing certain characteristics in varying degrees.

There are 17 ethnic groups² with fewer than 25,000 people and other (9) groups³ that have not been listed in either the census or in the constitution (but claim a status as a minority group have been listed as such by researchers)

Government established a coordination mechanism chaired by the Prime Minister to handle programs for ethnic minorities. The Ministry of Gender Labour and Social Development (MoGLSD) documented the intangible culture heritage among three (3) of these groups namely of Alur, Ik and Basongora with intention of safe guarding and protecting their heritage from extinction.

² These are the Alibi, Bahehe, Banyabindi, Banyabutumbi, Basongora, Batwa, Gimara, Ik, Lendu, Mening, Mvuba, Ngikutio, Nyangia, Reli, Shana, Tepeth and the Vonoma.

³ Other; the Benet, the Barundi, Bagangaizi, Bayaga, Basese, Meru, Mwangwar, Bakingwe and Banyanyanja (CDRN, 2007).

Government is constructing education facilities to enable these groups to attain education. Social mobilization was started to encourage these groups to send their children to school and interact with other communities. There were several lobby groups/CSOs and NGOs who documented and lobbied for the rights of the ethnic minorities. Some of these groups provided scholastic materials and school uniforms to these children.

Ministry of Tourism and Wildlife and Antiquities started a programme to involve these indigenous communities in the community tourism. The programme started with the Batwa community tourism. The initiative dubbed “Batwa-Bwindi” experience includes Batwa culture as one of the tourism products. The culture includes dancing, hunting, basketry and food gathering. The proceeds from the Bwindi-Batwa experience mainly target the Batwa community in order to uplift their wellbeing and alleviate poverty.

The government approach is to provide integrated services to ethnic minorities. However, access to services is limited by languages barriers, discrimination by other groups, their lack of awareness about services and long distances involved to schools, health centres among others.

1.4.7 Migrant, Refugees and Internally Displaced Women

Internal migration is common in the country. 16% of the population will have lived in another place before their current residence with a higher percentage of females (18%) than males (14%) and younger people of 18-24 with a higher percentage of 30%. While men migrate for income (59%), females migrate for marriage reasons (UNHS 2016/2017)

Uganda has a long standing history of hosting refugees between 1.1-1.5 million refugees and asylum seekers. Refugee Women and girls comprise approximately 55% of the refugee population in the country. The Refugees Act (2006) ensures the freedom of movement for refugees within Uganda, and ensures access to social services including health care and education for both refugees and members of their families. Section 33 guarantees women refugees’ equal opportunities in access procedures to status and accords them the right to affirmative action so as to protect them from gender discriminatory practices.

Uganda’s Citizenship and Immigration Control Act (2009) sets out requirements for temporary legal residents to obtain permanent residence. Individuals who have legally and voluntarily migrated to Uganda are entitled to apply for citizenship provided they have lived in Uganda for at least 10 years. The law requires government to protect children of the migrant and refugee women. For instance, a child who is more than five (5) years and found without parents is by law a Ugandan and a child of more than 18 years whose parents are non-Ugandans can become a citizen by application. In addition, a person married to a national upon proof that the marriage has subsisted for more than four (4) years can become a citizen. A person once married to a deceased citizen can continue to be a Ugandan upon death of his or her spouse.

Furthermore, Uganda has an elaborate institutional framework and strong operational capacity to implement migration policy. The National Citizenship and Immigration Board and the Directorate of Citizenship and Immigration Control (DCIC), within the Ministry of Internal Affairs,

are responsible for border management, the issuance of visas, processing citizenship applications, and deportations. The Diaspora Services Department is the dedicated government agency responsible for engaging with the Ugandan diaspora. A formal horizontal inter-ministerial Coordination mechanism (the National Coordination Mechanism (NCM)), was established in 2015 and is led by the office of the Prime Minister. The NCM is comprised of key government agencies, international organisations, migration-related civil society organisations, and members of academia.

1.5 Effects of humanitarian crises on the implementation of the BPfA

Uganda experienced mainly two types of humanitarian crises or disasters namely the unprecedented influx of refugees and natural disasters such as landslides and floods. While the asylum space is shrinking globally, Uganda continues to implement an open-door policy towards refugees. The country is a host to between 1.1 to 1.5 million refugees from eight (8) countries in the region, the majority of whom are from South Sudan and hosted in 12 districts. There were also sporadic crises as result of landslides in districts of Mt. Elgon region.

These crises put pressure on provision of social services such as health, education, land, water and sanitation and management of environment, which are critical areas of concern in BPfA. The unprecedented mass influx of refugees into the country in 2016-2018 put enormous pressure on health services in the host communities.

Refugees require adequate health facilities and human resource with requisite knowledge and skills to effectively respond to disease out breaks and, in the case of women and girls, sexual gender-based violence and reproductive health issues in emergencies. By end of 2018, there were 2,326 additional health workers in the camps to complement the district health care systems. The challenges of attracting and retaining an experienced health work force remained because of non- competitive pay, remoteness of operations and lack of accommodation which resulted in high workload in some locations. A third of the health facilities in the settlements were temporary. Sixty-one (61%) of the refugees are children below 18 years who require education services. The teacher pupil ratio was high and over 2000 teachers were being supported by Development Partners (DPs).

Over the years, the country has experienced loss of vegetation and forest cover as a result of human activity such as farming and settlements. Refugees have increased pressure on the land resources particularly the demand for firewood, building poles and water in the hosting communities. Besides, inaccessibility to firewood and water exposes refugee women and girls to abuse.

To address the situation, government developed and implemented the Health Sector Integrated Refugee Response Plan (2019-2024) to consolidate health service delivery among refugees and host communities. The Education Response Plan for Refugees and Host communities (2019-2020) was also being implemented to provide equitable and inclusive access to quality education with a focus on improving pupil teacher ratio.

Protection and provision of services to refugee population requires significant resources from the host country and humanitarian agencies. Various financing mechanisms were utilized to manage the crisis. Government through Office of Prime Minister allocates funds for refugee resettlement and management in the national budget. Refugees integrated in host communities benefit from services budgeted by central and local governments. However, the influx outstrips the resources.

Over the last five years, the country implemented activities to accelerate progress for women and girls. There was progress in some areas while in others there was stagnation and sometimes reversals. Therefore, to attain results in the priority areas, “start-up” actions shall be emphasised while taking into cognisance of those that need to be “scaled up”.

1.6 Planned priorities to accelerating progress for women and girls in 2020 -2025

Priorities for advancing gender equality and empowerment of women in the next five years are anchored in the national legal and policy frameworks as well as the global instruments to which the State is a party. The regional and international development frameworks include the East Africa Vision 2050, Africa Agenda 2063 and the Beijing Platform for Action and Agenda 2030 for sustainable development.

The National policy frameworks include;

- The Uganda Vision 2040 which prioritised efforts to enable women to participate in education and skills development; business, agriculture and industry; equal political representation at all levels; as well as total elimination of harmful and non-progressive sociocultural practices that affect the health and wellbeing of both women and men.
- The Uganda Gender Policy (2007) was reviewed and a successor policy prioritises access to social services (education, health, water and sanitation, social protection, housing, transport, and recreation); women’s economic empowerment; macroeconomic management (gender and equity budgeting, access to decent work, and unpaid care and domestic work); environment and climate change; governance and access to justice; peace and security; and gender-disaggregated data.
- The NDP II review highlighted the limited focus on the structural causes of persistent gender disparities (the patriarchal and traditional perceptions and practices). The review noted gaps and missed targets in gender and equity attainment in critical sectors such as health, education, energy. The review recommended that NDP III should explicitly include gender equality goals, interventions, targets and indicators for all the 18 sectors.
- The proposed strategic direction of NDP III (2020/21-2024/25), will address inadequate numbers of the appropriately skilled labour force to drive industrialisation, unemployment and widening income inequality. The proposed interventions include among others; agro-based industrialisation; agricultural financing; promoting appropriate technology; commercialisation of agriculture; enhanced skills and vocational development; improving quality/relevancy of social services (quality education, health);

increasing access to social protection; and reorienting mindsets of the population to actively participate in the development process.

- The Public Finance Management Act (PFMA 2015) requires all ministries, departments and agencies including local governments to implement gender-responsive actions within their mandates.
- In addition, different actors in the public and private sector play critical roles in promoting the rights of women and girls. For example, the private sector which is the engine of economic growth in the country and employs the most people including women initiated institutionalisation of gender among its entities. This initiative has to be scaled up.

Against this background, the proposed priorities for accelerating progress for women and girls in the country for the next five (5) years are; women's economic empowerment; Women and girls' education and skills training; Women's Health; Ending gender-based violence and promotion of women's rights; Gender-responsive social protection; Basic services and infrastructure; changing negative social norms and gender stereotypes and Promotion of supportive environment for women's empowerment.

1.6.1 Economic empowerment of women

Despite the favourable legal and policy framework, women in Uganda still face challenges of poverty. In the 2018 Global Gender Gap Index, Uganda was ranked 43rd out of 149 countries with a score of 0.724. Gender inequality is still persistent particularly in ownership of productive assets. Women own only 28% of the owner-occupied houses and 27% of agricultural land. Regarding financial inclusion, 48% of the adult women do not save their earnings, 5% use formal and informal savings mechanisms while only 10% use formal savings mechanisms. In addition, only 4% adult women access credit services from formal financial institutions, 1% of the women access credit services from formal and informal lenders and 57% do not borrow (Finscope, 2018).

The government shall strengthen the Uganda Women Entrepreneurship Programme, build the capacity of women to engage in non-traditional profitable businesses and prepare them to access markets within and outside the country. They shall be supported to start climate-smart businesses, rebranding and adding value to agricultural products.

Women shall be supported to engage in supplying goods and services to government entities in line with Public Procurement Policy, 2019 to enable them to take advantage of the reserved quotas.

The formal banking institutions will be engaged to revise their modalities and procedures to facilitate women's access to financial services easily and get included within the financial sector. The government shall promote and protect the rights of women to enter work, at work and at exit from employment. To support women engage in economic ventures, the government shall invest in interventions that reduce and redistribute unpaid care and domestic work.

1.6.2 Women and girls' Education

Implementation of a universal primary and secondary education (UPE and USE) has led to increased enrolment of girls in primary and secondary education levels. However, 20% of the girls expected to be in primary school are out, with a transition rate of 29% means 71% of the girls never transition to secondary school. Enrolment of girls to BTVET is still very low and literacy rates of women lag behind that of men.

During the next five years, emphasis shall be on quality education and reducing drop out of school. Interventions will mainly focus on addressing family, community and school-based barriers such as; social norms and gender stereotypes that lead to teenage pregnancies and child marriages, unpaid care and domestic work, and discrimination among others. Emphasis shall also be put on increasing girls' enrolment in STEM (Science, Technology, Engineering and Mathematics) and access BTVET institutions to acquire employable skills. Lifelong learning for various categories of women shall be promoted.

1.6.3 Women's and girls' health

The government shall continue to prioritise women's health by ensuring that they access affordable quality health care including sexual and reproductive health services. Interventions to tackle non-communicable diseases (NCDs) particularly reproductive cancers and mental health among women will be scaled up.

1.6.4 Ending gender-based violence and promotion of women's rights

Interventions to end the gender-based violence and violence against women and girls have hitherto focused on instituting legal and policy frameworks as well as generating evidence from statistics. The vices are still prevalent in the country. Subsequently, the government will ensure that programmes to prevent and respond to violence shall be scaled up at the local government levels, communities and institutions of learning. Emphasis shall also be on ending sexual harassment at workplaces in public and private sectors as well as institutions of higher learning. Emerging forms of violence against women and girls such as cyber sexual abuse, negative portrayal of women in the media especially social media shall be addressed. Medical, legal and psychosocial support services will be strengthened at all levels. In addition, actions to end impunity and hold perpetrators culpable shall be implemented.

1.6.5 Gender-responsive social protection

Currently, the social protection interventions in place target a small section of the population. Senior citizens' grand targets older persons above 80 years and public works concentrated on one region of the country (Northern Uganda). Coverage of the current pension schemes is limited. For example, NSSF targets only 1.8million people and public service pension covers on 1.1%, and health insurance covers only 5.1% of the population (UDHS, 2016).

Subsequently, the government will expand social security services in the private sector, develop appropriate social security products for the informal sector and introduce affordable health

insurance schemes for everyone. Particular attention shall be put on increasing the availability of quality gender-disaggregated data to support decision making and reporting progress.

1.6.6 Improving access and utilisation of Basic services and infrastructure

Government has registered considerable progress in the provision of water, energy, and communication services. These services are important for women as they reduce the time spent on, for example, fetching water and collecting firewood.

Subsequently, investments will focus on universal access to safe, clean and affordable water. As regards to energy, emphasis shall be on continuing with gender-responsive rural electrification, solar energy and popularisation of appropriate technologies and use of clean energy for cooking. The government will continue to invest in the rural road network so that the population can access health and education services as well as markets. Programmes to promote social safeguards and prevent violence against women and girls in infrastructural development shall be strengthened.

1.6.7 Changing negative social norms and gender stereotypes

Government is cognisant of the fact that despite the legal, technical and financial investments in the achievement of GEWE, gaps exist between policy and programmes on one hand and the women's realities on the other. The negative social norms continue to stagnate and in some instances reverse the realised achievements. Investments for the next five years will, therefore, prioritise social mobilisation interventions, engagement with the traditional and cultural institutions for attitude change and cultural transformation. Engaging men and boys who occupy positions of influence at the family, community and policy-making levels shall be scaled up. Particular emphasis shall be on the young generation.

1.6.8 Promotion of a supportive environment for the empowerment of women and girls.

The government will continue with affirmative action for women to participate in governance structures at all levels so that they can influence decisions towards investments in their issues. To ensure accountability for gender, the government will continue to implement, gender-responsive budgeting through the PFMA. Tracking of the funds allocated by different sectors, local governments, in particular, will be undertaken to make sure that it benefits women and girls.

Evidence in the form of gender-disaggregated data and information will continue to be generated from all national surveys and studies, repackaged and popularised for planning and advocacy. Other interventions will include social mobilisation in order to change negative social norms and gender stereotypes. Involvement of men and boys to promote the rights of women and girls will be given priority.

Table 1: Summary of the national priorities for accelerating progress for women and girls for the next five years (2020-25)

No	National Priorities	Proposed /Interventions areas
1.	Women's economic empowerment	<ul style="list-style-type: none"> • Women's entrepreneurship and women's enterprises • Public Procurement • Right to work and rights at work • Unpaid care and domestic work • Strengthening women's participation in ensuring environmental sustainability • Digital and financial inclusion of women • Agriculture (commercial agriculture and Agro processing) • Changing negative social norms and gender stereotypes
2.	Women and girls' education and skills training	<ul style="list-style-type: none"> • Quality education, training and life-long learning for women and girls • Vocational training, skilling and participation in STEM • Changing negative social norms and gender stereotypes
3.	Women's health	<ul style="list-style-type: none"> • Access to affordable quality health care, including sexual and reproductive health and reproductive rights • Changing negative social norms and gender stereotypes
4.	Ending gender based violence and promotion of women's rights	<ul style="list-style-type: none"> • Eliminating violence against women and girls • Equality and non-discrimination under the law and access to justice • Changing negative social norms and gender stereotypes
5.	Gender responsive social protection	<ul style="list-style-type: none"> • Cash transfers, pensions and universal health coverage. • Changing negative social norms and gender stereotypes
6.	Basic services and infrastructure	<ul style="list-style-type: none"> • Water, sanitation and Hygiene, transport, communication, Energy, Technology and ICT • Changing negative social norms and gender stereotypes
7.	Promotion of supportive environment for women's empowerment	<ul style="list-style-type: none"> • Political participation and representation of women • Gender-responsive budgeting • Gender statistics • Changing negative social norms and gender stereotypes

SECTION TWO: PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN

2.1 INCLUSIVE DEVELOPMENT, SHARED PROSPERITY AND DECENT WORK

Critical areas of concern

- A. Women and poverty
- F. Women and Economy
- I. Human rights of women
- L. The girl child

This sub-section will cover actions undertaken to advance women's role in paid work and employment; actions to recognise, reduce and redistribute unpaid care and domestic work and to promote work-family reconciliation.

2.1.1 Actions taken to advance gender equality in relation to women's role in paid work and employment.

Strengthened and Enforced laws and policies

The Employment Act (2006) and Employment Regulations (2011) provide for equal rights to and protection of women and men in employment. In accordance with Section 6 (3), discrimination in employment is unlawful.

The Ministry of Public Service which is responsible for recruitment, retention and management of public officers implemented the Public Standing Orders (2010 Edition) which oblige the government to ensure equal pay for work of equal value. The Ministry issued Guidelines for mainstreaming Gender in human resource management in the public service for eliminating gender-based discrimination, ensuring adequate gender balance in decision-making, determining equitable conditions of employment and elimination of sexual harassment.

The Ministry continued to implement a "Gender lens" project which started in 2012. All staff in the Ministry of Public Service, delegated officers in different MDAs including members and staff of the Public Service Commission were trained to employ a gender lens in all activities of the sector. As part of accountability mechanisms, all Accounting Officers in government sign performance agreements which oblige them to implement and report on activities including cross-cutting issues such as gender, HIV/AIDS, environment and good governance.

Efforts to promote equal participation and prohibit discrimination in public service through these and other laws and policies have yielded results. Women representation at cabinet increased from 14.7% in 2006/2011 to 28.8% for the 2016/2020, EOC (2018). In the government Ministries, women constitute 39.8% of the total staff in the 21 ministries analyzed. The Ministry of Justice and Constitutional Affairs has the highest female staff at 52.6% followed by the office of the president with 51.1% female staff.

Forty-five per cent (45%) of the positions of Permanent Secretaries were occupied by women while 42.9% of the leadership positions to statutory commissions were held by women. The Judicial Service Commission had the highest female representation at 62.5% while public Universities had 37.7% female representation. 58.1% of staff in public hospitals were females while 36.6% of all district staff positions were occupied by women.

Table 2: Composition of staffing positions in government ministries by sex

S/N	Position	Female	Male	Total	% Female	% Male
1.	Permanent Secretary	9	11	20	45.0	55.0
2.	Directors	11	29	40	27.5	72.5
3.	Under Secretary	11	16	27	40.7	59.3
4.	Commissioners	30	126	156	19.2	80.8
5.	Assistant Commissioners	61	172	233	26.2	73.8
6.	Principal Officers	165	389	554	29.8	70.2
7.	Senior Officers	351	646	997	35.2	64.8
8.	Officers	885	948	1833	48.3	51.7
9.	Support Staff	1417	2103	3520	40.3	59.7
Grand Total		2940	4440	7380	39.8	60.2

Source: Computed by EOC from IPPS data set & MPSS, 2016/17

Regarding women in economic decision making bodies, there were only two (2) women out of the 24 Managing Directors and four (4) Assistant Managing Directors (Executive Directors) in commercial banks in Uganda. Three (3) out of 11 were Executive Directors at the Central Bank (Bank of Uganda) and Seven (7) out of 28 were at the level of Directors in the same institution.

However, there were lower levels of women representation in the key decision making positions of Directors, Under Secretaries, Commissioners, and Assistant Commissioners at 24.8% in Public Service.

Uganda's economy is largely private sector-led employing more people than the public sector. Uganda adopted a practice of protecting the rights of women in the private sector. The Private Sector Foundation (PSFU) with support from UN System signed up to the Gender Equality Certification Seal in 2016. The Seal provided private companies with a mechanism of levelling the playing field for both women and men at the workplace. Since 2016, 40 out of the 240 business associations, companies, regulators, and state bodies have received the seal. These include MSEs, banks, and multinational corporations such as Pepsi Cola, and telecommunications companies. The organizations that signed on the gender equality seal certification committed to eliminating gender-based pay gaps, increasing women's role in decision making, enhancing work life balance and women's access to non-traditional jobs, eliminating sexual harassment at work and using inclusive and non-sexist communication.

Anecdotal evidence revealed that companies which implemented the gender equality seal had improved productivity in their companies.

Sexual harassment

The Sexual Harassment Regulations of 2012 require that each workplace puts in place a sexual harassment policy and a committee to handle reported cases. The Ministry responsible for labour continued to inspect all workplaces and to enforce compliance with the labour laws. One of the issues on the inspection checklists was whether workplaces had sexual harassment committees and mechanisms to handle sexual harassment when it occurred. Institutions with good practices in enforcing sexual harassment prevention at the workplace through implementing institutional anti-sexual harassment policies and regulations included Makerere University.

Makerere University had a revised Anti Sexual harassment policy (2018), established a referral pathway for tracking and reporting for sexual harassment cases, constituted the Vice Chancellor's Roster of 100 eminent staff and students, for handling sexual harassment cases, production of a variety of IEC materials, production and dissemination of the policy to over 50,000 students and staff. In partnership with Gulu University funded by UN Women with UGX 761,000,000 for two years (2019 – 2020), the university will scale up these activities. In particular, 200 student champions (males and females) were to be trained annually in order to lead campaigns and mobilization on anti-sexual harassment across the student communities in colleges, hostels, and halls of residence.

Informal sector

The informal sector continued to play a vital role in the development of the country and the growth of women. More women (95%) than men (92.6%) were in the informal sector. Overall women constituted 48% of the employees in the informal businesses. Unlike men, women dominated the category of 'contributing family workers. To support women working in the informal sector, the government invested in the constructing of public markets particularly for traders in Kampala Capital City and other major towns namely; the seven (7) Municipal/Town Councils of Kampala, Jinja, Mbale, Lira, Gulu, Hoima and Fort Portal. Childcare services were included in the design and construction of the markets to support women performs their dual roles.

Minimum wage

The government initiated a review of the minimum wage to match the cost of living and growth achievements in the economy. The Minimum Wage Board was set up and made recommendations for fixing the minimum wage.

Skills Development

In line with the SDG 4.4 and to respond to the challenges of unemployment among girls, the government implemented; skills development and internships, supported businesses in the informal sector, an apprenticeship at workplaces, and establishment of informal business

shelters. To close the mismatch of skills between education and formal employment, government-initiated supported young women and men to work as volunteers.

The government put in place a policy on internship where students from universities and other tertiary institutions are placed within government agencies to get hands-on knowledge and experience of the workplace as part of their examinable courses. In addition, there were graduate programmes for apprenticeship. Best practices included; the programmes run by different MDAs such as Ministry of Education and Sports (MoES), Kampala Capital City Authority (KCCA), MGLSD, Uganda Revenue Authority (URA). MoES in collaboration with the Uganda Manufacturers Association (UMA) implemented an internship placement program where graduates were trained and placed in companies to acquire skills and ethics.

Table 3: Internship placement by Ministry of Education and Sports and Uganda Manufacturers Association in FY 2017/2018

University	Females	Males	Female%	Male%	Total
Makerere	504	1,108	31.3	68.7	1,612
Gulu	58	204	22.1	77.9	262
Lira	50	889	5.3	94.7	939
Kyambogo	186	1,102	14.4	85.6	1,288
MUBS	272	226	54.6	45.4	498
Muni	34	96	26.2	73.8	130
MUST	458	930	33.0	67.0	1,388
UMI	40	30	57.1	42.9	70
Totals	1,602	4,585	25.9	74.1	6,187

Source: Education and Sports Sector Annual Performance Review Report (2017/2018)

Out of the 6,187 students placed 1,602 (25.9%) were girls and 4,585 (74.1%) were boys for that particular year.

The government with support from the UN System established the **Green Jobs Programme** which targeted both educated and uneducated driven by the need to enhance labour output, reduce poverty and reduce the negative environmental impact as well as promote health and safety at work. The women and youth on the project were encouraged to engage in the environment friendly activities such as manufacture of echo stoves, paper recycling, and garbage collection in order to reduce pollution and improve energy efficiency.

Government and the UN System allocated USD.2Million and 7 billion Uganda shillings. By 2019, 1,952 beneficiaries (1,125 young women and 827 men) operating in 168 groups has been supported with equipment and tools to start *jua kali* enterprises. These enterprises include; tailoring, cosmetology, IT machines, paver making, metal fabrication, car washing, motor mechanics among others. The equipment provided were sewing machines, cosmetology machines, milling machines among others. Among the groups, 7 youths and women groups were supported with innovation

Source: Green Jobs Programme Secretariat, MoGLSD

Under the graduate volunteer scheme of the same programme, young people holding graduate degrees, Masters and Diplomas between the age of 18 and 35 were placed in various

organisations for one year who were paid by the programme. The requirement was that 50% of the beneficiaries were expected to be young women. Considerations were also put in place for persons with disabilities. By June 2019, about 197 had been enrolled in the scheme and another 55 were to be deployed by August 2019.

In 2017, State House under the President's directive started the project on "Skilling the Girl Child" with the aim of empowering underprivileged girls with various skills in tailoring, weaving, embroidery, knitting, shoemaking, hairdressing, bakery and confectionery among others. The initiative aimed to reduce the unemployment rates of young girls by equipping them with practical knowledge and skills to start up their own ventures.

The initiative was implemented in six centres in Kampala. The programme targeted vulnerable girls (aged 15-30) who had dropped out of school, those never attained any education, unemployed girls and orphans. The fourth intake on the programme was in January 2019. By May 2019, over 12,568 girls had benefited from the programme

The courses were free of charge and girls were admitted on presentation of national ID and recommendation from the Local Council Chairperson. Lunch was provided since most of the girls were from humble backgrounds. The girls were trained for one month and obtained Certificates upon completion and capital in form of cash and equipment depending on the course undertaken. Each girl is given Ugx.1, 000,000/= (USD 250) as start-up capital. Experience showed that after graduating, some girls decided to combine their capital by teaming up and forming groups to start businesses.

Financial Inclusion and Access to Credit

Government launched the **National Financial Inclusion Strategy (NFIS) 2017-2022**, which had specific focus on women, youth and rural populations. The Government passed a comprehensive **National Cooperative Policy in 2011**, as well as a **Cooperative Societies Act (Amendment Bill 2015)**, all of which created an enabling environment for cooperatives and SACCOs to thrive. A special fund at the Micro Finance Support Centre was established, out of which SACCOs and Cooperatives could access loans at affordable rates. Women continued to participate in Savings and Credit Cooperatives Organizations (SACCOs). Through the SACCOs, women acquired financial literacy training, obtained loans, and, collectively saved money for both home and business investments. 77% of the adult females were financially included while 23% were excluded. However, 48% of the adult women never saved their income with any financial institution, 26% saved with informal saving schemes (ROSCAs, VSLAs and Merry-go-rounds), and 10% used formal saving mechanisms. Regarding credit services across financial institutions, 57% of the adult women never borrowed, 23% used informal lenders, and only 4% borrowed from formal lenders (Finscope, 2018). During the reporting period, 73% of women who own mobile phones in Uganda used it for financial transactions (UDHS, 2016). However, the barriers to limited demand to financial services included; proximity to service providers, lack of awareness and information. Women through the use of mobile phone banking services have utilized mobile phones for financial transactions including depositing their market sales and savings, borrowing money and money transfers.

2.1.2 Recognizing, reducing and/or redistributing unpaid care and domestic work

In line with SDG 5.4, the government put in place actions and measures to reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation. The Employment and the Employment Regulations entitle all working women to 60 working days of

maternity leave and 4 days paternity leave for fathers. During this period, the public service standing orders (2010) which guide the recruitment, management and conduct of public officers were amended to integrate gender-responsive provisions.

The government developed the Integrated Childhood Development Policy (2016) which provides direction and guidance to all sectors for quality, inclusive and coordinated ECD services and programmes. In the implementation of the policy, various MDAs put in place childcare and breastfeeding, for example, The National Parliament, Uganda National Roads Authority and the National Service College of Uganda (CSCU). The government also promoted childcare centres in communities and informal sector work settings such as markets.

The Older Persons Policy (2009), encourages home and family-based care for older persons. It discourages institutionalization of older persons except in exceptional circumstances where the frail older persons do not have the next of kin. This places the care in the hands of mainly women in the families. However, there are some institutions of older persons in this category managed by religious organizations. In addition, the implementation of the Senior citizens' grant has assisted frail older persons to cope with vulnerability.

The majority of household members involved in fetching water were adult females (41%) followed by female minors (22%). This was the trend for both female and male-headed households. Compared to 2012/13 the trend has largely remained the same in the rural, urban and sub-regional levels confirming the burden of fetching water on women and girls (UNHS 2016/17).

To reduce the time women and girls spend on water collection which is one of the unpaid care activities, the government invested in extending piped water to rural communities, construction of gravity schemes, and boreholes, as well as the promotion of household water harvesting technologies. This reduced the distance to and time spent at water sources. As regards to firewood collection, the government has continued to promote energy and labour-saving technologies such as low-cost cooking stoves, briquettes, biogas technologies, solar technologies for housed use. Government has also popularized agroforestry and establishment of woodlots for firewood use. Government has continued to implement a rural electrification programme. Details to this section are in section 2.6.

Campaigns and awareness-raising activities were undertaken mainly by CSOs. For example, UWONET conducted a study in selected districts, on unpaid care work. UWONET and its membership organizations conducted several sensitization meetings with members of Parliament and lobbied for recognition of unpaid care and domestic work in laws and policies. In turn, members of Parliament conducted media briefings, advocacy and campaigns on recognition and sharing of unpaid care work. UWONET also trained selected cohorts of officers from MDAs, CSOs, and Local Governments on the understanding of unpaid care and domestic care work.

2.1.3 Fiscal consolidation measures

During this period, the government did not undertake any austerity measures to cut public expenditure or public sector downsizing. Ministry of Finance Planning and Economic Development (MoFPED) introduced financial reforms to increase efficiency and accountability in the utilization of government resources. One such measure was the introduction of Single Treasury Account (STA) which eliminated multiple bank accounts operated by different MDAs which were prone to

abuse. The second measure was the enactment of the Public Finance Management Act (PFMA 2015) which positioned gender and equity at the centre of the country's macroeconomic policy. The implementation and achievement of this act is discussed in sections 1.2.7 and 1.3.1.

Challenges

Despite the measures put in place, there are still few women in employment. Only 26.3% of women are in paid employment. There is limited data on the magnitude of sexual harassment at workplaces.

2.2 POVERTY ERADICATION, SOCIAL PROTECTION AND SOCIAL SERVICES

Critical areas of concern in the Beijing platform for action:

- A. *Women and poverty*
- B. *Education and training of women*
- C. *Women and health*
 - I. *Human rights of women*
 - L. *The girl child*

This sub-section discusses measures and actions undertaken to reduce/eradicate poverty among women and girls through

- *Broadening women's access to land, housing, transport, justice, and agricultural extension services and entrepreneurship as well as public works and pensions as avenues to eradicate poverty among women.*
- *improving access to social protection for women and girls*
- *improving health outcomes for women and girls*
- *improving education outcomes and skills for women and girls*

2.2.1 Actions to reduce/eradicate poverty among women and girls

Access to land

In line with SDG 2.3, the Government implemented interventions to guarantee the security of tenure for women. There were actions to broaden women's access to land in accordance with the Constitution (Article 33) (4), National Land Act (1998) and the National Land Policy (2013). The National Gender Strategy on Land (2016) was developed and guided all stakeholders on land rights and gender-related reforms. It also guided on gender mainstreaming in the land sector and emphasized transforming norms that reinforce gender inequalities particularly in the land tenure governance in the country.

Among the strategies undertaken was the systematic adjudication, demarcation and certification of land parcels owned individually or by groups such as families, clans and communities. Protection of land rights through the demarcation and certification of communal land rights is key for women's empowerment. In the last five years, the government focused on:

- Issuance of Certificates of Customary Ownership (CCOs)
- Establishing Communal Land Associations (CLAs).
- Demarcation, registration and issuance of individual lands in rural and peri-urban areas

Certificates of Customary Ownership (CCOs)

Section 237 of the 1995 Constitution of the Republic of Uganda recognizes four tenure systems; customary, freehold, leasehold and mailo. Customary land tenure accounts for 80% of Uganda's land. The government started to document and securing land rights under customary systems and issued a Certificate of Customary Ownership (CCOS) in line with the law. The exercise started with

pilot districts and CCOs were issued to individuals, couples and or groups. This helped women to acquire certificates in their own names. For example, in Pader district in Northern Uganda, a total of 6,851 people benefited of which 4,096 were women and 2,755 were men. These included 31 disabled men and women. The total acreage of the land demarcated was 65,167 acres. In Kabale district in the Southwestern region, a total of 1,246 CCOs were issued of which 100 were for women, 450 jointly registered and 125 for family. Among the beneficiaries in Nwoya district, included youth, and persons with disabilities.

The CCOs made the owners bankable. In Kasese district in the western region, CCOs were being used as collateral by owners to access credit from commercial banks. For instance, Post Bank issued loans to 15 CCOs owners with an average of UGX 10m each. Centenary Bank gives loans on confirmation by the District Land Board that the consent has been given on the application even before the CCO has been issued.

Furthermore, Banks introduced new Bank Products to support the process of issuance of Freehold Certificates upon Conversion from CCOs such as:

Chapa loan of Post Bank has been introduced to support the landowners who want to graduate from CCOs by financing the costs of survey so that the borrower can get a freehold certificate of title. The bank has entered into a partnership arrangement with a survey firm.

Under CenteLands, Centenary Bank has a facility to pay for the costs of surveying to assist CCO holders to upgrade at the cost of UGX 1.2 million, payable monthly for one year. Under this arrangement, Centenary Bank is prepared to pay for the costs of systematic demarcation of land held under CCOs.

Source: MoLHUD, 2019

Establishing Communal Land Associations (CLAs).

In areas where land is traditionally owned communally, the government started to formalize land associations by establishing Communal Land Associations (CLAs). The Ministry of Lands Housing and Urban Development conducted consultations with clan elders in the districts of Napak, Kotido, Moroto and Kabong in Karamoja sub-region who formalized and registered communal Land Associations. By 2019, Karamoja sub-region had 12 CLAs, eight (8) in Napak, eight (8) in Moroto, twelve (12) in Kotido, and twelve (12) in Kabong. While women may not be able to own land under this system, their user rights are protected. In any case, even individual men do not own it.

Demarcation, registration and issuance of individual lands in rural and peri-urban areas

In 2017, Government decentralized land registration by creating land zonal offices in order to bring services of land registration nearer to the people. By 2019, 21 Ministerial Zonal Offices (MZO) were in place. This contributed to efficient and effective land administration in the country

and improved delivery of basic land services to the population. The extent to which women registered land when services were brought nearer to them is presented in Table 4.

Table 4: Land Ownership by sex as at 21st November, 2017 for selected MZOs

Zonal Office	Leasehold		Freehold		Mailo	
	Men	Women	Men	Women	Men	Women
Kampala	4,061	1,030	917	187	32,012	14,547
Jinja	2,270	738	8,686	2,848	-	-
Masaka	10,599	717	11,633	4,043	33,264	7,654
Total	16,930	2,485	13,646	3,709	65,276	22,201

Source: MLHUD, 2019

To curb the vice of loss and manipulation of titles, the government introduced the land information systems where land titles were digitized. The digitization of land records improved efficiency in land transactions through the reduction in the time taken to register land from 52 days in 2010 to 30 days in 2016. There was also a notable increase in the trends in land registration over the years in the zona land offices.

In addition, the government implemented the systematic Land Adjudication and Certification (SLAAC) programme in some of the districts across the country as a way of improving tenure security especially for the women and other marginalized groups of people. Under this programme, government-subsidized the cost of acquiring land titles and individuals pay only UGX.70, 000 approximately (USD19).

The government was in the process of integrating the national lands information system with the national identification system to ease verification of information and proper disaggregation of data with gender aspects inclusive. The succession law was also being amended to bridge all the gaps that lead to inequality in the inheritance of property like land, houses among others.

Some CSOs such as Uganda Land Alliance continued to sensitize communities particularly women on land rights and modes of acquiring ownership.

Access to housing

The government recognizes the strategic, social and economic importance of housing in the national economy and particularly to the social-economic transformation of the country in accordance with SDG11 which affirms the importance of the right to housing. The National Housing Policy (2016) was developed and its vision is “adequate housing for all”. The policy recognizes that adequate housing for all is a right that must be progressively realized. The National Building Code and Regulations which operationalize the Building Control Act (2013) was gazetted to among others enhance accessibility to the built – environment. This is important for PWDs and the elderly.

The government developed prototype plans that were available for free for anyone interested in building a house. They provide guidance on what materials to use. Many people especially women did not know about this facility.

The housing status in the country was at seventy-two (72%) of the households living in owner-occupied dwellings a decrease of 5% from 77% in 2012/13 (UNHS2016/17). The majority of households in rural areas live-in owner-occupied dwellings (83%). The majority of the owner-occupied houses (41%) are jointly owned by male and female household members, 28% are owned by female members and 31% are owned by male members.

Access to transport

The transport sub-sector is governed by the Uganda Road Fund Act (2008), Uganda National Roads Act and the National Road Safety Act (1998). The National Transport Master Plan (2009) puts emphasis on improving transportation to hard- to- reach areas using water transport. During this period, the government focused on the expansion of road infrastructure particularly to the hard to reach areas, namely the islands and the mountainous areas. Connection of islands and sub-regions was done through ferries to facilitate the mobility of people and the transportation of goods and services. By 2019, there were nine (9) ferries which offered free transport to women and girls on different water bodies out of which 4 were serving islands.

Cable footbridges were built to connect mountainous areas in hard to reach districts such as Sironko and Mbale which eased the movement of women and girls to access health facilities and schools. In addition, 49 bridges were built across 13 sub-regions of the country since 2014. The government put in place a provision which emphasizes the construction of roads with walkways. This was for the safety of children and women. Fly-overs which allowed people, especially women, to cross roads in busy areas easier and safely were constructed in Kampala.

Agricultural extension

Agriculture on average employs about 77% of the rural adult population especially for the poorer households (89%). Women constitute 82% of the agricultural workforce. Of the female-headed households who form 32% of all the households, 78% of them were involved in agriculture in 2013/2014 and this increased to 82% in 2015/2016 while the percentage of the male-headed households engaged in agriculture remained at 66%.

In line with SDG2 target 2.3, the government endeavoured to improve the availability of extension services to the rural population. The National Agriculture Extension Policy (2013) promotes access to appropriate information, knowledge and provision of technology to the farmers. Agricultural extension services in Uganda entail advice on good agricultural practices, control of crop and animal diseases, use of modern farm inputs and technology, marketing agricultural produce, environmental conversation, and advice on credit services, among others.

The government restructured the agricultural extension services in 2014 and formulated a Single Spine Extension Services (SSES) model for purposes of reducing the human resource gap in extension which was estimated to be 86%. Through this, extension staff were recruited at the district level. The staffing position increased from 11% in 2014/2015 to 50% in 2016 and to 61% in 2017. The ratio of the extension worker per population reduced to 1:1000 in 2017 from

1:5000 in 2014/2015. These staff provide extension services to the 8.1 million smallholder farmers including women farmers mainly through farmer groups.

There were also private sector actors who provide agricultural services but women were likely to benefit more from public extension services. The challenge, however, was that women accessibility to extension services was limited because the traditional approach was top-down and biased towards the male heads of households. This, coupled with gender relations at the household level resulted in lower extension service contact to women farmers (14%) compared to men (30%)

Access to Justice

Access to justice in Uganda is delivered through the Justice, Law and Order Sector (JLOS) which includes Uganda Police Forces, Judiciary, and Directorate of Public Prosecution among others. The Ministry of Justice and Constitutional Affairs developed a Gender Bench Book (GBB), (2016) to address the gender capacity gap in the judiciary. The GBB was used to equip judicial officers (judges, magistrates, and all judicial office holders) with skills to interpret existing laws, traditional, cultural and religious practices that are discriminatory so as to adjudicate cases in a gender-sensitive manner.

In addition, Justice, Law and Order (JLOS) through the Justice Centres Uganda (JCU) project continued to provide free legal services to poor, vulnerable and marginalized. JCU operated one-stop-centres with a broad range of legal aid services to all categories of vulnerable people in the community identified through a means and merit test. Some of these services included legal representation, mediation, referrals, awareness creation and outreach, as well as psychosocial support.

The Pro bono services to indigenous persons (Regulation S1 No.39 of 2009) requires advocates to provide forty (40) hours of Pro bono services every year or make payment in lieu. The Uganda Law Society (ULS) in partnership with the Uganda Law Council ran a pro bono scheme that offered professional legal aid free of charge or at a low cost to the vulnerable group or underprivileged persons. Among other services, the pro bono scheme provided alternative dispute resolution mechanisms (counselling, mediation, and reconciliation), legal representation in courts of law, legal advice and counselling, as well as legal and human rights campaigns. Table 5 shows that women are accessing justice through pro bono service although there were more men than women.

Table 5: Annual Pro Bono Day Highlights

Years	Total number of advocates	Clients		Total number of clients
		Male	Female	
2015	999	1,140	652	1848
2016	1009	950	910	1860
2017	1108	1271	739	2010

Source: Uganda Law Society (www.uls.or.ug/projects/probono)

Over twenty (20) civil society organisations under Legal Services Providers Network (LASPNET) provided legal and advisory services to indigent persons. Over 350 advocates enrolled into the scheme which by 2017 was being implemented in the districts of Jinja, Gulu, Kabarole, Kabale, Masindi and Kampala. Sensitization workshops were undertaken to enlighten communities on the pro bono regulations

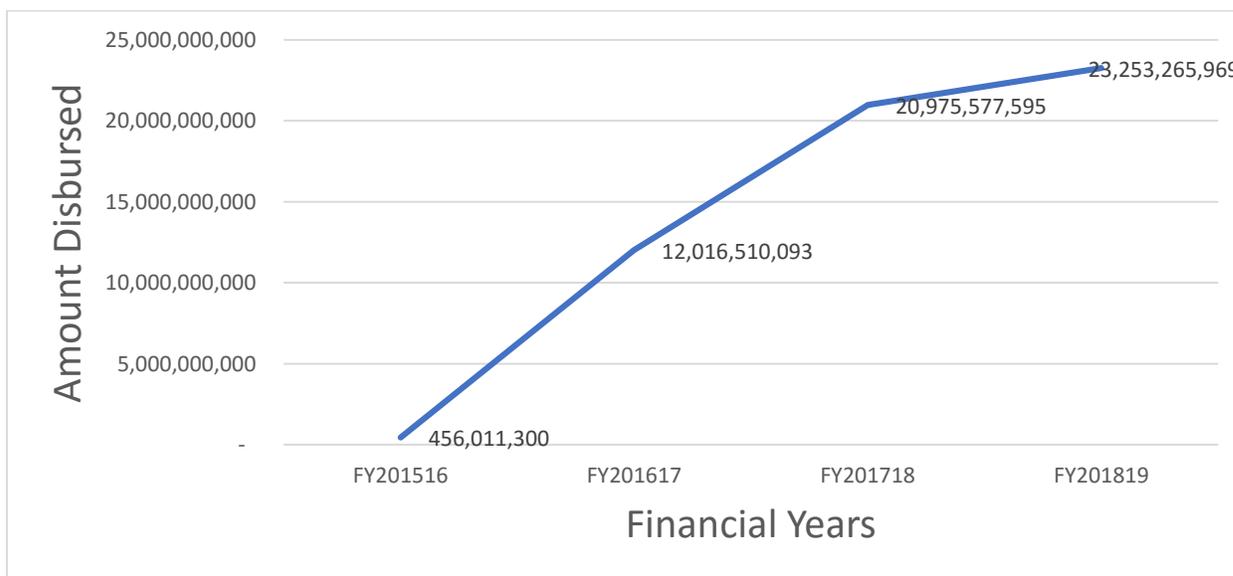
Women entrepreneurship and enterprises.

Women entrepreneurship and business development activities were guided by the policy framework which included the Ministry of Trade, Industry and Cooperatives Sector Development Plan (2015-2020), Social Development Sector Development Plan (2015-2020), Buy Uganda Build Uganda Policy and Implementation Strategy (2014). Actions included accessing women entrepreneurs with credit and soft loans, providing advisory services and capacity building in entrepreneurship.

In 2015, the government established the Uganda Women Entrepreneurship Programme (UWEP) which offered affordable credit to women in groups for enterprise development. The revolving fund targeted women between 18 and 65 years but was later revised to include women of over 65 years who were able to engage in businesses. Women in groups of 10-15 engaged in enterprises such as agriculture (crop production and animal husbandry), retail and wholesale businesses, metal fabrication, value addition to agricultural products, transport businesses as well as embroidery and catering.

By 2019, government investment per year had increased from 456m in 2015/16 to UGX 23bn FY 2018/19 in the Women Entrepreneurship Fund as seen in the trend analysis below.

Figure 5: Trend of investment in Women Entrepreneurship Fund (UGX)



Source: MGLSD, 2019

By 2019, 9,660 projects had been funded to a tune of UGX 56.7 bn benefiting 120,873 women as indicated in Table 6.

Table 6: Disbursement by number of groups, amount and number of women

FY	PROJECTS	No. of WOMEN	AMOUNT DISBURSED
FY201516	94	1,148	456,011,300
FY201617	2,318	29,339	12,016,510,093
FY201718	3,660	46,035	20,975,577,595
FY201819	3,588	44,351	23,253,265,969
Grand Total	9,660	120,873	56,701,364,957

Source: MGLSD, 2019

The majority of the women groups who benefited from the fund were engaged in wholesale and retail trade. They mainly sold agricultural produce and farming (crop farming, bull fattening, and poultry). Table 7 shows the type of enterprises the beneficiaries were engaged in.

Table 7: Number of Projects, number of women and investment per sector

Sector	PROJECTS	WOMEN	AMOUNT
Agriculture	3325	41574	18,706,609,605
Agro Forestry	81	964	451,611,510
Agro Industry (Value Addition)	79	962	568,307,105
Creative Industry	158	1939	866,033,700
ICT	8	86	57,311,600
Industry	643	7833	4,203,514,712
Services	933	11317	6,349,347,316
Transportation	58	698	519,799,913
Wholesale and Retail Trade	4375	55500	24,978,829,496
Grand Total	9660	120873	56,701,364,957

Source: MGLSD, 2019

Available evidence from the demographic data of the beneficiaries indicates that the primary target group of UWEP were unemployed and vulnerable women aged 18-30 years. Some of the beneficiaries had multiple vulnerabilities. Majority of the beneficiaries, 58.8% never attended formal education, 7.5% had some form of disability, 16.2% were GBV survivors, 7% were slum dwellers and 18.6% were living in hard to reach areas.

To address unemployment among young people, the government established the Youth Livelihood Programme in FY 2013/14 to benefit youth through livelihoods and skills development. The programme extended financial support to young people in groups 10-15 to engage in economic ventures and targeted 30%, young women. The government made a decision to reduce the number of beneficiary groups between 5 to 10 members. By May 2019, YLP had financed 20,159 projects benefiting 241,799 youth of which 45.6% were female.

Table 8: Breakdown disbursements by Sector 2013/14 – 2018/19

SECTOR / PROJECT TYPE	NO. PROJECTS	AMOUNT DISBURSED	%	BENEFICIARIES		
			INVESTED	MALE	FEMALE	TOTAL
Agriculture	6,911	52,150,499,754	32.55	46,589	38,301	84,890
Trade	6,442	46,140,830,022	28.80	42,053	35,931	77,984
Service	3,556	36,335,788,612	22.68	22,168	18,266	40,434
Industry	1,214	8,788,771,955	5.48	7,837	6,464	14,301
Vocational Skills	936	7,884,642,705	4.92	5,641	5,420	11,061
Industry Agro	700	5,905,005,680	3.69	4,709	3,835	8,544
Agro Forestry	221	1,512,491,319	0.94	1,394	1,178	2,572
ICT	95	815,464,735	0.51	600	447	1,047
Creative Industry	80	667,751,804	0.42	462	459	921
Health Care	4	37,000,000	0.02	24	21	45
	20,159	160,238,246,586	100.00	131,477	110,322	241,799

Source: MGLSD, 2019

Furthermore, Enterprise Uganda, a government autonomous agency in collaboration with a Development Partner implemented the programme on Strengthening Women Entrepreneurs Programme (SWEP) from 2014-2016. Through this programme, women were offered practical training and business advisory services based on the model of mind-set; skills; exposure and follow up (M-SEF) model. The programme supported women in Northern and Eastern Uganda who were equipped with entrepreneurship and business management skills. Spouses and male kin of the women beneficiaries were encouraged to participate in the project activities which facilitated the positive environment at the household level that supported women. Young women and girls were included as direct and indirect beneficiaries of the project. The project had exclusively two (2) HIV groups.

Over 5,000 women belonging to 67 groups were reached. As a result of the intervention, incomes of these women have increased by 80%, savings by 84% and women groups were linked to market off-takers, agro-input dealers and financial institutions. Groups have also witnessed an increased positive attitude towards women's role in family and business. Local leadership relations also improved and several women farmers adopted environmentally-friendly farming methods.

In addition, the government implemented other programmes with the aim of eradicating poverty from the population. These included Operation Wealth Creation, the Youth Capital Venture Fund and the Youth Livelihood Programme.

Participation of women in public works programme

There were a number of programmes with public works components implemented particularly in northern Uganda to address vulnerabilities and to create community assets, provide food items to households affected by famine and transfer of cash to poor households with labour capacity. The Northern Uganda Social Action Fund (NUSAF3) which was implemented to provide

effective household income support and to build the resilience of the poor and vulnerable households in Uganda.

The Northern Uganda Social Action Fund (NUSAF3) covered the 62 districts in eight sub-regions of Northern Uganda to provide effective income support to and build the resilience of poor and vulnerable households in Northern Uganda. It is implemented through 3 components:

- Labor Intensive Public Works (LIPW) - provides beneficiaries from poor and vulnerable households with a seasonal transfer in return for participation in LIPW to enable them to sustain and increase their assets and smoothen their consumption during lean seasons.
- Disaster Risk Financing (DRF) - implemented only in Karamoja provides temporary and rapid additional support to core LIPW clients in times of a disaster like a drought. It cushions household consumption from dropping and protects their livelihoods and assets.
- Improved Household Income Support Program (IHISP) – provides households with comprehensive skills development training, livelihood grants, and mentoring support to improve the livelihoods and increase the incomes of targeted households in Northern Uganda.

All the three (3) components had 5% provision for women in participation.

Table 9: Cumulative number of projects and beneficiaries under NUSAF3 Programme (2016 – 2019)

Component	Projects	Beneficiaries		Total	Amount of Funds (UGX)
		Males	Females		
DRF	434	31,062	43,974	75,036	31,068,368,557
IHISP	5818	30,232	45,877	76,109	103,135,485,113
SLP	168	3,722	10,942	14,664	6,048,000,000
LIPW	1649	103,758	103,357	207,115	102,034,733,528
Total	8069	168,744	204,150	372,924	242,286,587,198

Source: OPM, NUSAF3 Quarterly progress report January – March 2019

Other public works programmes included; Karamoja Livelihood Improvement Programme, Community-Driven Development Programme, and Agricultural Livelihoods Recovery Programme.

2.2.2 Actions to improve access to social protection for women and girls

Policies

The government put in place legal and policy frameworks and strategies to guide stakeholders involved in implementing programmes that aim at reducing vulnerabilities. These included: the National Social Protection Policy (2015) which guides on increasing access to social security, enhancing care, protection and support for vulnerable people. The National Youth Policy (2016)

and the Integrated Early Childhood Development Policy (2016) is an overarching guide in the delivery of ECD services which target children from conception to 8 years in the country.

Cash transfers

The Social Assistance Grant for Empowerment (SAGE) was implemented as a social transfer scheme to the older persons without a contribution-based- pension. The Senior Citizen's Grant (SCG) was a universal pension that targeted older persons of 65 years above but lowered to 60 years in the case of the more vulnerable Karamoja region. The older persons received Ugx.50,000/= (16 US dollars) every two months.

By May 2019, the programme had been rolled out to 61 districts benefiting 201,168 older persons of which 79,501 were men and 121,667 were older women translating into 60.4%. Sixty-six (66%) of the female beneficiaries of the SAGE programme did not have formal education while 54.8% possessed primary education. Program reviews revealed that 70% of the beneficiaries' reported having one or other form of disability (visual, audio, mobility, self-care and cognitive). Older females were more likely to have a disability compared to men, visual 84%, hearing 54%, mobility 72% and 33.2% self-care. The government approved the roll-out of the programme to cover the whole country starting with FY2019/2020. In the new districts where the programmes will be rolled out, only older persons aged 80 years and above will be entitled to receive cash transfers.

There were several lessons accruing from the implementation of SAGE. For example, primary beneficiaries were able to afford transport services such as hire of motorbikes to enable them to access health services in facilities. Some were able to afford labour for their gardens and tools while others were able to engage in off-farm trade activities. Most importantly, older women beneficiaries were able to care for the children under their care by offering them adequate nutrition, providing basic necessities and catering for non-tuition school dues.

The Workers Compensation Act (2000) provided for workers who get injured while at work. This cushions employee who get injured at work from the injury-related costs and the period they are unable to perform productive activities.

Pensions, Private and Informal Retirement Benefits Schemes

There were a number of retirement benefits schemes (mandatory, employer-based, voluntary occupational schemes and individual-based schemes). These schemes served both women and men employed in such organisations. The public service pension scheme, the oldest in the country targeted employees in the public service who receive pension and gratuity upon the mandatory age of retirement of 60 years. It is currently non-contributory pay-as-go retirement benefits scheme financed directly by tax revenues from the consolidated funds. The population covered under this scheme is estimated to be 1.1%. The National Social Security Fund (NSSF) the largest mandatory social security scheme targets employees in the private sector and specified government agencies. By 2018, NSSF had about 1.8million registered members and 561,343 active members. NSSF introduced a voluntary membership plan and had 6,148 subscribers in

2017. During the reporting period, the government initiated the review of NSSF law and introduced clauses that were women-friendly. The amended law shall:

- Improve coverage of NSSF to allow voluntary savings
- Extend coverage of NSSF to include informal sectors
- Reduce the age of access to the benefit instead of the current 55 years

The government introduced the plan to regulate the micro and informal pensions to protect workers and employers who were saving with informal and private schemes. The Uganda Retirement Benefits Regulatory Authority which was established by an Act of Parliament in 2011 continued to regulate the establishment, management and operation of retirement benefits schemes in both private and public sectors.

The Authority licensed “Mazima” Voluntary Individual Retirement Benefits Scheme (MVIRBS) and Kampala City Traders Association (KACITA) Provident Fund to pilot extension of coverage to self-employed workers. Membership of MVIRBS was open to anybody but the emphasis was on low-income earners. On the other hand, enrolment into KACITA Provident Fund was restricted to members of the association. The scheme targeted employers and workers that are not compelled to save by mandatory provisions of NSSF Act, granting them an opportunity to voluntarily save for their retirement.

Private retirement benefit schemes which exist in the country included those run by universities, banks, corporations and industries. By 2018, there were 64 schemes in the country benefiting women and men working in those organisations. Different sub-sectors within the informal sector also had established diverse forms of saving schemes which support members in times of crisis.

Health insurance

There were a number of companies that provided health group insurance for their employees and their families in partnership with private health insurance service providers. However, the coverage was still very low. Only 5.1% of the population was covered by national insurance 7.8% and 3.3% in the urban and rural areas respectively (UDHS 2016).

The community health insurance (CHIS) has been, for several years, promoted with support from families and health development partners. It was established in 1996 and has spread to 16 districts. CHIS is either community, service provider or third party managed. In the districts where it operates, families have been able to access health care services of a quality that they would not otherwise be able to afford or finance using life-sustaining assets.

Gaps and challenges

Social protection initiatives supported by the government in the country had limited coverage terms of population and geographical scope. The informal sector where the majority of the women operate was underserved. In addition, all the pension schemes did not have readily

available gender-disaggregated data. Therefore, it was not easy to establish the extent to which women are benefiting from these schemes.

2.2.3 Actions to improve health outcomes for women and girls

The government developed the Health Sector Development Plan (2019/2020) whose goal is to accelerate movement towards universal health coverage with essential health and related services needed for the promotion of a healthy and productive life.

Health infrastructure

Health services were delivered through two (2) national referral hospitals (Mulago hospital and Butabika Hospital for mental health), and 19 regional referral hospitals. In the local government, there were 147 district hospitals, 193 health Centre IVs, 1,250 health Centre IIIs located at the sub-county level and 3,610 health centre IIs located at parish levels. Health centre IVs serve as first referral facility providing comprehensive, obstetric and newborn care services in health sub-districts where there is no hospital. The government started to upgrade health centre IIs to health centre IIIs in a phased manner in order to bring services nearer to people, especially pregnant women.

The government invested in health infrastructure development, invested in the construction of new and rehabilitation of old infrastructure at various levels, provision of medical equipment and hospital furniture. The government built, rehabilitated and supplied commodities to the above health facilities. There was also a provision of solar lighting, improvement of operations and maintenance of health infrastructure and general transport in some districts. Examples of major infrastructural development projects were; the rehabilitation of national Mulago referral hospital, installation of medical oxygen plants in regional referral hospitals, construction of staff housing units focusing mainly in the hard to reach areas of Karamoja and solar system installations in health centres particularly HCIVs.

To promote women's health, the government constructed 450-bed specialised women and neonatal hospital at Mulago national referral hospital.

Health services

The government implemented interventions to accelerate the reduction in child mortality through immunisation against all killer diseases and also introduced immunological vaccine to prevent diarrhoea among children. There was increased supply and use of long-lasting insecticide-treated nets (LLINs) against malaria. Elimination of mother to child transmission of HIV was intensified through encouraging pregnant women to enrol on Anti-retroviral Therapy (ART). Training programmes for skilled birth attendants and other health workers was intensified. This helped to raise the newborn care standards and the diagnosis and management of common childhood illnesses.

Family planning services in the country were revitalised. A Family Planning Costed Implementation Plan (2015-2020) was developed and guided social mobilisation among the communities. There was an increased "method mix" of commodities which provided a wide choice for the intended users. Village health teams were trained to supply commodities to the

communities. As a result, Uganda received an award during the family planning conference in 2018. “Award for Excellence in Leadership in Family Planning at Country Level.”

The country prioritised delivery of the Uganda Minimum Health Care Package (UMHCP) through health promotion, disease prevention and community health initiatives in order to prevent and control communicable and non-communicable diseases (NCDs). Social mobilisations using different media channels including community engagements were carried out to increase community awareness on PMCT, fistula, viral load and safe male circumcision. Other issues communicated during mobilisation were hygiene and sanitation issues, nutrition, maternal health, sexual and gender-based violence and family planning.

Achievement in the elimination of Mother to Child Transmission (e- MTCT) response was realized from concerted Government and Partner efforts. National e-MTCT programming under the championship of the Hon. First Lady continued with campaigns to promote PMTCT. Over 80% of the facilities conducted birth cohort monitoring and follow- up of infants. Mother- baby care points were rolled out countrywide to optimize tracking, retention, follow-up and adherence. Safe male circumcision and male involvement remained a core prevention intervention.

HIV treatment, care and support services continue to take the highest investments in the HIV programmes. The Country adopted a test and treat approach for all HIV positive people including positive children. There was an increase in the number of sites providing ART for children. A curriculum on pediatric HCT was developed with support from PEPFAR and training of trainers on Pediatric ART care is done continuously.

Human resources for health

The Health Sector Development Plan (2015/16-2019/20) projected to raise staffing levels in public sector facilities from 69% in 2014 to 80% in 2018. The government made progress in improving the staffing levels from 70% in 2015 to 74% in March 2018. However, the number of health workers (doctors, nurses and midwives) per population was 0.4 per 1000 persons which are still below the recommended ratio by WHO standards of 2.5 per 1000 persons. To enhance the staffing situation, the government focused on strengthening community health workforce by establishing a committed and motivated cadre of community health extension workers.

In an effort to mainstream gender equality and promote conducive work environment, the Ministry of Health in collaboration with Intra Health trained health managers in districts and regional referral hospitals in occupation health and safety best practices and gender equality. The Ministry of Health and other partners put in place Sexual Harassment Prevention and Response System Guidelines for workers in the health sector at all levels. A trainees’ manual on mainstreaming human rights and gender in the health sector and guidelines on prevention and response to sexual harassment in the health sector were developed. Using the male involvement strategy (2011), Male Action Groups were engaged in women’s reproductive health, HIV/AIDS

and family health. Emphasis was on men's health so that they adopt better health-seeking behaviours and uptake of health services.

Progress

Consequently, there was improved health-seeking behaviour among the communities which is reflected in the change of the health impact indicators. For example, Antenatal care for four visits increased through minimally from 37% in 2016/2017 to 38% in 2017/2018. Maternal mortality reduced from 438 per 100,000 live births in 2011, to 336 in 2016. Health facility deliveries increased from 58% in 2016/2017 to 60% in 2017/2018. There was an increase in HCIVs offering comprehensive emergency obstetric care that is, performing caesarean sections including without blood transfusion from 70.4% in 2016/2017 to 78% in 2017/2018. The population accessing health care within 5km radius increased from 83% in 2013 to 86 in 2016/2017. However, there were regional variations with Acholi region having 34%.

Uganda made significant progress in the national HIV response. HIV prevalence declined among socio-demographic subgroups and across the country. The Uganda Population HIV Impact Assessment (UPHIA) (2017) demonstrated that HIV prevalence declined across socio-demographic subgroups and across the country. Among women and men, HIV prevalence declined from 8.3% and 6.1% in 2011 to 7.5% and 4.3% in 2016/2017 respectively. In urban areas, it declined from 8.7% to 7.1 % while in rural areas it fell from 7.0% to 5.5%.

The prevalence of the viral load suppression among all HIV positive people improved in the country. At the national level, 88.3% of individuals on ART that received the viral load last were suppressed (AHSPR 2017/2018). There were marked variations in suppression rates by age and sex with men having lower suppression rates (64%) than females (69%) and children less than 10 years having the lowest. Geographical variations were also noted across the country with West Nile (77.2%), North East (84.4%), Mid East (84.7%), South-Western (90.9) and Kampala (91.2%). This indicated that women are more likely to adhere to ART.

HIV-related mortality is declining due to increased enrollment of HIV positive people on antiretroviral therapy (ART). The UPHIA also showed that the HIV prevalence rate among the population aged 15-64 is 6.2%; 7.6% among females and 4.7% among males (MOH and ICAP, 2017). Uganda has also made tremendous achievements in countering the further spread of HIV and mitigating its consequences. Out of the 1.4 million people estimated to be living with HIV, 78% had been linked to care by June 2017.

Gaps and Challenges

Despite the interventions and progress in some health indicators, there was stagnation and in some cases reversal in some health indicators. For example, neonatal mortality has stagnated at 27% for the last 20 years. There are still challenges with health promotion indicators in the communities. Although 83% of household used pit latrine, 84% of the household do not have

handwashing facilities and of the household that had 8% had facilities with water only and only 6% had facilities with both soap and water (UNHS 2016/2017).

The health system continued to be funded by the multiplicity of stakeholders namely; government, health development partners, private sectors, communities and households. However, the health sector share of the total budget reduced from 7% in 2016/2017 to 6.4% in 2017/2018. For the last 7 years, the funding of the health sector in proportion to the total national budget has ranged from 5% to 8% far below from the recommended 15% of WHO.

HIV remains a major public health problem, and its consequences affect all sectors of the economy and all aspects of life. Of the estimated 1.4 million people living with HIV, about 300,000 of them remain undiagnosed and do not know their HIV status. These constitute mostly men, whose poor health care seeking behaviour remains an issue of great concern.

The greater risks of girls and women to HIV/AIDS are attributed to a multitude of factors. These include lack of access to adequate information and skills that can help them keep themselves safe from HIV; Early onset of sexual activity, multiple sexual partnerships and peer pressure; lack economic resources that would empower them to make informed choices and negotiate favorably for safer sex; and fear of violence which leads many women in relationships to keep quiet about protection methods.

2.2.4 Actions to improve education outcomes and skills for women and girls

To increase girls’ access, retention and completion of education, the government continued to implement Universal Primary Education (UPE) and Universal Secondary Education (USE) policies which were introduced in 1997 and 2007 respectively. The Gender in Education Policy (2016) guided the effective mainstreaming of gender throughout the education and sports sector. The Ministry of Education and Sports National Strategy for Girls’ Education (2014/15-2019/20) provided the national framework to guide the implementation and coordination of interventions designed to promote girls’ education in the country.

School infrastructure

The government invested in the expansion of classrooms and schools through construction and rehabilitation of old schools for primary, secondary and Business, Technical, Vocational and Training Institutions (BTNET). The BTNET Institutions include; Universal Post Primary Education and Training (UPPET) and Universal Post “O” Level Education and Training (UPOLET). As a result, the total number of institutions increased as shown in Table 10.

Table 10: The number of schools/institutions in Uganda

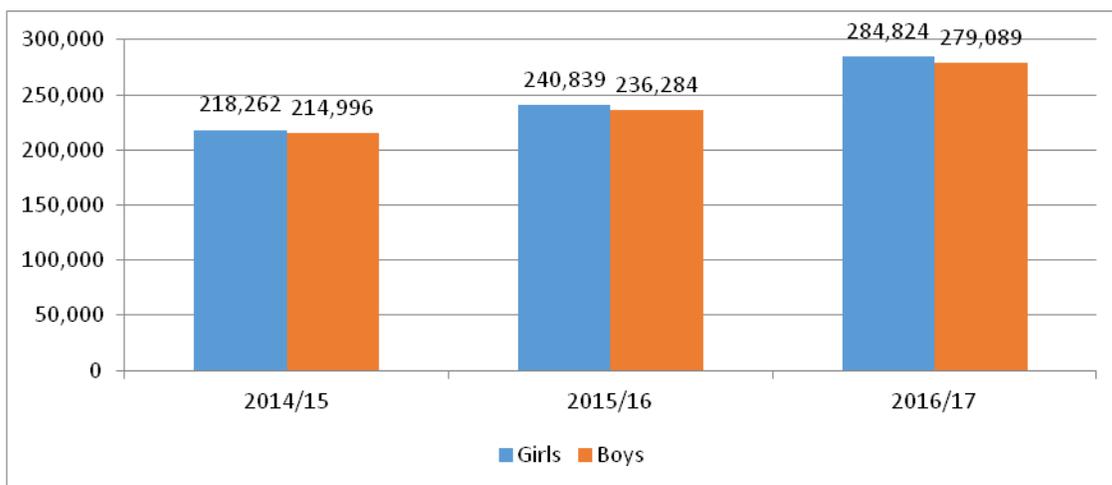
Type of school (Government)	2014/15	2015/16	2016/17
Primary	18,408	18,889	19,718
Secondary	1,018	1,021	1,058
BTNET/UPPET/UPOLET	103	103	115

Source: Ministry of Education and Sports Sector Fact Sheet (2002-2016)

The government with support from development partners constructed boarding schools for girls in hard to reach areas. For example, with support from Irish Aid, the government constructed boarding facilities for girls in 22 schools in Karamoja. Hostels for women were constructed in 7 vocational training institutions in Karamoja, Rwenzori and Albertine regions. To promote safe learning environment in Teacher Instruction Education Training (TIET) institutions, five (5) national teacher training colleges (Unyama, Kabale, Mubende, Kaliro and Muni) were rehabilitated and women-friendly facilities such as incinerators, childcare centres and facilities for PWDs were installed. These included incinerators, childcare centres and facilities for PWDs.

For the private sector run institutions, the government focused on providing a conducive environment, registration and regulation so that these institutions offer quality education for both girls and boys. For example, the Education Sector Early Childhood Development Policy (2007) which recognises ECD as the first level of education mandates MoES to register all early childhood development centres. According to the Education and Sports Sector Annual Performance Reports (ESSPAR), the enrolment of girls and boys in ECD centres increased. Specifically, from 2014/2015 to 2015/2016 total enrolment increased by 10% and by 18% in 2017. The Gender Parity Index (GP) at pre-primary level for the two financial years stood at 1.02 in favour of girls.

Figure 6: Enrolment by sex in early childhood development centres



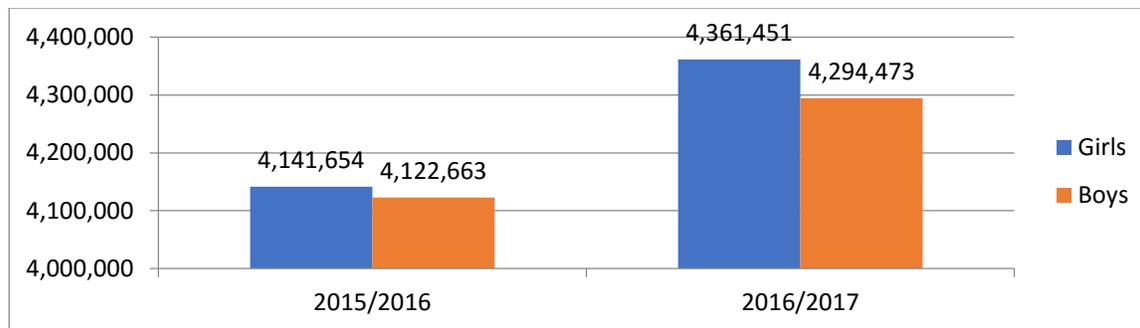
Source: MoES: Education Sector Annual Performance Reports

Addressing barriers to girls' education

The government implemented activities to reduce gender disparities especially by addressing barriers to girls' enrolment, retention and transition to next level as in the example below. The quality education initiative (QEI) programme for primary education targeted poorly performing districts. In such districts, dialogues were conducted on challenges leading to poor performance, solutions identified and actions undertaken. Issues which affected girls included; early marriage, violence, pregnancies and defilement. These initiatives led to increased enrollment of girls in primary education in 2016/17 compared to 2015/16. The

Gender Parity remained constant for the same period at 50.3% for females that enrolled at primary education as indicated in Figure 7.

Figure 7: Enrolment by Sex (Primary)

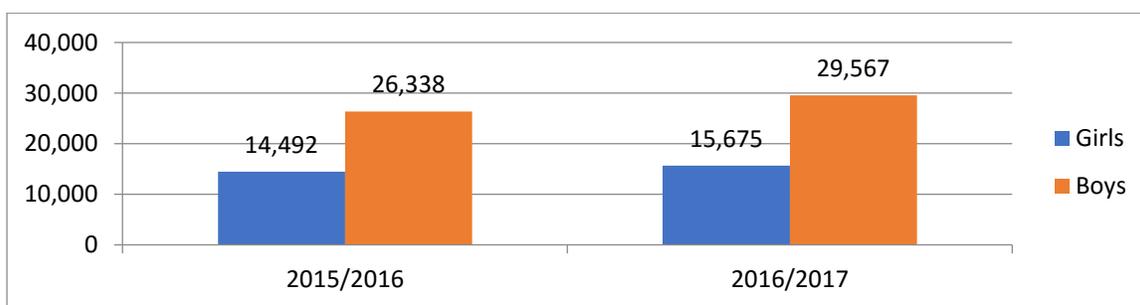


Source: MoES: Education Sector Annual Performance Reports

To address enrolment of females in BTVET Institutions which was still very low compared to males, Ministry of Education and Sports constructed additional facilities in seven (7) vocational institutes for female students including dormitories, washrooms and childcare facilities. Improvement of infrastructure for girls enrolling in Primary Teacher Colleges (PTC) was undertaken to accord girls' equal opportunity with boys. For instance, gender responsive accommodation for girls was constructed including latrine stances with doors and establishment of gender desks and officers in teacher training institutions to handle girls' issues and complaints.

Over the period, the enrollment of girls in PTCs fluctuated but the number of girls enrolling at this level was higher than boys.

Figure 8: Enrollment under BTVET



Source: MoES: Education Sector Annual Performance Reports

The government continued to implement affirmative action of 1.5 points for the girls enrolling in public universities. The Higher Education Financing Board which was established in 2014 continued to extend loans to students in the universities. However, the rate of female students accessing loans scheme since it started was still low at 28%.

Gender sensitive Curriculum reviews

Curriculum reviews for all levels were undertaken to ensure equal opportunity for boys and girls by removing stereotypes that reinforce gender inequality from learning materials. The National Curriculum Development Centre developed standards and guidelines for textbook developers and publishers to develop gender-sensitive materials and illustrations. All teaching and learning materials were vetted for compliance before approval for use. Various education institutions continued to integrate gender in education programmes. Makerere University, for example, implements a crosscutting course of gender for all undergraduate students in all colleges.

There was a continuous systematic capacity building of teacher trainees in teacher training institutions. In all the 46 National Training Colleges (NTC), teachers were trained as the gender trainers. Gender awareness creation sessions were conducted regularly for teachers during the holidays. As a result of the entrenched gender training in Teacher Training Institutions (TTIs), teachers graduate with an adequate understanding of the gender in education issues and how to respond to girls' specific issues.

For teachers in schools, government, CSOs continuously trained senior women and men teachers on different issues affecting the girl child namely; child marriage and teenage pregnancy, menstrual hygiene management, safe learning environment, violence against children in schools, adolescent health and gender-responsive pedagogy.

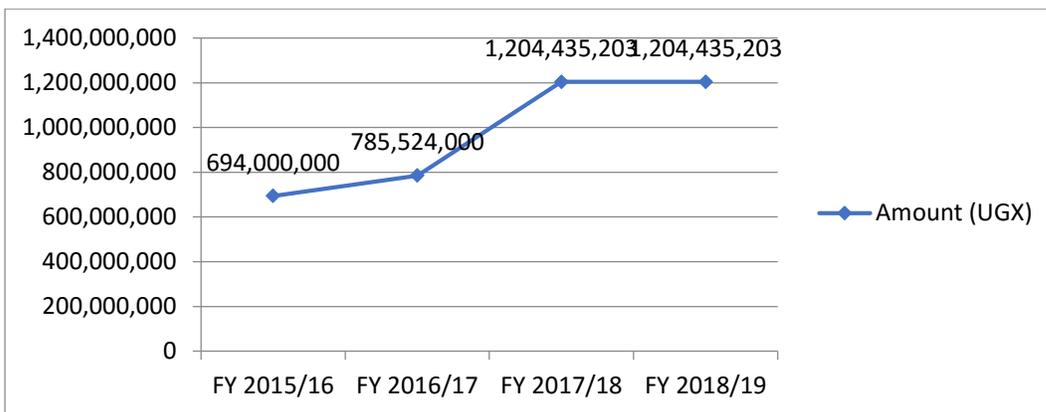
Menstrual Hygiene Management

In Uganda it is estimated that 25% of girls' miss schools due to menstruation-related problems (Adolescent Risk Behaviour Survey 2017). To address the issue of menstrual hygiene management, government popularised making and use of reusable sanitary pads which could be accessible to girls particularly those from the poor backgrounds. In schools, teachers, girls and boys are taught to make reusable pads. The School Facilities Grant (SFG) guidelines on construction of school facilities provide for separate toilet facilities for boys and girls in schools, washrooms for girls in primary and secondary schools. MoES developed and popularised Menstrual Hygiene Management Manual and advocacy is done during the commemoration of menstrual hygiene day on 28th May every year.

At the school level, senior women teachers supported girls with menstrual hygiene kits. Several NGOs, religious and cultural institutions work with school and communities to provide disposable and reusable sanitary towels, build the capacity of primary and secondary schools teachers on menstrual hygiene including the making of reusable pads and provision of water and sanitation services to girls in schools.

The government increased budgetary allocations for menstrual hygiene programme since FY 2015/16 as indicated in figure 9.

Figure 9: Budget allocations (UGX) to menstrual hygiene programme since FY 2015/16



Source: Gender and Equity Review of NDP2, NPA

Girls' participation in Science, Technology, Engineering and Mathematics (STEM). The government recognises that science, technology and innovation is critical for social-economic transformation of the country. In this regard, the government offers a preferential salary to scientists in public service who earn more than their counterparts who studied humanities. MoES implemented the Secondary Science and Mathematics Teachers (SESEMAT) programme for retooling teachers for improved teaching. The programme specifically targeted female science teachers to act as role models for girls' participation in STEM.

Scholarships for girls were offered by different organisations. Makerere University Council started tuition waiver scholarship for girls in 2010. The scholarship targets 20 girls per year and by 2019, 180 girls had benefited from it. The programme targeted 10 students in each of the 10 colleges. In partnership with MasterCard Foundation, the University started a scholarship in 2014 for students from poor social economic and disadvantaged backgrounds and supports 1000 students over a 10-year period. It has affirmative action for girls with flexible lower cut off points for girls.

CSOs such as FAWE, Women of Uganda Network (WOUGNET), Uganda Women Mathematics and Mathematics Society of Uganda offered scholarships to girls undertaking science subjects at secondary and higher education levels and oriented teachers in STEM. The same organisations in partnership with government conduct mentoring and promotion of girl's participation in STEM and BTNET. MoES in collaboration with Uganda Mathematics Society started a campaign for girls' participation in STEM and launched Miss Mathematics Awards. FAWE and other CSOs conducted competition for innovations amongst girls in secondary schools.

Furthermore, there was an increased institutionalisation of gender mainstreaming in public and private universities. Of the 12 public universities, seven (7) had gender policies in place while others had guidelines and regulations on the promotion of gender equality and empowerment of women (sexual harassment regulations), some had institutional mechanisms for the

promotion of gender equality and women empowerment in form of academic and administrative structures.

Non- formal Education

Non-formal education for women was delivered through Functional Adult Literacy (FAL) programme implemented by Ministry of Gender Labour and Social Development with assistance from NGOs and alternative basic education programmes of the Ministry of Education and Sports. FAL incorporates skills specific training in addition to literacy and numeracy and links literacy to people's livelihood and needs. It targets all persons of 15 years and above who missed opportunity of formal education during childhood and includes men and women of all ages and specific groups of marginalised persons such as prison inmates, PWDs, and ethnic minorities. Overall, literacy rates for adult persons aged 18 years and above increased from 67% in 2012/2013 to 74% in 2016/2017. Literacy rates were higher for males (81%) than for females (67%). However, literacy rates for women increased from 57% to 67% during the same period. Alternative basic education programmes were mainly implemented in Karamoja and hard to reach areas which enabled learners to be accredited to the formal education systems.

Gaps and challenges

Despite the impressive achievements in the promotion of girls' education, there are still challenges. Literacy rates are still higher for males than females. 12% of the persons aged 15 years and above do not have formal education. 5% of the school-going age 6-24 years have never attended school, with about ½ in Karamoja who never attended school.

While the country attained gender parity at the primary level, the transition rates to secondary were still very low. For example, survival rates at primary seven level for both girls and boys stagnated at about 32% for period 2014 to 2016, completion rates at senior four (40 for girls increased slightly from 33.9% to 36% in 2014 and 2016 respectively.

Girls' participation in STEM and BTVET was still very low and overall the literacy rate among women was lower than that of men.

2.3 FREEDOM FROM VIOLENCE, STIGMA AND STEREOTYPES

Critical areas of concern of BPfA

- D. Violence against women and girls
- I. Human rights of women
- J. Women and the media
- K. The girl child

This sub-section discusses the forms of violence against all women and girls which were prioritized by government in the last five (5) years, the context in which they were prioritized, actions, measures and strategies to prevent violence against women including cyber related violence.

2.3.1 Forms of violence against women and girls that were prioritized in the last 5 years.

The National Policy on the Elimination of Gender-Based Violence (2016) and the National Action Plan on the Elimination of Gender-Based Violence (2016 – 2022) provided guidance on the types of violence that the country prioritized. The policy recognized the forms of violence against women in Uganda as physical, sexual, psychological/emotional violence, economic, and harmful traditional practices. The concept of Violence Against Women (VAW) is used interchangeably with Gender-Based Violence (GBV) in Uganda. Government action focused on VAW and girls covered the following areas;

- Domestic violence,
- Sexual harassment and violence in public places, educational settings and in employment;
- Harmful traditional practices (Female genital mutilation and child, early and forced marriages)
- Trafficking in women and girls.

GBV was prioritized because it is one of the underlying causes of poverty and inequality in the country. Effects of GBV not only impinge on one's rights, but they also counter progress in life. Women in Uganda are more than twice likely to experience sexual violence compared to men. Violence against Women occurs in homes, communities, learning institutions, public and workplaces.

Domestic violence. *The Domestic Violence Act, 2010* relates this to the abuse of one or both partners including other members in the home environment. It includes intimate partner violence, physical violence, sexual violence, emotional and economic violence. This occurs in relationships among the married, those cohabiting or individuals living in a domestic relationship. According to UDHS (2016), the prevalence of spousal violence among women declined by 4 percentage points since 2011 while prevalence among men did not change substantially. Rural women were more likely (59%) to have ever experienced spousal violence compared to their urban counterparts (47%). Women who are not employed are less likely to experience spousal

violence (46%) than those who are employed for cash (56%) and women who are employed but not for cash (62%).

Sexual violence in the Ugandan context refers to harassment, rape, abuse, defilement, forced prostitution of a sexual nature in both women and men, boys and girls. UDHS, 2016/17 revealed that the key factors that spur domestic violence are the educational levels of the women and their husbands, the health of the women, bad habits of spouses like alcohol, gambling and drug use, the area where the family resides and the presence of children between the ages of 6-14. The customary social norms and practices continue to aggravate the freedom of women and girls and exacerbate harmful traditional practices such as Female Genital Mutilation (FGM) and early forced and child marriage.

Violence Against Women and Girls in Public Places, educational settings and in employment takes the form of defilement, rape, verbal and non-verbal sexual harassment, including "sex for marks", as it is known in tertiary institutions. One of ten girls (10%) were forced to have sex during their childhood. Three out of ten (30%) girls experienced physical violence by an adult in the community. Sexual violence was widespread in virtually all the institutions of learning and workplaces. The Penal Code Section 129 addresses these practices in schools and public places.

Sexual Violence Against Children in schools and communities was estimated at seven out of every ten girls compared to five out of every ten boys. Perpetrators of sexual violence may be male teachers, lecturers or male learners against female learners. Sexual violence in institutions of learning is caused by a myriad of factors ranging from social, cultural, economic, and institutional to environmental factors. Other factors include societal acceptance of sexual violence, drug and substance abuse, exposure to pornography, the culture of silence and misuse of power and authority. Trafficking in women and girls which is mainly for sexual exploitation is discussed in Section 2.5.

Child marriage is still high in Uganda at 43% in 2016. The percentage of women aged 25 – 49 who were married before age 18 declined from 53% to 43%. Teenage pregnancy rate was 24% in the same period. FGM is not widely practised in the country and the rate stands at 0.1 – 0.5%. It is practised among the communities in Sebei and Karamoja regions. However, where it is practised, it affects almost all women and girls.

2.3.2 Actions and strategies in the last five years to address violence against women and girls

During this period, the government enacted, strengthened and enforced laws on the elimination of violence against women and girls namely;

- **The Children Amendment Act, 2016**, provides for the protection of children against inhuman acts.

- **The National Policy on the Elimination of Gender-Based Violence, 2016, and its National Action Plan (2016 – 2022)** elaborate interventions on prevention, response and ending impunity on GBV.
- **National Strategy to End Child Marriage and Teenage Pregnancy (2015)** to protect children from exploitation.
- **Domestic Violence Act, 2010**
- **National Strategic Plan on Violence Against Children in Schools (2015-2019)**
- **The Reporting, Tracking, Referral and Response (RTRR) guidelines (2014) and guidelines** on re-entry of child mothers into school.
- **The Male Engagement Strategy, 2016**

Access to Justice for GBV survivors

The Justice, Law and Order Sector (JLOS) developed a case backlog reduction strategy to fast track GBV cases. Specialized GBV court sessions were initiated in 2016 as alternatives to traditional court processes. The court sessions provided for a gender-sensitive approach that enabled judicial officers to experience unique characteristics of violence against women cases, compelling them to process cases more quickly hence reducing the burden on victims. Evidence showed that 350 cases were concluded in a record period of 3 weeks across 5 sessions in the targeted regions compared to the 40 cases that would have been heard in an ordinary court session of six months.

One of the greatest achievements of the sessions was the attendance of witnesses which was not the case with the traditional courts. Partners namely FIDA-Uganda, Action Aid, and the National Task Force with support from UN Agencies facilitated the special court sessions for GBV cases.

Using the experience of special sessions, the Ugandan Judiciary established GBV specialized courts to handle GBV cases.

Government through the Uganda Association of Women Lawyers (FIDA-Uganda) provided legal aid and legal education to women and supported vulnerable women to access justice especially the rights of women with children.

Court watch sessions were also carried out in the respective regions to ensure that FGM cases are handled and the victims' access justice

Medical Services

The health sector continued to offer medical services to GBV victims/ survivors in the health centres across the country. Services included emergency contraception, HIV post-exposure prophylaxis and treatment of general injuries.

Sex and Gender-Based Violence Guidelines for health workers were developed and implemented. The AIDS Support Organization (TASO) provided medical kits for GBV survivors, mobilized and facilitated champions to undertake advocacy and sensitization on GBV in local communities

covering the different categories of women. They also referred cases to appropriate duty bearers as provided in the GBV Referral pathway.

There was a continued collaboration between health social development and JLOS sectors. This enabled to offer integrated social and medico-legal services to the victims/ survivors. For example, the Health Sector developed the gender-based violence Clinical manual and handbook that was used to train health care providers, community leaders and workers in the judicial system on how to deliver services to survivors of violence. The judiciary and police officers were trained to handle protection orders, redress and reparations.

GBV Shelters and psychosocial services

To provide safety and security to the GBV victims/survivors, NGOs namely; Action Aid and MIFUMI with support from UN Agencies and development partners, continued to offer services in shelters. These shelters offer temporary accommodation, medical, legal psychosocial services as well as basic services. There were seventeen (17) GBV shelters for survivors across the country and three (3) GBV advisory centres in Kamuli, Namutumba and Mayuge, run by UWONET.

Majority of the users of these shelters were young women and girls. The Shelters were established and managed in accordance with the guidelines issued by the ministry responsible for gender and women's empowerment. To ensure sustainability, shelters were enhanced through support supervision and inspection as well as a strong partnership with Local Governments.

Safer spaces for women and girls

There were a number of initiatives to make cities safe for women and girls. For example, Kampala Capital City Authority (KCCA) scaled up security lighting, naming of streets and cleaning trenches to prevent flooding and hideout for criminals. KCCA continued to demolish unfinished buildings, and create public awareness on street children have been conducted. The programme to install CCTV cameras was started. There was a partnership among different actors to create safe spaces for women and girls as reported. A good example is described here below:

To address violence against women and girls, KCCA runs safer cities for girls programme to make Kampala a place of inclusion, tolerance and opportunity where girls can thrive. Safer Cities for girls brings together community members, local authorities, central government and community based NGOs to address increased risks and opportunities for the adolescent girls in the cities. As part of the programme, safety walks are conducted in Kampala to identify factors that make girls feel safe in the communities and map out routes for their safety and inclusiveness. Girls are also provided with a platform to voice out their specific needs in sanitation, education, public spaces, transport and access to city services. The Girls Champions engage KCCA leadership, municipal leaders, police, *boda-boda* and taxi drivers to discuss girls' safety and security in the city.

Source: KCCA, 2019

Tracking GBV

The government put in place mechanisms to track and respond to violence against women and children. Government through the ministry responsible for children in collaboration with CSOs and development partners adopted an international child helpline (SAUTI 116). It is a 24-hour service to receive cases of child abuse and offer referral services. Children in and outside school use this helpline to report cases of violence.

The Child Helpline mechanism has an integrated Reporting, Tracking and Response (RTR) Guidelines that support the service to cases including; Child neglect, child trafficking, emotional abuse, murder, physical abuse and sexual abuse.

The government also established the National Gender-Based Violence DataBase (NGBVD) which is an online management information system that enables actors responding to GBV to safely collect, store, generate and analyze reports in real-time. It captures information on the category of the abused namely, older person, child, and youth by residence, incidence, referrals, evidence, and the number of cases attended to. The evidence presented below indicates that denial of resources was the most reported form of violence, followed by psychological abuse, physical and sexual abuse.

Table 11: Types of GBV disaggregated by sex

Type	2019		
	Female	Male	Total
Rape	418	56	474
Sexual Assaults	2,538	414	2,952
Physical Assaults	5,698	1,605	7,303
Forced Marriage	687	144	831
FGM	36	7	43
Denial of resources	11,239	3,945	15,184
Psychological Abuse	6,101	3,069	9,170
Child Marriage	436	9	445
Defilement	360	34	394
Total	27,513	9,283	36,796

Source: MGLSD NGBVD as at 19/06/2019

In addition to the NGBVD and the child helpline, safePal2, a web based platform and mobile application was created to ensure that young people confidentially report cases of sexual violence and get linked to the nearest service providers for help. The service providers include; health centers, CSOs, judiciary, GBV shelters, police, and District Local Governments.

Actions to address GBV in institutions of learning

GBV especially child marriages and teenage pregnancy are a leading cause of school dropout among girls in the country. Violence in schools was handled according to the reporting, Tracking, Referral and Response (RTRR) guidelines which address violence against children in

schools. Elaborate referral systems for GBV cases were established in schools. For example, there are teachers responsible for GBV, disciplinary committees, GBV clubs composed of learners, who report cases to management, probation officers and other service providers as well as courts of law.

Public awareness and advocacy

Mobilization campaigns for elimination of VAWGs were undertaken in partnership with CSOs Cultural and religious institutions as well as the media. A media strategy was developed to guide all government interventions. Government partnered with Civil Society Organizations to engage communities, victims and perpetrators to create awareness and appreciate the causes and effects of VAW among its stakeholders. Multimedia strategies involving mass media, community engagements (SASA) were used to mobilize communities.

Institutions of traditional leaders under the National Culture Forum developed and implemented declarations on elimination of harmful practices that promote GBV in their kingdoms and chiefdoms. Religious Institutions particularly the Inter Religious Council of Uganda (IRCU) and the Uganda Episcopal Conference continued to sensitise about ending GBV using faith integrated human rights approach. To legalize marriages, the Christian religious faiths continued to conduct mass weddings in order to legitimize marriages and protect women.

Guided by the Male Engagement strategy, various actors on GBV established, trained and equipped male action groups in communities. In Parliament, male policy makers were engaged to advocate for gender responsive laws, policies and to question gender inequalities including GBV. Male action groups in communities and refugee settlements acted as peer change agents.

Institutional Arrangements for GBV prevention and response

Government established structures and institutional arrangements to coordinate GBV response. A Department of Sexual Offences was established in the Directorate of Criminal Investigation and Crime Intelligence (CIID) UPF. The Directorate of Public Prosecutions established a Unit on Sexual Offences. The National Machinery continued to coordinate other actors through the GBV Reference group.

2.3.3 Actions to prevent and respond to cyber related violence against women and girls

Government undertook actions to address violence against women which is facilitated by technology (online sexual harassment and stalking, non-consensual sharing of sexual images). Actions were guided by policies and laws such as the **National ICT Policy (2014)**, Access to Information Act (2005), National Information Technology Authority Uganda Act (2009), Regulation of Interception of Communications Act (2010), the Computer Misuse Act (2011) and the Uganda Communications Commission Act (2013) to control potential abuse of ICT.

Initiatives were started to engage government representatives such as the Uganda Communications Commission (UCC), NITA-U, Ministry of ICT, I-Network, Members of Parliament, Uganda Police Force, with Civil Society, Academia, Private Sector entities and individuals interested in Internet Governance (IG) issues. For example, in 2017, Uganda organized annual Uganda Internet Governance Forum (UIGF) in collaboration with the International ICT Policy for East and Southern Africa (*CIPESA*).

The National Cyber Security Capacity Building initiative under the Ministry of ICT & National Guidance together with the National Information Technology Authority conducted a National Cyber Security Risk Assessment (NCRA) in 2019. All users including women and girls are therefore legally protected from stalking while using ICT. A mapping of GBV stakeholders at National and District levels for partnership, advocacy and resource mobilization for better Gender Based Violence programming was conducted.

In addition, CSOs such Women of Uganda Network (WOUGNET) conducted trainings on online safety tips and raised awareness on tech related violence against women and girls in selected institutions of higher learning including universities. 30% of the trainees were male students. The organization also conducted awareness campaigns on ending VAW through social media especially on national and international events such as 16 Days of Activism against GBV.

Actions to monitor and evaluate GBV Actions

To monitor and evaluate the impact of GBV on particular groups of women and girls, Uganda embraced and integrated the Gender Based Violence (GBV) module in the Demographic Health Surveys (2011, 2016). This established the magnitude, causes and consequences of violence against women. The Status of Gender Based Violence (GBV) study about the cost of GBV to the individual and the economy was undertaken in 2014. Monitoring and evaluation of the implementation of the National Development Plan provides an opportunity for understanding performance of a given development initiative.

Subsequently, government undertook production of gender statistics through its census and survey programme to avail information for gender responsive policy formulation, planning, monitoring and evaluation. The surveys undertaken through the national statistics office between 2014-2019 include; the Uganda National Household Survey, 2016/17; the Uganda Demographic Surveys, 2016; The Social Institutions and Gender Index survey, 2014; the Time Use Survey, 2017; the Gender Based Violence Survey, 2016; and the Governance, and Peace and Security Survey, 2017.

In addition, Uganda developed and updated the National Priority Gender Equality Indicators (NPGEIs) aligned to the National Standard Indicator (NSI) framework. All government Ministries, Departments and Agencies (MDAs) utilize it to inform their interventions. It is a tool for tracking the outcome of gender equality interventions in the Country's implementation of the National Development Plan II as well as the Sustainable Development Goals (SDGs). The challenge however is that the data from these surveys is not disaggregated

to include all categories of women. The variables that are consistently generated are disaggregated by location and age.

Gaps and Challenges

- Prevention of Violence against women and girls facilitated by technology has not been documented. Online GB is a new phenomenon, not documented and the population lacks awareness that it is a form of GBV. Due to lack of awareness, women and girls cannot easily identify the predators who in most cases pose as genuine friends.
- Planning and execution of programmes by key Government institutions continued to operate in “silos” resulting into delays, overlaps and non-completion of programmes.
- Some laws were still inconsistent with the constitution and therefore need amendment such as; the Penal Code (Amendment) Act 2007, and laws governing marriage and sexual offences.
- There was inadequate awareness creation about sexual harassment at workplaces in public and private sectors.
- Inadequate technical skills, capabilities, and financial support to investigate VAW cases facilities, and absence of specialized courts that guarantee safety for women to report their cases.

2.4 PARTICIPATION, ACCOUNTABILITY AND GENDER-RESPONSIVE INSTITUTIONS

Critical Areas of Concern

- G. *Women in power and decision-making*
- H. *Institutional mechanisms for the advancement of women*
- I. *Human rights of women*
- J. *Women and the media*
- L. *The girl child*

This sub-section analyses action and measures taken to promote women participation in public life and decision making and their access to media and ICT, gender responsive budgeting, national human rights institutions and implementation of CEDAW recommendations.

2.4.1 Actions and measures to promote women's participation in public life and at decision making

Reformed laws and regulations

Government of Uganda was committed to ensuring women's full and effective participation as well as equal opportunities for leadership at all levels of decision making in political, economic and public life as stipulated in SDG 5.5. During the period under review, women's participation in politics, especially at the decision-making level, was guided by the Constitution of the Republic of Uganda which enshrines affirmative action (quotas) for women's representation in the National Parliament (Article 78, (1), (b)).

The National Women's Council Act CAP 318 and the Local Government Act CAP 243 were amended to provide modality of voting by lining behind the preferred candidates. The mode of voting was used for women council elections at the village (Local Council I) and Local Council II (LCII) at the parish level.

In September 2014, the national machinery for gender equality and women's empowerment conducted an assessment of affirmative actions, initiatives and strategies for promoting gender equality and women empowerment in the country. The report noted that affirmative action had opened up spaces for women where they were previously excluded due to the traditional norms, beliefs and sociocultural setups which confine women to the private sphere in society. It recommended that the government should maintain affirmative action for women in parliament, local government councils, sustain the universal adult suffrage as the mode of voting for district women members of parliament. The report also highlighted the need to strengthen the capacity of women councils, councillors and women members of parliament in public speaking, leadership, gender analysis and budgeting.

In 2016, the country conducted presidential, parliamentary, and local council elections. At the Parliament level, there was an increase in the number of women joining the national assembly.

The female representation in Parliament increased from 24.6% in 2006/11 to 34.9% in 2011/2016 and 2016/2021. Although the latter percentages remained the same, the numbers of women in the 10th Parliament increased to 141 compared to 130 in the 9th Parliament. Moreover, the number of women who competed with men and were directly elected increased from 7 to 16 in the 10th Parliament and 30 in the current parliament. This demonstrates a positive trend largely as a result of Government affirmative action interventions over the years, however, more needs to be done to ensure equal representation of men and women as directly elected Parliamentarians.

Table 12: Trend of women representation in Parliament 2006/11 – 2016/21 at a percentage of the Total

Term of office in Parliament	Female	Males	% of females
2011 – 2016	131	244	34.9
2016 – 2021	160	299	34.9

Source: Parliament of the Republic of Uganda 2018

Table 13: Disaggregated female representation in the 10th Parliament

Categories	Number of MPs	Percentage
Constituency (Directly Elected)	20	12.5
District Women Representatives	122	76.3
Uganda Peoples' Defense Force Representatives (UPDF)	3	1.9
Workers' Representatives	2	1.3
Youth Representatives	2	1.3
Persons With Disabilities Representatives (PWD's)	2	1.3
Ex Officio Members	9	5.6
Total	160	100

Source: Parliament of the Republic of Uganda 2018

In addition to the government's sustained laws on affirmative action for women in national politics, here are deliberate efforts to promote women's participation in Parliamentary business. Whereas only 33% of Members of Parliament are women, women constitute more than 33% in 8 out of the 15 sectoral committees of Parliament. Women also constitute more than 40% in the 3 out of the 4 leadership positions of both the sectoral and standing committees. Four committees have 50% and above women representation in the sectoral committee.

Table 14: Composition of Chairpersons and vice chairpersons of standing and sectoral committees of Parliament

S/N	Position	Females	Males	Total	%Females	%Males
1	Sectoral Committee Chairpersons	6	9	15	40.0	60.0
2	Sectoral Committee Vice Chairpersons	7	8	15	46.7	53.3
3	Standing Committee Chairpersons	6	7	13	46.2	53.8
4	Standing Committee Vice Chairpersons	4	9	13	30.8	69.2

Source: Status of Women Employment in the Public Sector in Uganda

Women’s representation at the district level was 41% with the highest percentage at sub-county/Town Councils. Whereas the representation still stands below 50%, there is achievement near to equal numbers at the levels of sub-county/Town Councils. The district with the highest women representation (Moyo District) has 61.1% women representation at various levels in the district. In order for the local governments to foster gender mainstreaming in the service delivery, 81% and 87% of districts and Municipal Local Governments respectively had the Gender focal point person providing guidance and support to departments.

Table 15: Women’s representation in Local Governments

Local Government Councils	Number			Percentage (%)		
	Men	Women	Total	Men	Women	Total
District council	1,916	1,364	3,280	58.4	41.6	100
Municipality / Municipal Divisions Council	745	537	1,282	58.1	41.9	100
Sub-County / Town Councils	12,412	10,781	23,193	53.5	46.5	100
Total	15,073	12,682	27,755	54.3	45.7	100

Source: UBOS, 2018

Uganda conducted National Women’s Council elections across the country from village to national level in 2018. The women’s councils provide a unique space to all women of Uganda to come together for development purposes irrespective of their religion, tribe, origin, status or political affiliation. The women councils have increased the number of women as a constituency and overall across the country. Table 17 illustrates that 354,797 women have joined leadership and decision-making positions and have an opportunity to make decisions over issues that relate to the lives of women.

Table 16: National Women Council representation from village to district level

S/N	Electoral Region	Number of Representatives	Number of Villages	Number of Representatives Elected
1)	Village	5	60,800	304,000
2)	Parish	5	8,386	41,930
3)	Sub County	5	1,671	8,355
4)	District	4	128	512
	Total	19	70,985	354,797

Source: National Women’s Council Secretariat

2.4.2 Capacity building and skills development for women in Politics

Capacity building for women in politics was undertaken by multiple stakeholders such as the National Machinery, CSOs, private sector, and other MDAs. For example, the National Machinery conducted an orientation meeting for the women MPs on assumption of office on gender and legislative agenda. The Uganda Women Parliamentary Association (UWOPA) remained

committed to the skilling of women members of parliament in how to effectively participate in decision making. UWOPA continued to conduct capacity building for MPs on gender and equity budgeting in partnership with the CSOs, unpaid care work and domestic work. As a strategic undertaking for increasing women in leadership, UWOPA implemented a mentorship programme for aspiring women in leadership in Partnership with the UN System.

At the beginning of every electoral process, women CSOs in consultation with all women in the country develop a women's manifesto which they share to all political parties in the country and monitor its implementation by the ruling party. The Women's Democracy Group (WDG) – a coalition of women's civil society organizations has continued to strengthen women's leadership and influencing gender responsiveness in democratic governance. Working within 50 districts, WDG built capacities of potential women political candidates and conducted training for women in local councils, established district women caucuses composed of district women councillors, and build their capacities on integrating women's agenda in council business. These activities enhanced women's capacity to perform their roles in terms of influencing positive changes for women, girls and the rest of the community.

In addition, WDG worked with 4 political parties (those with representation in Parliament) and the women's leagues in parliament to advance electoral and internal political party improvements for equal participation of women and men in the subsequent electoral processes. The group also worked with women members of parliament to follow up on the women's manifesto and the gender legislative agenda of women's leaders at the national level.

Centre for Women in Governance (CEWIGO) implemented a project titled "*Strengthening the capacity of women leaders in decision-making processes*" in eight districts to support women effectively participate in decision-making processes. FOWODE continued to partner with UWOPA to organize capacity building activities for MPs on education and health committees on how they can effectively scrutinize the budgets from the sector for compliance with the gender and equity issues identified in the sectors. UWONET engaged women members of parliament and sectoral committees on gender budgets and on advocacy for recognition and valuing of unpaid care and domestic work. The National Women Council in collaboration with District Women Councils continued to sensitize the women elected leaders on their roles and responsibilities.

Such training enhanced knowledge on council procedures and enabled female political representatives and female councillors to gain the confidence to present council motions and steer debates. Awareness of rights and obligations provide confidence to women and girls to challenge social norms.

Using the male engagement strategy, CEWIGO reached out to male-headed institutions namely religious, opinion and cultural leaders where the approach has facilitated demystification of myths and stereotypes on women politicians especially on balancing leadership roles and private roles.

2.4.3 Actions to increase women's access to expression and participation in decision-making in the media including through information and communication technologies (ICT)

Policies, Laws and Strategies

The government established the Rural Communications Development Fund Operational Guidelines 2017/18–2021/22 (RCDF III). The guidelines have a special focus on women, youth and PWDs in its activities. The Rural Communication Development Fund (RCDF) was established to support the development of a commercially viable communications infrastructure in rural Uganda, thereby promoting social, economic and regional equity in the deployment of telephone, Internet and postal services.

There are 292 operational FM radio stations, 28 operational free to air TV stations, 2 digital terrestrial stations, and 4 digital satellite stations to date. Two FM radio stations in the country (Mama FM and Radio One) are female-owned. Mama FM, by the Uganda Media Women's Association and female-led radio station, mobilizes and advocates for women's empowerment. Spark TV, the first-ever Female and private TV in the country were established. All radio and TV stations have specific programming hosted by and focusing on women and girls. All radio stations and TV stations allocate time for government programmes to which the National Machinery and other GEWE actors have utilized to mobilise and advocate for women and girls' issues.

The ICT sector has been one of the fastest-growing in Uganda's' economy at an average of 20.5% per annum contributing to an average of 2.4% to the country's GDP per capita growth. Following the liberalisation of the economy, there were seven (7) network operators with 24.8 million mobile phones users indicating 70.9 penetration rate in 2018. Only 46% of the women owned a mobile phone and only 8% owned internet (NITA-U).

Women increasingly utilised ICT products to boost their economic opportunities. For instance, rural women were operating mobile telephone businesses where they obtained income while others used mobile phone and television to access market information. However, women access and use of ICTs was less than men. Many women are constrained by affordability, and the ability to manoeuvre the gadgets, which limited their use. This reduced their chances of accessing information to empower themselves.

The Ministry of ICT and National Guidance was committed to building a secure and safe internet space as the country moves all its services online. As part of the National cybersecurity capacity-building initiative, all users including women and girls are therefore protected from abuse through cybercrime.

Several CSOs such as Women of Uganda Network (WOUGNET), promoted the use of ICT by women and women organizations in the country to exploit opportunities presented by ICT. Through their ICT4Democr WOUGNET empowered communities to monitor good governance and service delivery through the use of radio stations, digital cameras, mobile phones, Facebook,

Twitter, blogs, and cloud sourcing platform (Ushahidi). The women were trained and supported to monitor service delivery and fight corruption through the exposure of failures in service delivery in northern Uganda.

Gender mainstreaming in the media

The National Gender Mainstreaming Strategy for Media (2015) was developed and disseminated in partnership with Uganda Women's Media (UMWA). The Gender policy guidelines and checklist for mainstreaming gender in the media were developed and disseminated. 144 media practitioners were trained. UWMA developed a training manual to foster gender-responsive media reporting. The first-ever annual gender media awards were launched in 2017 as a catalyst for gender-responsive media reporting in the country.

A gender monitoring of the media since 2015 was undertaken. A Gender Analysis of Print Media Coverage of the 2016 General Elections were conducted by the Uganda Media Women's Association to; to establish the visibility accorded to both women and men during the print media's coverage of the (2016) elections; to analyze the presentation of stories, with a direct bearing on women; analyze the portrayal of women and men, in election-related stories; the delivery of election-related stories; and identify and point out some best or worst practices of press coverage (2016 elections) for learning or replication purposes.

Wizard Foundation, which is a youth-led organization produced radio and TV programmes for positive social change on issues such as VAGs, and aired on over 80 partners' radio and TV stations across the country.

2.4.3 Tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women - gender-responsive budgeting

As indicated earlier in 1.2.7, government legitimised gender and equity budgeting through the PFMA 2015. As a result of the law, the government has undertaken several initiatives and unique innovations to ensure the allocation and tracking of budgets for gender in the national and sectoral budgets.

Gender and Equity Compliance Assessments

The EOC continued to track government budgets through conducting compliance assessments of the Budget Framework Papers (BFPs) and Ministerial Policy Statements (MPSs). This assessment has progressed from 90 in 2016/17 to 142 MPSs assessed for FY 2018/2019.

EOC established a National Gender and Equity Budgeting Task Force comprised of Ministry of Finance, Planning and Economic Development (MoFPED), MGLSD, and the EOC, Parliament, and CSOs to oversee the process. A pool of national trainers was established to build the capacity of MDAs and LGs. GEB tools including compacts, curriculum, training manuals, checklists, were developed for the sectors.

Through the assessments, sectors are increasingly mainstreaming and implementing gender interventions as reflected in the compliance scores of the National Budget Framework Paper as assessed by the Equal Opportunities Commission. The scores have increased from 57% for FY2016/17; to 60% for FY 2017/18 and 61% for FY2018/19. to assist sectors to conduct Gender and Equity Budgeting (GEB),

2.4.4 National strategy and action plan for gender equality

The country has in place a Gender Policy (2007) which has been reviewed and a successor policy was under formulation. To implement BPfA, there was a National Action Plan on Women (2009) which was also under review.

2.4.5 Implementation of the Committee on Elimination of Discrimination against Women (CEDAW) recommendations

CEDAW as a human rights instrument has continued to inform Government in the formulation of gender-responsive policies, legislations, programmes including the second National Development Plan (NDP II) 2015/16- 2019/20 and the Social Development Sector Plan 2015-2020

Government's reporting on CEDAW is in line with the concluding observations of the CEDAW committee which are in harmony with the implementation of the BPfA. Government aligned its monitoring and reporting on progress to the SGDs. Some of the key highlights of Uganda's policies, programmes and plans in line with these provisions.

2.4.4 National Human Rights Institutions in Uganda

The Uganda Human Rights Commission was established under the 1995 Constitution of the Republic of Uganda as a human rights institution to monitor the human rights situation in the country. In execution of its mandate, the Commission conducts stakeholder and public engagements, research and handles complaints, and reaches out to protect the rights of, mostly, the vulnerable.

The Commission also monitors Government of Uganda's compliance to international treaties and conventions obligations on human rights and makes recommendations to Parliament on effective measures for promotion and protection of human rights. The commission investigates cases of human rights abuse. For example, a total of 1,444 cases were investigated with a 45% (648) completion rate in 2018. In 2017, 1,717 cases were investigated with a completion rate of 47% (815). In line with this, the UHRC continued to review and analyze bills, laws and policies in order to ensure that they comply with human rights standards. For instance, in 2018, the Commission presented to Parliament its position and guidance on The Sexual Offences Bill, 2015.

The commission has 11 regional offices and 12 field offices for ease of access to the services of the commission by the vulnerable groups. The commission conducts rights monitoring for women, PWDs, minority groups, and demands accountability from government on specific

measures to address the rights need of the groups monitored. For instance, the commission monitored the participation of women and other special interest groups in national politics including elections and accessibility of polling stations; the challenges of people living in disaster-prone areas, and the habitability of the houses for the poor. Through its rights awareness campaigns, the UHRC used materials such as posters, brochures, flyers, billboards, magazines, T-shirts, calendars, talking compounds and banners, among others. In 2018, the Commission produced a total of 208,139 IEC materials which included 11,997 badges, 124 talking compounds, 150,000 flyers, 10,000 laminated posters, 3,500 handbooks and 2,147 T-shirts.

The Equal Opportunities Commission is a statutory body established by an Act of Parliament in 2007 to effectuate Article 32(3) and Article 32 (4) of the Constitution of Uganda. The Equal Opportunities Commission is mandated to eliminate discrimination and inequalities against any individual or group of persons on any ground. The commission continued to receive and investigate complaints from marginalized groups including women; conducted national studies on the state of equal opportunities in the country, physical accessibility by PWDs to public infrastructure; conduct assessments of the national and sector budgets for compliance to gender and equity issues; trained sector technical staff and LGs in gender and equity budgeting and developed national resource materials for training on equal opportunities in the country. The commission put in place toll-free line (0800100440) for the public for reporting discriminations and human rights abuses.

Gaps and Challenges

Whereas the EOC GEB compliance assessment provided data on the extent of sector mainstreaming of gender and equity in plans and budgets, there was no information on actual releases, expenditure and performance by sector on the implementation of the gender and equity commitments during the budget approvals

Despite the increased numbers of women in political representation, the overall composition is still low and capacity is still required especially at the lower LGs levels.

2.5 PEACEFUL AND INCLUSIVE SOCIETIES

Critical areas of concern
E. Women and armed conflict
I. Human rights of women
L. The girl child

This sub-section discusses actions and measures to build and sustain peace, increase leadership representation and participation of women in conflict and peace building, enhance judicial and non-judicial accountability for violations and to eliminate discrimination against the rights of the girl child.

2.5.1 Actions to build and sustain peace, promote peaceful and inclusive societies.

Uganda was committed to curbing violation of human rights subjected to women and girls in situations of armed conflict. During the reporting period, the country experienced peace, security and tranquility across the country since the end of Lord's Resistance Army (LRA) and Allied Defense Force.

National Action plan (NAP) on UN Security Council Resolution (UNSCR 1325)

Uganda continued to implement the Second National Action Plan on implementation of the UN Security Council Resolution (UNSCR) 1325. The evaluation of the plan was carried out and a multi-stakeholder technical committee to develop a successor national action plan was put in place. The identified legal priority areas of the NAP, were; legal and policy frameworks; improved access to health and medical services and psychosocial services for GBV victims/survivors; women in leadership and decision making and prevention of GBV in Society; and budgetary allocations for implementation on UNSCR 1325.

Meanwhile, Local Governments developed and implemented peace action plans with support from civil society organizations namely CEWIGO and CoACT. In the implementation of the plans, community members especially girls/boys, women/men, older persons/persons with disabilities) were assigned roles in conflict analysis, early warning, prevention and response to ensure peace and security prevail.

Integration of women in security agencies

The Ministry of Defense and Veteran Affairs consciously practises consideration of gender and equity issues in all aspects of service including the disabled and veterans. In accordance with the law, the recruitment of Uganda Peoples Defense Forces (UPDF) militants follows the district quota system as well as ensuring that sufficient numbers of women are recruited into the force. The UPDF encourages enrolment of qualified female Ugandans during recruitment, promotions, human resource development and deployment. For instance, "for every deployment, at least 10% must be women," and recently during the promotion exercise in 2019, a female combatant was promoted to the rank of Lieutenant General followed by a Brigadier. The Ministry treats, rehabilitates and reskills the security personnel with disability and veterans through the

Directorate of Veteran Affairs for either redeployment within the military or reintegration in the civilian life.

The Ministry of Defense and Veteran Affairs provides a budget for programmes of gender, women empowerment as well as equity issues. In liaison with other MDAs, the UPDF under the Directorate of Women Affairs and Spouse's Desk carries out activities such as the creation of awareness creation on gender-based violence and economic empowerment. For example, the president provided support to female combatants and spouses with UGX 1bn for economic empowerment programmes under Operation Wealth Creation (OWC).

The Uganda Police Force (UPF) developed a Gender Policy (2018), the UPF Recruitment Policy (2015) and the Training Policy which emphasize 30% representation of women from recruitment, promotion and deployment. As a result, women police officers account for 11% at the Director level while 8% are Regional Police Commanders. The UPF has a department of Women Affairs headed by a female assistant of the commissioner of police which is responsible for gender equality and welfare of female police officers. The Directorate of Peace Keeping has a Gender Unit coordinated by a female Assistant Superintendent of Police. To assist officers in post psychosocial support UPF was in the final stage of establishing a Peace Academy at the time of compiling this report.

2.5.2 Actions to increase leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response.

Uganda continued to contribute to the international peace efforts through participation in the United Nations Peace Support Mission (UNMISS) and the African Union Mission in Somalia (AMISOM) and East African Community to fight terrorism. The country promoted and supported women to meaningfully participate in the processes and implementation of peace agreements.

At the country level, the UPDF, has a Directorate of Women Affairs headed by a female officer at the rank of a Colonel. The Directorate sensitizes and creates awareness to both male and female combatants about gender and conflict issues before deployment to missions. Women in the forces are also engaged in peacekeeping missions and undergo training as peacekeepers before, during and after deployment. UPDF has a Training Centre in Ssinga in the central region which provides continuous training, especially on post-deployment, psycho-social support and counselling.

The Directorate of Women Affairs hosts an annual seminar and conducts frequency field visits to missions and where female combatants present women issues to senior military officers and share suggestions and concerns for enhancing the working environment for women personnel. The UPDF was in the initial stages of developing a gender policy which will include the gender and women concerns.

The Uganda Police includes women police officers in AMISOM and UNMISS as individual police officers who apply for deployment based on the skills set and as part of units which move a

contingent and in groups. The number of women police officers who served based on skills and in contingents in AMISOM and UNMISS increased from 2015 to 2018/19.

Table 17: Women police officers in AMISOM and UNMISS

Peace Keeping operations	2015	2016	2017	2018/19
AMISOM Contingent (FPU)	5	18	21	25
AMISOM Individual (IPO)	5	8	-	17
UNMISS (IPO)	4	6	9	8

Source: UPF Directorate of Peace and support operations/gender

Key

- IPO – Individual officers – (apply as individuals based on skills set)
- FPU – Formed Police Unit – (Unit moves as a contingent)

Integration of gender in humanitarian and crisis response

Uganda is a host to 1.1- 1.5 million refugees, the largest in Africa, the majority of them from South Sudan. Women in the forces from units of operations, CID and Fire Brigade were deployed to manage strategic border points e.g. South Sudan, DR Congo, Rwanda, Tanzania.

A gender-responsive community policing on refugees and host refugee communities was instituted under the Uganda Police Force Department of Women Affairs. The inter-agency Feedback, Referral and Response Mechanism was also established to strengthen two-way communication with refugees and accountability to affected populations. However, the response was affected by the limited capacity of actors to support prevention and response to sexual and gender-based violence (SGBV), protect the environment and support resilience of host communities.

As regards to integrating a gender perspective in humanitarian action and crisis response, UNHCR and GoU signed a memorandum of understanding in 2018 to use a Biometric Identity System (BMIS) and ProGres version 4 to verify refugees. This method proved effective for individual case management and delivery of protection services and humanitarian aid including targeted assistance for persons with specific needs. In the camps, there was a provision of specialized case management services including psychosocial, legal aid, medical assistance and livelihoods support. Mechanisms were put in place to identify SGBV survivors. These included protection desks, information support centres, community structures including SGBV activists and women’s centres. Construction and renovation of transit centres and upgrading of existing shelters with security lights were undertaken to improve reception capacity for new arrivals.

However, some female refugees would not report SGBV incidents due to a limited number of female police officers in the camps. Mental health and psychosocial support for refugees remained largely under-resourced. There was also inadequate attention and initiatives for adolescent and youth consequently exposing the groups to risks of abuse and exploitation.

Gender conflict analysis

Efforts to support inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms increased over the period. Peace and security committees which included women representatives especially in post-conflict and Karamoja region were established to monitor the communities.

During the period, various communication strategies, including social media were used to increase awareness about women, peace and security agenda. A multimedia strategy (2017) and National Male Engagement Strategy (2017) were developed and used by communities to address peace and security as a primary cause of GBV at all levels. Peace clubs were established in schools and communities. Religious organizations under their umbrella organization and the institutions of cultural leaders provided leadership in promoting peace in the families, communities and the country using peace messages.

Women organizations created a *Women's Situation Room* (WSR) and led early warning and response mechanisms to curb violence before, during and after elections. The Inter-Religious Council of Uganda in collaboration with women, youth and political organisations embarked on an early warning mechanism to mitigate potential risks that would result in conflict in the country.

2.5.3 Actions to enhance judicial and non-judicial accountability for violation of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts.

One way to address the violation of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts was to increase the number of women in the Judiciary. Women accounted for 47.9% with 53.3% at the position of Deputy/Assistant Registrars and indicated in Table 19.

Table 18: Composition of Staffing Positions in the Judiciary by Sex

S/N	Designation	Female	Male	Total	% Female	% Male
1.	Chief Justice		1	1	0.0	100.0
2.	Deputy Chief Justice		1	1	0.0	100.0
3.	Justices of the Supreme Court	4	5	9	44.4	55.6
4.	Justices of the Court of Appeal	4	7	11	36.4	63.6
5.	Principal Judge		1	1	0.0	100.0
6.	Judges of the High Court	23	29	52	44.2	55.8
7.	Chief Registrar		1	1	0.0	100.0
8.	Registrars		3	3	0.0	100.0
9.	Deputy/Assistant Registrars	24	21	45	53.3	46.7
10.	Chief Magistrates	15	20	35	42.9	57.1
11.	Magistrates Grade I & II	104	140	244	42.6	57.4
12.	Other Judiciary Staff	656	672	1328	49.4	50.6
Grand Total		830	901	1731	47.9	52.1

Source: Computed by EOC from IPPS data set & MPSs, 2016/17

Functional coordination mechanisms at all levels under the JLOS sector were established and actors in the sector were continuously trained on roles and responsibilities. There were interventions to build the capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse. A regional training facility on sexual and gender-based violence was established in Kampala in 2014 as per Article 6(9) of the International Conference on the Great Lakes Region (ICGLR) Protocol on the Prevention and Suppression of Sexual Violence against Women and Children (2006). The centre builds the capacity of officials from key institutions especially judicial officers, police units, social workers, medical officers and other categories of persons in the proper management of cases of GBV in the Great Lakes Region.

The Transitional Justice Policy (2017) was approved and contained measures to deliver accountability for crimes, perpetrated during the conflict in order to redress injustices to victims and ultimately promote national reconciliation.

There were interventions to prevent violence and protect conflict-affected, refugee and displaced women. Such services included the establishment of Telephone hotline and helplines to assist women to report cases (legal), timely rescue, and referral for treatment, psychological support and rehabilitation among others. Through protection desks, information support centres and community structures, SGBV survivors are identified and provided with psychosocial counselling. Other multi-sectoral response services such as legal aid, livelihood support, medical assistance, security and safe shelter were provided based on needs and survivors' consent.

Measures to combat illicit trafficking in arms

Measures to combat illicit arms trafficking were guided by the Firearms Control Act (1970). One of the best practices was the establishment of a National Focal Point on Small Arms and Light Weapons as a fully-fledged secretariat under the Ministry of Internal Affairs to coordinate combating illicit arms trafficking. It was supported by board members with representatives from MDAs and CSOs. A multi-sectoral approach was used with the representation of women and men, youth, children, older persons, and people with disabilities engaged in the fight against illicit firearms trafficking.

Firearms were marked with specific country and institutional codes for ease of identification and tracking of especially illegally acquired and trafficked firearms. To improve storage and safety of the firearms, steel armoury boxes were provided especially to remote areas where firearms were kept in rental premises. The government periodically carried out the destruction of obsolete and surplus firearms and ammunition to avoid guns ending up in wrong hands.

In order to curb arms trafficking across borders, there was increased engagement in joint operations coordinated by Interpol "Usalaama operations" on annual basis with countries under East Africa Police Cooperation Organisation (EAPCCO) and South Africa Regional Police Chiefs Cooperation Organisation (SARPCO). Cross border committees namely Joint Security

committee/Peace committee were established to monitor the flow of illicit firearms from and into South Sudan, Kenya, DR Congo, Rwanda and Tanzania.

At the national level, continuous public education and awareness-raising on the dangers of illicit firearms were undertaken. In the Karamoja region, peace committees were re-established to combat cattle theft and rustling by use of illicit firearms. Training sessions were conducted periodically for security officers (military, Police, UWA) in physical security particularly on stockpile management practices, storage, handling and use.

The challenge, however, was that Illicit arms trafficking was a global phenomenon of transnational nature and lucrative global trade with expansive networks. Besides, disarmament and demobilization process uses a militaristic approach of “cordon and search operation” rather than a “social approach” which is women-friendly.

Combating trafficking in illicit drugs

Combating production, use of and trafficking in illicit drugs were guided by the anti-narcotic procedures used in the country. Uganda Revenue Authority had a container control delivery programme for checking imports and exports. The Authority worked with Interpol at the airport and borders and implemented a one border stop system at all borders to check on the trafficking of any nature.

Combating trafficking in persons

In Uganda, trafficking in persons takes place through three major stages namely; recruitment, transfer and destination under a chain of interlinked agents. Anecdotal evidence showed that women and children were the most affected by both internal and transnational trafficking in persons. The Prevention of Trafficking in Persons Act, (2009) guided the measures to combat trafficking in women and children. The amended of the Children’s law contains specific provisions to curb trafficking of children under the pretext of intercountry adoption. A multi-agency coordination system with a secretariat in the police was instituted to intercept potential victims of trafficking. The national referral guidelines on prevention and management of trafficking in persons and the National Action Plan for Prevention of Trafficking in Persons were reviewed and used by different actors in the referral system. The Directory for service providers was compiled to aid in tracking and referral services.

Government streamlined labour externalization to prevent trafficking of Ugandan girls into the Middle East countries and minimize the actions of illegal recruitment agencies. The government intensified vigilance in monitoring Labour Recruitment Agencies and cracking down the illegal ones. Internal security organs at all levels vet all intending labour migrants.

Victim protection and assistance services were provided through shelters for distressed Ugandan migrant workers which were established in Abu Dhabi (UAE), Riyadh, Saudi Arabia and Entebbe

to offer temporary care and support pending repatriation and resettlement. Awareness about detection, forms and effects of trafficking was intensified using multimedia approaches.

Police Statistics showed that victims who were internally trafficked in 2018 were 11 female adults, 19 male adults, 73 female children and 42 male children compared 93 female children and 13 male children who were trafficked in 2017. There were no adults recorded in 2017. For transnational trafficking, 287 female adults, 178 male adults, 33 female children and 7 male children were trafficked in 2018 compared 197 female adults, 9 male adults, 15 female children and 28 male children in 2017. However, it is important to note that the increase in the number of registered victims was caused more by enhanced vigilance by the public and enforcement agencies and not necessarily due to increased numbers of trafficked persons.

2.5.4 Actions taken to eliminate discrimination against and violations of the rights of the girl-child

Uganda recognises that birth registration is a fundamental realization of the rights of children. Under the Registration of Persons Act 2015, registration of every birth is free and compulsory. The government established the National Identification and Registration Authority to register all citizens and births. By law, all children should possess national identity cards as a requirement for registration for examinations at the end of the first cycle of education. Coupled with the vigilance of communities, the law is assisting to address the challenge of child marriage and participation hazardous work under the cover of not knowing the age of the child. However, peace and security are still a male domain and women's participation is still minimal.

2.6 ENVIRONMENTAL CONSERVATION, PROTECTION AND REHABILITATION

Critical areas of concern:

- I. Human rights of women*
- K. Women and the environment*
- L. The girl child*

This sub-section discusses actions taken to integrate gender perspectives and concerns in the environmental policies and in disaster risk reduction, climate resilience and mitigation.

2.6.1 Actions to integrate gender perspectives and concerns into environmental policies and strategies

The government was committed to implementing SDG 6 on sustainable water management and sanitation for all, SDG 7 on access to affordable, reliable, and sustainable modern energy for all, SDG 9 (1) on resilient infrastructure, SDG 13 on combating climate change and its impact and SDG 15 on protecting, restoring and promoting sustainable use and management of forests, and reversing land degradation.

In this regard, the government developed gender-responsive laws and policies for environmental conservation, protection and rehabilitation:

- **The National Climate Change Policy (NCCP) and its strategy (2015)** which provides for mainstreaming of gender issues in climate change adaptation and mitigation approaches to reduce the vulnerability of women and children.
- **The Uganda National Irrigation Policy (2018)** that promotes balanced growth across regions, gender and establishment of large, medium and small irrigation schemes in the different parts of the country and agricultural zones.
- Specific to gender, the following strategies were developed in the Water and Environment sector;
- **Water and Sanitation Gender Strategies of (2010 – 2015) & (2018 – 2022)** provided for a golden gender indicator that is reported on annually in the Sector Performance reviews. The golden indicator is on the “percentage of Water and Sanitation Committees (WSCs) / Boards with at least one woman holding a key position”. In addition, the strategy prioritizes women’s access to Water supply and sanitation technology and infrastructure; access to credit and financial services to manage water resources and water supply and sanitation employment creation/entrepreneurship.
- **The Environment and Natural Resources Sub Sector Gender Mainstreaming Strategy (2016-2021)** fosters women’s empowerment and effective participation in environmental management.
- **The revised Mining and Mineral Policy for Uganda (2016)** has a principle that recognizes gender, labour and children rights.

- **The National Strategy and Action Plan for Gender Mainstreaming in the Oil and Gas Sector were developed in 2016.**

The government also developed guidelines for projects and programmes to integrate gender. For example;

- The rural water supply and sanitation handbook was developed for extension workers in 2016
- Community resource book on water (2016)
- Under the Reducing of Emissions from Deforestation and forest Degradation (REDD+), gender mainstreaming guidelines in forestry were developed in partnership with the International Union for Conservation of Nature (IUCN).

2.6.2 Actions to increase women’s access to and control over water, energy, and other natural resources

Water and sanitation

The government was committed to increasing access to safe water from 65% to 79% in rural areas and from 77% to 100% in urban areas in line with NDP II and SDGs 6.

To attain this, the government invested in extending water supply to rural areas. Investments were made in the construction of boreholes, rehabilitation of existing boreholes, and installation of solar-powered water schemes. Protected water springs were constructed and piped water systems with taps were installed in some communities. In other areas, rainwater harvesting systems such as Ferro cement tanks, Plastic tanks and Communal) were constructed.

For urban water supply, the focus was on the construction of small-town water supply systems, installation of public stand taps and yard taps as well as institutional connections. Water kiosks or public tap stands for the urban poor who cannot afford household connections were constructed to supply water at subsidized rates. For example, the number of poor people served using this method increased from 70,000 in FY 2016/17 to 98,800 in FY 2017/18 through the construction of 258 kiosks and 236 public stand posts. The number of kiosks and public stand posts increased from 9,082 in 2014/15 to 12,305 in 2017/18.

Town water supply schemes were constructed for small and rural growth centres. The government put in place micro-irrigation schemes which also target women. The government adopted a gender-sensitive and equitable approach on the development and implementation of large gravity flow schemes across local government boundaries, solar-powered mini piped water schemes and solar-powered micro-irrigation schemes. For example, for FY 2017/18, Sixteen (16) small scale irrigation systems were installed at the existing Water for Production (WfP) facilities and these schemes were used by women. The functionality rate for WfP facilities was 86.7%.

Nearly all households in the urban areas (99%) were within 3 km of the main drinking water source while in rural areas it was 96% (UNHS 2016/17). Government has a golden indicator of “Percentage of people within 1 km (rural) and 200 metres (urban) of an improved water source”. Based on this indicator, the percentage of the population accessing improved water sources for

rural areas increased from 67% in 2015/16 to 70% in FY 2017/18 and urban from 71% to 77% for the same period. The average time taken to and from the water source reduced from 29 minutes in 2012/13 to 24 minutes in 2016/17. While the average waiting time remained more or less the same. The average time taken to and from the water source reduced noticeably in rural areas from 33 minutes in 2012/13 to 27 minutes in 2016/17. Overall, 97% of the households in Uganda live within 3 km of the main drinking water source. Water for production storage capacity increased from 38.86m cubic metres in 2017 to 39.32 in 2018.

Uganda has golden indicators on sanitation “percentage of people with access to improved sanitation” and “pupil to latrine/toilet stance ratio”. Investments were done in the construction of toilets for public and institutions of learning with ramps for people with disabilities and separate stances for women and girls. Handwashing technologies were popularized among communities.

Public sanitation for travellers along highways in Uganda is managed by the private sector and is still a challenge and an inconvenience to travellers especially women and girls. The government commissioned a study to assess the feasibility and design for highway sanitation. The construction of public sanitation facilities started in 2018/2019 and will be undertaken in a phased approach.

An example of a sanitation programme

Climate Resilient Institutional and Public Sanitation Project (CRIPS):

A total 132 sanitation facilities each of 6 stances were constructed in 60 primary schools and 12 in public places in Budaka, Pallisa, Butaleja, Soroti, Kumi, and Bukedea districts. The technologies used in the construction of sanitation facilities were Enviroloos, Cesspits and Lined Ventilated Improved Pit latrines. In addition, 60 School Health clubs and 12 Community WASH structures were formed and trained to support the operation and maintenance of these facilities. To enhance local capacity of districts to replicate the technologies constructed under this project, 30 local masons (5 from each district) were trained. As a result, resilience of communities to the effects of flooding due to climate change increased.

Source: Water and Environment Sector Performance Report 2018

There was progress in the construction of public sanitation facilities for the urban poor especially the highly populated areas including markets and slum areas. The constructed facilities have access to ramps for wheelchairs and wide doors to ease entry for PWDs. They, in addition, have stances separated for women and men to promote privacy and dignity for the women.

The government invested in the delivery of water sanitation and hygiene (WASH) services to the refugee settlements and host communities through the installation of water systems, rehabilitation of existing sources, supporting establishment and activation of management structures of water and sanitation facilities.

In regards to women's participation and leadership in management and governance of natural resources, women hold key positions on water user committees/water boards. For example, 86 per cent of the members in the rural areas were women. The number in the urban increased from 67 per cent in 2015 to 82% representation on the committees. Women holding key positions on the committees overseeing valley tanks was 73 per cent and 48 per cent for valley dams. The proportion of Women representation on the Water Source Committees (WSC) with women holding key positions is 85%. Women composition in the Catchment Management Committees of Chairperson, Vice-Chairperson, Secretary and Vice Secretary was at 53% during the reporting period.

Energy

The government implemented the rural electrification programme across the country to increase access to electricity to all its population. On-grid energy was extended to rural areas households and institutions were connected to electricity. This enabled rural women and men to establish rural enterprises. The number of deliveries in hospitals was increased and distances walked to collect water reduced since the electricity supply was used to pump water in many areas.

Solar PV systems were installed in public institutions such as institutions of learning and hospitals. Women and men were trained in the operation and maintenance of the transmission and distribution lines and wiring. The Uganda Electricity Credit Capitalization Company provided credit facilities to women and men for investment in the Energy sector.

The government promoted the use of energy-saving stoves among women and men through subsidies. Women in the rural communities were trained in collaboration with NGOs and the district Local Government to make energy-saving technologies which reduced time, health and poverty burden. Standards were developed for making energy technologies such are briquettes. The government also promoted the use of solar, wind, biogas and efficient charcoal production, for purposes of reducing time poverty and improving the health of women who inhale a lot of smoke while cooking.

Compared to 2012/13, there was an increase in the percentage of households that used grid electricity for lighting from 14% to 22% in 2016/17. The use of canister-wick-lamps for lighting declined from 58% in 2012/13 to 28% in 2016/17, probably attributed more to the use of solar energy.

Forestry and other environmental and natural resources

The government implemented the Reducing Emissions from Deforestation and Forest Degradation (REDD+) which provided incentives to climate change mitigation through activities in the forestry and land-use sectors. Gender mainstreaming guidelines in REDD+ were developed in 2015/16 and a National REDD+ strategy for inclusion of the forest-dependent communities especially ethnic groups. There were a number of NGOs such as IUCN and PROBCO which support gender mainstreaming in the REDD+ interventions. Others

supported women in tree planting, tree marking to prevent careless tree cutting. Environmental sensitizations and advocating for environment conservation bylaws were undertaken as well as promoting the use of solar energy and eco-friendly stoves. Refugees and host communities in Northern Uganda were also targeted.

The government in collaboration with partners promoted environmental conservation activities. These also targeted schoolchildren in tree seedlings planting to maintain the destroyed greenery. Awareness of the dangers of deforestation, which present calamities including soil degradation, food insecurity resulting from prolonged drought, climate change and loss of biodiversity was undertaken.

Capacity building for environmental protection, conservation and rehabilitation

The government invested in training district staff in Local Governments in mainstreaming gender in Environment and natural resources. The training targeted District Natural Resource Officers, District Environment Officers, District Wetland Officers and District Community Development Officers and Sub County Extension Staff. Through these trainings, sub-county extension staff were equipped with skills to use participatory methodologies that were critical to ensuring community participation, empowerment and ownership.

2.6.3 Actions to integrate gender in disaster reduction, climate resilience and mitigation.

During the reporting period, the country experienced climate-related disasters such as floods and landslides. Government response to the disasters involved evacuation affected to safe places, provision of temporary shelters and basic necessities such as household items and food. The government also ensured that the displaced communities accessed health services and children continued attending school. In cases of continuous disasters, the government resettled the affected population in safe areas. A case in point is the relocation of Bududa residents to Kiryandongo and Bulambuli districts. In both cases, the resettled families were allocated land, houses were built for them and basic amenities installed within the settlements. However, there is a need for well documented and authentic studies to establish women's specific challenges and coping mechanisms in such situations.

Gaps and Challenges

The use of biomass fuel (firewood and charcoal) combined remained high and consistently at over 90% between 2012/13 and 2016/17. This does not only affect the environment but also confirms the increased unpaid care and domestic work by women and girls.

- The handwashing in the country is still low at 37%.
- The forest coverage reduced from 11% in 2015/16 to 9% in 2017/18 exposing women and girls to the drudgery of collecting fuel and firewood.
- Gender-responsive climate adaptation indicators were non-existent to inform the degree of involvement and impact of women and girls in environmental conservation, protection and rehabilitation. For example, there was inadequate national

information on migration and displacement as a result of the discovery of natural resources, insurgencies and landslides.

SECTION THREE: NATIONAL INSTITUTIONS AND PROCESSES

3.1 Current national machinery for gender equality and the empowerment of women

The Beijing Declaration and Platform for Action (BPfA) which obligates member states to create and strengthen national machinery at the highest possible level in government, Uganda has maintained the national machinery directed at Cabinet level. The Ministry of Gender, Labour and Social Development (MGLSD) is the current national machinery for the promotion of gender equality and the empowerment of women. The ministry has representation in Cabinet which is the highest policy-making organ in government, by a Minister and a Minister of State for gender equality and empowerment of women. Among its 10 technical departments, the Department for Gender and Women Affairs is the locus of the national machinery. The department is responsible for spearheading gender mainstreaming across the entire government as well as ensuring implementation of specific interventions for the empowerment of women in line with the affirmative action enshrined in the Constitution of the Republic of Uganda.

The structure of the department of Gender and Women's Affairs reflects the approach that the government of Uganda follows in the promotion of women's empowerment. The department consists of Gender and Development as well as Women in Development divisions. The staffing position of the department has not changed. Since 2014, the staff composition consists of a Commissioner, Assistant Commissioner, 4 principal officers, 4 senior officers and 1 officer. These staff work under the guidance of the Director who in addition to gender equality and women's empowerment functions handles other functions of culture and family affairs, community development and literacy function.

To effectively perform its role of supporting government-wide gender mainstreaming perspective in all policy areas, the national machinery works with a network of institutional mechanisms and processes located at national and local government levels as follows. The MGLSD coordinates with other sectors and MDAs through the Gender Desks and Gender Focal Point Persons located at the level of the principal officer or above and appointed by their respective Permanent Secretaries. The national machinery provides them with guidelines on their functions and periodically builds the capacities of the GFPs through national and international training and participation in gender mainstreaming fora.

Over time, the Gender Desks within MDAs have evolved into fully-fledged units and in some cases, permanent gender technical staff have been recruited. Ministry of Water and Environment recruited a cadre of social scientists responsible for mainstreaming gender, HIV and community development issues in technical departments (climate change, water, environment and forestry). This cadre of staff is coordinated by a principal social scientist located in the department of water development. Other Ministries such as Lands, Housing and Urban Development; Works and Transport; Agriculture, Animal Industry and Fisheries; Energy and Mineral Development as well as Ministry of Trade and Cooperatives, have designated officers who perform gender equality

work under the coordination of the Gender Focal Point. This is in addition to those that had institutionalised gender before 2014. Ministry of Public Service issued guidelines to all human resource staff in different MDAs to be part of the Gender Coordination Mechanisms in their respective MDAs.

During this period, GFPs were also established in major statutory agencies such as Uganda National Roads Authority (UNRA) and Kampala Capital City Authority (KCCA) which has a Directorate of Gender, Production and Community Development.

At the Local Government level, the national machinery is replicated through the department of gender and community development which is responsible for gender mainstreaming across the local government departments, coordination of NGOs handling gender and women's empowerment work, and implementing women-specific programmes such as UWEP.

Other bodies in the national mechanisms for gender equality and empowerment of women include the Equal Opportunities Commission, a constitutional body established by an Act of Parliament to give effect to the state's constitutional mandate to eliminate discrimination and inequalities against any individual or groups of persons based on any ground. The commission is a quasi-judicial body with court powers to handle all cases of injustice related to discrimination. The commission has been instrumental in conducting gender and equity assessments for the compliance of budget and plans to gender and equity as required by the Public Finance Management Act 2015. It also conducts periodic assessments on the state of equal opportunities in the country.

Women's Council established by the National Women's Council Act 1993 is an autonomous body with a focus on organizing the women in the country in a unified body and engaging the women in activities that are of benefit to them and the nation. Government has sustained council representation from the lowest village level to the parish, Sub County, district and national level. It has provided a breeding ground for women leaders to compete for national-level political and technical positions.

On the political front, the Uganda Women Parliamentary Association (UWOPA) continued to provide a platform in Parliament to champion the fundamental cause of equity and equality for women at national, regional and international levels. The association focused on engendering laws, policies, political processes and equity in resource allocation to improve the quality of life of women.

During the reporting period, UWOPA guided by their strategic plan 2016 – 2021 prioritized women's access to economic empowerment and opportunities; increasing women's leadership and participation in decision making; prevention of violence against women and girls and improving access to health as well as education for women and girls. UWOPA, among others, has been very instrumental in ensuring that the certificate for gender and equity compliance was

sustained in the Public Finance Management Act, 2015 during the amendment of the law. It also ensures that the budget for MDAs complies to the gender and equity provisions of the law.

3.2 Mechanisms to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action

To coordinate all government efforts on gender mainstreaming and implementation of the BPfA, the national machinery restructured the numerous task forces and aligned them to the sector-wide approach to planning (SWAp). The ministry strengthened the Social Development Sector Working Group (SDSWG) and established a Gender Equality and Women's Empowerment (GEWE) thematic working group as one of its five major working groups of the sector. The thematic working group works through the following sub-committees:

- Gender-Based -Violence Reference Sub Committee
- Women's Economic Empowerment Sub Committee
- Gender Mainstreaming Sub Committee

The Gender and Women's Empowerment thematic Working Group works closely with the Gender and Development Partners Group to prioritise issues and forward them to the social development sector working group. Development partners, UN agencies and CSOs have representation on the structures of the national mechanism.

3.3 Participation of National Machinery in the Mechanisms for the implementation of the 2030 Agenda for Sustainable Development

Office of the Prime Minister (OPM) coordinates government business, monitors and evaluates the performance of government departments and expenditure allocation in accordance with the National Policy on Public Sector Monitoring and Evaluation, 2011. In 2016, OPM inaugurated the coordination framework for the implementation of SDGs. The coordination includes the Policy Coordination Committee (SDGs-PCC) comprising of members of the cabinet, heads of UN agencies and heads of missions under the chairmanship of the Prime Minister. The committee meets once a year to review the implementation and provides policy guidance and direction to MDAs on SDGs. The national machinery for gender equality and women empowerment is represented by the cabinet minister.

Below the SDGs – PCC, there is the SDGs Implementation Steering Committee (SDGs-ISC) comprising of permanent secretaries, heads of agencies, and UN Country Representatives as well as participating development partners. The committee is chaired by the Head of Public Service and Secretary to Cabinet and meets twice a year to review progress and recommend policy proposals to PCC. The Permanent Secretary of MGLSD represents the national machinery.

Below the SDGs - ISC is the SDGs National Task Force comprising of technical officers from OPM, MFPED, NPA, Ministry of Foreign Affairs (MOFA), UBOS, UN, NGO Forum and Private Sector Foundation Uganda (PFSU). The committee chaired by the Permanent Secretary in the OPM

meets quarterly to receive and consider reports from the technical working groups and make recommendations to the ISC.

The work on SDG implementation is by five (5) technical working groups, namely; Coordination, Monitoring, and Reporting chaired by OPM, Data by UBOS, Planning by NPA, communication and advocacy by Ministry of Information and National Guidance (MoING), and Financing by MoFPED. The Data Technical Working Group developed the National Priority Gender Equality Indicators (NPGEIs) which are being used to monitor implementation of SDGs, NDP II and BpFA. The annual sector performance report of the national machinery for gender equality and empowerment of women is integrated into the Government Annual Performance Report as part of the monitoring and evaluation mechanisms of government.

3.4 Stakeholder Participation in the preparation of the present national report.

The preparation of this report was coordinated by the MGLSD which is the national machinery for the implementation of the BDPfA in Uganda. The process was supported by UN Women Uganda. A task force composed of the Gender Focal Persons from the sectors and ministries was constituted to work with the consultants and the MGLSD to provide sector-specific information on the performance in gender equality and empowerment of women. Each sector gender focal person worked with the technical staff in their respective sectors to review and provide information from the sector performance reports, gender strategies and implementation reports, sector and MDA specific statistical abstracts, and investment plans among others.

The sectors were consulted at three specific levels; through the task force meetings, the individual consultations within the sectors, and the national consultative/validation meeting. Consultations were done with local gender development partners group through a meeting. The consultancy team conducted a consultation meeting with the CSOs organised by their umbrella NGO – UWONET. Issues raised at these levels were integrated into this report.

SECTION 4: DATA AND STATISTICS

4.1 Progress in gender statistics

The government recognizes the importance of gender-responsive statistics as a requisite for measuring and attaining equity and equality in the planning and decision-making processes of government and other stakeholders. The production of gender-responsive statistics and related indicators in Uganda is driven by user demand particularly for monitoring and reporting progress on gender equality and women's empowerment. Monitoring the Vision 2050 and corresponding National Development Plans (NDPs) and policies, regional frameworks such as the Africa Agenda 2063, East African Community; and international frameworks and international initiatives including the Agenda 2030 Sustainable Development Goals (SDGs), Beijing Platform for Action (BPfA), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), requires quality gender statistics. Statistical production, coordination, and dissemination in Uganda is guided by the Plan for National Statistical Development (PNSD) and corresponding sector strategic plans for statistics. The PNSD (2017-2018/19-2019/20) responds to the National Development Plan II (2015/16-19/20), and the Agenda 2030 Sustainable Development Goals and gender equality and empowerment frameworks.

Policies, Laws and Strategies

The thrust for production, coordination and dissemination of Official Statistics in Uganda is guided by the Uganda Bureau of Statistics (UBOS) Act (1998). The Act also provides for the monitoring, evaluation and supervision of statistical production in the National Statistical System. During the period, the government underlined the production of gender statistics in new surveys to produce national baseline information on specialized topics, Engendering legal and strategic frameworks, Re-processing existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics; and capacity building to strengthen the use of gender statistics (e.g., training, statistical appreciation seminars); and engendering existing laws and frameworks.

Engendering existing frameworks for gender statistics

Government gazetted the **Census and Survey (C&S) Rules by other Agencies (2017)**. The Rules provide mechanisms for the Bureau of Statistics to clear census and surveys to be undertaken by other MDAs in the National Statistical System. The C&S Rules ensure compliance with the Uganda Statistics Standard (US) - Code of Practice (US 942), and Guidelines for producing quality Statistics (US 943) which underline gender responsiveness at all stages of the data production chain.

A gender-responsive Plan for National Statistics Development (PNSD) II (2014/15-2017/18) and the extended Plan (PNSD II 2018/19 – 2019/20) is in place. The PNSD is a comprehensive strategy for strengthening and improving statistical development in the NSS including the

mainstreaming of gender statistics in the data production chain (planning, collection, analysis, and data management processes and products) across Ministries, Departments and Agencies (MDAs) and Higher Local Governments (HLGs).

The government produced the National Gender Statistics Strategy (NGSS) (2018) to strengthen the production and use of gender statistics in the country. Implementation of the GSS guided the production, monitoring and reporting progress on the Gender Equality and Empowerment of Women (GEWE) in line with the BpFA, CEDAW, Africa Agenda 2063, the NDP and Agenda 2030 Sustainable Development Goal 5.

The government produced the Guideline for Mainstreaming Gender in Statistical Production (2016). The guidelines respond to the need for: systematic organisational and methodological guidance on engendering statistical production processes, outputs and outcomes; identification of data sources, statistical classifications, questionnaire construction and other issues concerning gender statistics in the country, and complements the gender statistics-training tool.

The National Priority Gender Equality Indicators (NPGEIs) 2016, was updated in 2018, during a reprocessing of baseline and missing indicators using existing survey and census data sets. The NPGEIs are an integral part of the National Standard Indicator Framework of the National Development Plan and include SDG indicators. The NPGEIs facilitate tracking of the development progress of GEWE and highlighting of gaps for redress by the respective sectors. The NPGEI was developed in partnership with UBOS, MGLSD, Makerere University School of Women and Gender Studies with support from the UNWomen.

Coordination mechanism on gender statistics

Gender statistics coordination at the national level is managed through two key structures and Adhoc task teams with defined Terms of Reference namely; The Gender Statistics Committee (GSC) and the Gender Statistics Advisory Group (GSAG). The Gender Statistics Committee is a subcommittee of the national Inter-Agency Committee that meets quarterly. It is chaired by the national gender machinery (Ministry of Gender, Labour and Social Development), and Co-Chaired by the Uganda Bureau of Statistics which also doubles as the Secretariat. The SSC promotes information sharing of changing data requirements, gaps and sources of information.

The GSC committee members ensure the production of quality gender statistics in their entities, review and determine current and changing user needs at sectoral, national and international level. It also generates good practices, reviews concepts, definitions, standard codes and classifications for Gender Statistics; supports gender mainstreaming in censuses, surveys and administrative data, and, provides gender statistics and indicators for publication in the Annual Statistics Abstract, National Priority Gender Equality Indicators, and the National Standard Indicator framework.

Gender Task Teams (GTTs) are Adhoc and issue-specific in nature, and handle specialized tasks on behalf of the Gender Statistics Committee. For example, a team was assigned to review UNHS survey tools from 1999/2000 – to 2016/17 for questions on unpaid care work. The task team improved the questions, identified indicators with diverse disaggregation by sex, age, location, income, disabilities among others does so in given space of time.

The Gender Statistics Advisory Group (GSAG) constituted of senior gender experts from the Academia, Civil Society, National Gender Machinery and the National Statistics Office. It provides advice and feedback on the conceptual, methodological, and thematic issues that arise from the Statistics committee recommendations, thematic reports, and Census and surveys findings. It supports the Bureau in identifying gender-specific issues, gaps and recommends best practices for due consideration. The Executive Director of the Uganda Bureau of Statistics chairs the GSAG.

New surveys on specialized topics

Uganda has a record of Censuses and Surveys that are conducted regularly including; Uganda National Household Survey conducted every three years to generate poverty estimates, the Uganda Demographic Household Surveys conducted every five years, Malaria Indicator Survey among others. The surveys contain specialized modules to inform the unprecedented data needs about gender. During the period, the new surveys on specialized topics conducted included;

- i. ***The Social Institution and Gender Index (SIGI) (2014)*** undertaken to determine the drivers of inequality in Uganda based on the underlying beliefs, culture, norms, and behaviour that influence gender roles and relations, and provide additional insight into the causes of gender inequality. The index measures discrimination along five dimensions namely: Discriminatory Family Code (DFC), Restricted Physical Integrity (RPI), Son Preference (SP), Restricted Resources and Assets (RRA), and Restricted Civil Liberties.
The Time Use Survey (2017/18) conducted to establish and inform the extent of unpaid care work in Uganda, especially among different categories of women and girls.
- ii. ***The National Governance, Peace and Security Survey (2017)*** sought to facilitate the monitoring of Goal SDG 16, African Agenda 2063, Vision 2040 and the NDP II with a gender lens, and,
- iii. ***The Uganda Functional Disability Survey (2017)*** undertaken to determine the disability prevalence, preventable causes, use of assistive devices, and extent of gender-based physical and sexual violence, as well as their livelihood strategies.

4.2 Capacity building to strengthen the use of gender statistics

Government with support from the UN System developed and implemented a Gender Statistics Capacity Building programme (2018) for the National Statistical System. During the period, Gender Focal Persons (GFPs) from Local governments and MDAs on integrating gender statistics in their statistics abstracts was undertaken. Another training facilitated by a team from Uganda Bureau of Statistics, Ministry of Finance, Planning and Economic Development, and the Ministry

of Gender targeted GFPs from MDAs, Private Sector and Civil Society Organisations (CSOs). The first phase covered; introduction to gender concepts, identification of gender issues, gender-based budgeting, gender analysis, reporting, communication and dissemination, and, infographics. The second phase focused on identification, analysis, and reporting on key gender issues using existing survey data. Issue papers evolved on; teenage pregnancies, early child marriages, primary and secondary school completion, sexual violence to inform policy.

Priorities for strengthening national gender statistics over the next five years

The Uganda Statistics machinery will continue to build capacity and collaborate with other government MDAs, Academia and Civil Society Organizations to produce gender-responsive indicators. However, priority will be on the following;

- i. Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics. Uganda will be developing its third Plan for National Statistical Development (PNSD III 2020/21 – 2024/25). Hence, mainstreaming gender statistics production in the national statistics strategy, sector, and local government Strategic plans for statistics will take a centre stage in the national statistical system.
- ii. Reprocessing of existing data and undertaking of in-depth analyses of various censuses, surveys and administrative datasets to produce more disaggregated and/or new gender statistics. The multitude of socio-economic surveys generates vast datasets that are not fully mined to inform potential data points for tracking government performance on Gender Equality and Women’s Empowerment, Gender-Based Violence, health and education outcomes among others. This will also facilitate the production of policy briefs and national reports on the SDGs, NPGEIs, BPfA, CEDAW, and NDPs.
- iii. Uganda will conduct the gender-based violence survey to inform government on the prevalence, forms and context of GBV and other related data requirements to inform policy intervention on how it is changing over time. Particular focus will be placed on the women and girls who experience multiple and intersecting forms of discrimination such as those living in remote and rural areas, yet have disabilities, or are living with HIV/AIDs, are elderly or young.

4.3 National set of Gender-responsive indicators

Gender equality and women’s issues are reflected in a cross-cutting manner throughout every part of the 2030 Agenda and the national development plan. Hence, evidence of achievement and tracking of progress on SDGs, NDPS and other frameworks on gender equality and the empowerment of women and girls is possible with availability and accessibility to a set of gender equality indicators. Uganda defined a set of National Priority Gender Equality Indicators (NPGEI) for monitoring the progress of the SDGs and the National Development Plan among other frameworks. The framework has 140 gender-specific indicators covering the following sectors; Economic, Health, Education, Leadership and Governance, Human Rights, Information and

Communication Technology, Energy, Water and Environment and Agriculture. (see Annex 1 and 2)

Uganda embarked on the collection and reprocessing of SDG 5 indicators in 2016 with the Social Institution and Gender Index. The data points of various indicators under Tier 1 and Tier II were populated in the NPGEI framework. Uganda prioritized SDG 5 and other SDG gender-related that are consistent with the National Development Plan II. The indicators illuminate national progress towards gender equality and the empowerment of women and girls across sectors. For example: NPGEI 4.1a: Proportion of seats held by women in national Parliament; 5.2: Proportion of the ever-partnered population aged 15+ subjected to physical, sexual and psychological violence by a current or former intimate partner, in the last 12 months by sex; 5.3: Proportion of the population aged 15+ subjected to sexual violence by persons other than an intimate partner, since age 15 by sex; 5.4: Proportion of the population (aged 15-19 and 20-24) who were subjected to sexual; violence before age 15 by sex among others.

The major surveys where disaggregation is routinely provided include; the Uganda National Household Survey, the Uganda Demographic Health Surveys, Uganda National Panel Survey, National Service Delivery Survey, Malaria Indicator Surveys among others. The disaggregation is by; Geographic location, sex, Age, Education, Marital status, and Migratory status.

The production of gender statistics has improved significantly in Uganda. However, there is need to address key challenges hindering the production of disaggregated data including; limited integration of gender statistics in sectoral reports, increasing demand for gender statistics against existing low capacity in the national statistical system, inadequate data to generate some SDG indicators under Tier II and III and the National Priority Gender Equality Indicators.

SECTION 5: RECOMMENDATIONS

Uganda made significant progress in implementing the BPfA. Despite this, this review has revealed that there are gaps and challenges in the implementation of the BPfA. While there is still the unfinished agenda, there are new and emerging gender inequality issues. The country has also aligned the national development planning frameworks to the BPfA and the 2030 Agenda for Sustainable Development.

Uganda appreciates that in 2020, the UN General Assembly will convene a high-level meeting to celebrate the 25th anniversary of the BPfA and to accelerate the realization of gender equality and empowerment of all women and girls. To sustain the momentum and ensure that all women and girls are not left on the margins of development, Uganda recommends the following.

- Prioritizing investments in tackling negative social norms, practices and gender stereotypes which have negative effects on the attainment of all SDGs particularly on poverty reduction, education for all, health for all, elimination of hunger, energy, among others.
- Investing in young girls to reduce the persistently high rates of teenage pregnancies, child marriages, and keep them longer in school.
- Strengthening livelihood and economic empowerment programmes particularly recognizing the contribution of unpaid care and domestic work in the economy
- Investing in gender-responsive national statistics development strategies to inform evidence-based monitoring, evaluation and progress reporting on GEWE.

ANNEX: 1 References

1. Annual Report of the Republic of Uganda on the Implementation of the Solemn Declaration on Gender Equality in Africa in 2017 (SDGEA) Prepared in April 2018
2. Electoral Commission Guidelines for Election of Women’s Councils and Committees Village to District Levels
3. Environment and Natural Resources Sub-sector Gender Mainstreaming strategy 2016-2021.
4. Equal Opportunities Commission Findings on Gender and Equity Compliance in the Plans and Budgets of Government Institutions for FY 2016/17
5. Equal Opportunities Commission. Assessment Report on Compliance of Ministerial Policy Statements with Gender and Equity Requirements (Promoting Gender and Equity Budgeting for Sustainable Inclusive Growth and Development) Financial Year 2018/2019
6. Highlights of Direct Income & Livelihood Support Interventions under OPM presented to DIS Thematic Working Group (2nd April, 2019)
7. Ministerial Policy Statement on the Budget Estimates for the Presidency for FY 2018/19.
8. Ministry of Education and Sports. Review of Ministry of Education and Sports National Strategy for Girls’ Education (January 2019)
9. Ministry of Energy and Ministerial Development Statistical Abstract (2014, 2015,2016, and 2017)
10. Ministry of Energy and Ministerial Development Annual Report (2014, and 2015)
11. Ministry of Energy and Ministerial Development Sector Performance Report FY 2015/16. “Towards Middle Income Status with Sustainable Development of Energy and Mineral Resources”.
12. Ministry of Energy and Ministerial Development Sector Performance Report FY 2013/2014. “Harnessing energy and Mineral Resources for Sustainable Development” .
13. Ministry of Energy and Ministerial Development Vote 017,123 FY 2017/2018 Ministerial Policy Statement, Presented to Parliament for the Debate on the Estimates of Revenue and Expenditure (15th March 2017)
14. Ministry of Energy and Ministerial Development Vote: 017 & 123 FY 2014/2015 Ministerial Policy Statement, Presented to Parliament for the Debate on the Estimates of Revenue and Expenditure (30th June 2014)
15. Ministry of Energy and Ministerial Development Vote: 017 & 123 FY 2013/2014 Ministerial Policy Statement, Presented to Parliament for the Debate on the Estimates of Revenue and Expenditure (30th June 2013)
16. Ministry of Energy and Ministerial Development Vote: 017,123,311 FY 2018/2019 Ministerial Policy Statement, Presented to Parliament for the Debate on the Estimates of Revenue and Expenditure (15th March 2018)

17. Ministry of Energy and Ministerial Development Vote: 017,123,311 & 312 FY 2019/2020 Ministerial Policy Statement, Presented to Parliament for the Debate on the Estimates of Revenue and Expenditure (15th March 2019)
18. Ministry of Finance, Planning and Economic Development. Background to the Budget Fiscal Year 2017/18 (June, 2017)
19. Ministry of Finance, Planning and Economic Development. National Budget Framework Paper FY 2018/19 – FY 2022/23
20. Ministry of Finance, Planning and Economic Development. Uganda 2013 Finscope III Survey report findings (Unlocking Barriers to Financial Inclusion)
21. Ministry of Gender, Labour and Social Development (1st April, 2019). Social Protection Implementation and its Alignment to the NDP
22. Ministry of Gender, Labour and Social Development (June 2014). National Report on Implementation of the Beijing Platform for Action (1995) and the Outcome of the Twenty Third Special Session on the United Nations General Assembly (2000)
23. Ministry of Gender, Labour and Social Development (June 2016). Social Development Sector Plan (SDSP) 2015/16-2019/20
24. Ministry of Gender, Labour and Social Development (May, 2019). Social Development Sector Minifesto 2016-2021.
25. Ministry of Gender, Labour and Social Development. Social Protection, Gender and Equity Strategy (December 2017). “Enhancing Gender Responsiveness and Equity in the Design and Implementation of Social Protection Interventions”.
26. Ministry of Gender, Labour and Social Development. Social Protection Sub-Sector Report presented to the Social Development Sector Working Group (April 3rd 2018)
27. Ministry of Gender, Labour and Social Development. Social Protection Sub-Sector Report presented to the Social Development Sector Working Group (December 20th 2017)
28. Ministry of Gender, Labour and Social Development. Uganda Women Entrepreneurship Programme Periodic Cumulative Update on Progress in Implementation (31st March, 2019)
29. Ministry of Health Annual Health Sector Performance Report Financial Year 2015/2016
30. Ministry of Health Annual Health Sector Performance Report Financial Year 2014/2015
31. Ministry of Lands, Housing, and Urban Development Report on Challenges and Opportunities in Achieving the Gender Equality and Empowerment of the Rural Women and Girls in the Lands Sector (2018)
32. Ministry of Lands, Housing, and Urban Development Vote: 012 & 156 FY 2019/2010 Ministerial Policy Statement, Presented to Parliament of the Republic of Uganda for the Debate of the Budget Estimates of Revenue and Expenditure (March 2019)
33. Ministry of Lands, Housing, and Urban Development. Production and Uptake of Gender Statistics in the Land Sector for Women’s Empowerment and Gender Equity (November, 2017)

34. Ministry of Lands, Housing, and Urban Development. The National Land USE Policy (May 2007)
35. Ministry of Local Government (Markets and Agriculture Trade Improvement Project). A Report by the Auditor General (December, 2015) on Construction of Jinja Central Market
36. Ministry of Local Government Performance Assessment, 2017/2018
37. Ministry of Tourism, Trade and Industry. National Trade Policy *Trading out of Poverty, into Wealth and Prosperity* (August 2008)
38. Ministry of Trade, Industry and Cooperatives Strategic Plan for Buy Uganda Build Uganda Implementation 2015/16-2019/20
39. Ministry of Trade, Industry and Cooperatives. Gender and Equity Compact for the Trade, Industry and Cooperatives Sector 2016/2017-2019/2020. "Enhancing Gender and Equity Planning and Budgeting in the TIC Sector" (February 2018)
40. National Service Delivery Survey Report (2015)
41. OPM NUSAF3 Report (December 18, 2018)
42. Second National Development Plan (NDPII) 2015/16-2019/20
43. The Republic of Uganda National Financial Inclusion Strategy (2017-2022)
44. The Vision 2040
45. Uganda Bureau of Statistics 2017. The National Population and Housing Census 2014 – Education in the Thematic Report Series.
46. Uganda Bureau of Statistics and Ministry of Gender Labour and Social Development. Analysis of Gender Based Violence, Asset Ownership and Employment (March 2019)
47. Uganda Bureau of Statistics. Manpower Survey Uganda (MAPU) 2016/2017 Report.
48. Uganda Bureau of Statistics. Women and Men in Uganda Facts and Figures 2016 (February 2017)
49. Uganda Media Women's Association (UMWA) / Mama FM Report on Gender Dimensions in Uganda's Print Media: A Case For Engendering Practitioners (September, 2014)
50. Uganda Media Women's Association (UMWA). A Gender Analysis of Print Media Coverage of the 2016 General Elections
51. Uganda National Climate Change Policy. (Summary Version). Transformation through Climate Change. Mitigation and Adaptation, 2018. Ministry of Water and Environment.
52. Uganda Retirement Benefits Regulatory Authority. Retirement Benefits Sector Annual Report (2017)
53. Uganda Women Parliamentary Association Strategic Plan (2016-2021): Promoting Gender Parity in Policies and Development
54. Uganda Women Parliamentary Association. Enhancing Women Participation: Breaking the Barriers Annual Report 2015
55. United Nations Population Fund. Enabling Access to Justice for Survivors of Gender-Based Violence (September, 2018).

56. United Nations University (2018). Policy Brief on the Economic Impacts of Social Cash Transfers in Integrated and Remote Areas of Uganda.
57. Water and Environment Sector Performance Report (2017, and 2018)
58. Women in Local Government. Baseline Statistics for Local Council Levels III-V in Uganda (2017).

ANNEX 1. NATIONAL PRIORITY GENDER EQUALITY INDICATORS (NPGEI)

Sector	NPGEIs
Accountability Sector	<p>1.1: Income per capita 1.2: Household expenditure by sex of head 1.3: Average household income by sex of head 1.4: Average household agricultural income by sex of head 1.5: Proportion of the population living below the national poverty line by sex 1.6: Proportion of the population living below the international poverty line (less than USD 1.25 per day) by sex. 1.7: Proportion of the population with access to financial services by sex.</p>
Agriculture Sector	<p>2.1: Proportion of the agricultural population owning agricultural land by sex of owner. 2.2: Proportion of women owning agricultural land 2.3: Proportion of the agricultural population with user-rights by sex. 2.4: Proportion of the agricultural population who make decisions by sex of decision maker 2.5: Proportion of the agricultural population who decide on proceeds of agriculture by sex of decision maker. 2.6: Proportion of the agricultural population who decide what to plant by sex of decision maker. 2.7: Proportion of the agricultural population who decide what inputs to use by sex of decision maker. 2.8: Proportion of farmers using labour saving technologies by sex.</p>
Education Sector	<p>3.1: Gross Pre-primary enrolment ratio by sex. 3.2: Net Pre-primary enrolment ratio by sex. 3.3: Gross Primary School enrolment rate by sex 3.4: Net Primary School enrolment rate by sex 3.5: Gross Secondary School enrolment rate by sex. 3.6: Net Secondary School enrolment rate by sex 3.7: Gender parity index in school enrolment 3.8: Primary (P7) Completion rate by sex 3.9: Transition rate to Secondary (S1) by sex 3.10: S4 Completion rate by sex</p>

Sector	NPGEIs
	<p>3.11: Transition rate from S4 to S5 by sex</p> <p>3.12: Literacy rate by sex</p> <p>3.13: Literacy rate at P3 by sex</p> <p>3.14: Literacy rate at P6 by sex</p> <p>3.15: Numeracy rate at P3 by sex</p> <p>3.16: Numeracy rate at P6 by sex</p> <p>3.17: Pass rate by sex</p> <p>3.18: Pass rate in English by sex</p> <p>3.19: Pass rate in Mathematics by sex</p> <p>3.20: Average time taken (<i>Minutes</i>) to school (for day scholars) by sex.</p> <p>3.21: Proportion of schools with separate stances for females and males</p> <p>3.22: Pupil/student Stance Ratio by Sex</p> <p>3.23: BTVET enrolment by sex</p> <p>3.24: University enrolment by sex</p> <p>3.25: Tertiary enrolment by sex</p> <p>3.26: Proportion of females among tertiary education teachers or professors</p> <p>3.27: Average (Mean) years of schooling of the population aged 25 years and older by sex</p> <p>3.28: Educational Attainment of the population aged 25 years and older by sex</p> <p>3.29: School Drop-out rate by sex</p>
<p>Energy and Mineral Development Sector</p>	<p>4.1: Proportion of the population with primary reliance on non-solid fuels by sex of household head.</p>
<p>Health Sector</p>	<p>5.1: Proportion of children who are exclusively breastfeed for six months</p> <p>5.2: Prevalence of stunting in children under 5 years of age by sex</p> <p>5.3: Prevalence of wasting in children under 5 years of age by sex</p> <p>5.4: Prevalence of under-weight children under 5 years of age by sex</p> <p>5.5: Prevalence of anaemia among women of reproductive age</p> <p>5.6: Infant Mortality rate per 1,000 live births by sex</p> <p>5.7: Under five mortality rate per 1,000 live births by sex</p>

Sector	NPGEIs
	<p>5.8: Maternal Mortality Ratio</p> <p>5.9: Proportion of births attended by skilled health personnel</p> <p>5.10: Proportion of births that are high risk</p> <p>5.11: Proportion of women attending at least four Antenatal care (ANC) visitsⁱ</p> <p>5.12: Proportion of women attending first ANC in the first trimester</p> <p>5.13: Total Fertility Rate</p> <p>5.14: Adolescent Birth Rate (15-19 years) per 1,000 women in that age group.</p> <p>5.15: Teenage Childbearing</p> <p>5.16: Contraceptive Prevalence Rate</p> <p>5.17: Adolescent Contraceptive Prevalence Rate</p> <p>5.18: Life Expectancy at birth by sex.</p> <p>5.19: Adult mortality by cause and age groups</p> <p>5.20: Proportion of the population living with HIV/AIDS by age and sex.</p> <p>5.21: HIV/AIDS prevalence among pregnant women.</p> <p>5.22: Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations.</p> <p>5.23: Proportion of HIV/AIDS pregnant women enrolled on EMTCT (Elimination of Mother to Child Transmission)</p> <p>5.24: Proportion of eligible persons receiving ARVs by sex.</p> <p>5.25: Proportion of HIV positive adolescents accessing ARVs by sex.</p> <p>5.26: Prevalence of lower respiratory infections by Sex.</p> <p>5.27: Prevalence of lower respiratory infections in children under 5 years by sex.</p> <p>5.28: Smoking prevalence among persons aged 15 and over, by sex</p> <p>5.29: Proportion of adults who are obese, by sex.</p> <p>5.30: Proportion of the population with Health Insurance by sex.</p> <p>5.31: Proportion of the population living within a radius of 5 km from a health facility.</p> <p>5.32: Average time taken (<i>Minutes</i>) travelling to the health facility by sex</p> <p>5.33: Ratio of practicing medical officers (doctors) to population</p> <p>5.34: Ratio of practicing nurses to population.</p> <p>5.35: Ratio of practicing midwives to women</p>

Sector	NPGEIs
	<p>5.36: Ratio of practicing Anesthetical Officers to population</p> <p>5.37: Ratio of practicing Anesthetical Officers to women</p>
<p>ICT and National Guidance</p>	<p>6.1: Proportion of individuals who own mobile phones individually by sex.</p> <p>6.2: Proportion of individuals who own mobile phones jointly by sex.</p> <p>6.3: Proportion of individuals using mobile phones by sex.</p> <p>6.4: Proportion of households that own a Television by sex of head</p> <p>6.5: Proportion of individuals using the internet by sex.</p> <p>6.6: Proportion of the population with access to mass media (Radio or TV or Newspaper) by sex of household head</p> <p>6.7: Proportion of individuals using social media by sex</p>
<p>Justice, Law and Order Sector</p>	<p>7.1: Crime Victimization Rate by sex.</p> <p>7.2: Proportion of child related crime</p> <p>7.3: Proportion of police officers who are female</p> <p>7.4: Proportion of judges who are female</p>
<p>Lands and Housing Sector</p>	<p>8.1: Proportion of the population owning land individually by sex of owner.</p> <p>8.2: Proportion of the population owning land jointly by sex of owner.</p> <p>8.3: Proportion of the population owning houses</p>
<p>Public Sector Management Sector</p>	<p>9.1: Percentage of MDAs and LGs with policies, plans and budgets that promote gender equity and equality</p> <p>9.2: Proportion of institutions with systems to track and make public allocation for gender equality and women’s empowerment</p> <p>9.3: Proportion of government recurrent and capital spending going to sectors that disproportionately benefit women, the poor and vulnerable groups</p>
<p>Science, Technology and Innovation Sector</p>	<p>10.1: Ratio of graduates in Science & Technology to Arts by sex</p> <p>10.2: Proportion of females among science, engineering, manufacturing and construction graduates at tertiary level.</p> <p>10.3: Proportion of engineering graduates by sex</p> <p>10.4: Proportion of science graduate teachers by sex</p> <p>10.5: Proportion of Medical officers, clinical officers and allied and dental practitioners by sex</p>

Sector	NPGEIs
<p>Social Development Sector</p>	<p>11.1: Average wage earnings in formal employment by sex. 11.2: Average wage earnings in informal employment by sex. 11.3: Youth unemployment rate by sex. 11.4: Proportion of Young People (15 – 30 years) who are NEETii by age and sex. 11.5: Proportion of children aged 5 – 17 years engaged in child labour by sex. 11.6: Proportion of the working age population employed by sex. 11.7: Employment rate of persons aged 25-49 (with a child under age 3 living in a household and with no children living in the household), by sex 11.8: Vulnerability employment rate 11.9: Proportion of the employed persons who are Own-account workers by sex. 11.10: Proportion of the employed persons who are employers by sex. 11.11: Proportion of the employed persons who are contributing family members by sex. 11.12: Proportion of the employed population in the agriculture sector by sex. 11.13: Proportion of the employed population employed in the manufacturing sector by sex. 11.14: Proportion of the employed population employed in the services sector by sex. 11.15: Proportion of the employed persons working part-time, by sex 11.16: Informal employment as a proportion of total non-agricultural employment, by sex. 11.17: Proportion of firms owned by women, by size. 11.18: Average number of hours a week spent on unpaid domestic and care work by sex 11.19: Average time taken (Minutes) to & fro the firewood supply point by sex of household head. 11.20: Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care. 11.21: Proportion of seats held by women in national Parliament 11.22: Proportion of seats held by women in Local Governments. 11.23: Proportion of women in managerial positions in the formal sector. 11.24: Proportion of the ever-partnered population aged 15+ subjected to physical, sexual or psychological violence by a current or former intimate partner, in the last 12 months by sex. 11.25: Proportion of the population aged 15 years and older subjected to sexual violence by persons other than an intimate partner, in the previous 12 months, by age and sex,</p>

Sector	NPGEIs
	<p>11.26: Proportion of the population aged 20-24 and 25-29 years who experienced sexual violence by age 18 by sex</p> <p>11.27: Proportion of the population aged 20-24 who were married or in a union before age 18 by sex.</p> <p>11.28: Proportion of girls and women aged 5 years and above who have undergone FGM/C</p> <p>11.29: Proportion of PWDs with access to essential services and infrastructure by sex</p> <p>11.30: Uganda Gender Gap Index.</p> <p>11.31: Uganda Gender Development Index.</p> <p>11.32: Uganda Social Institutions and Gender Index</p>
<p>Water and Environment Sector</p>	<p>12.1: Proportion of households with access to improved water source</p> <p>12.2: Average time taken (<i>Minutes</i>) to & fro the water (safe) supply point by sex of household head.</p> <p>12.3: Average waiting time (<i>Minutes</i>) at the water (safe) supply point by sex of head.</p> <p>12.4: Proportion of households with access to improved sanitation by residence</p>

Annex 2: NPGEIs in Tier I by Sector

Accountability Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI ⁱⁱⁱ	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
1.1	Income per capita (Proxy; GDP per capita in constant 2009/10 Prices)	NSI Level 1 a: Gross National Income (USD) per Capita SDG Target 10.1.1: Growth rates of household expenditure or income per capita among the bottom 40 per cent of the population and the total population	UNHS (UBOS)	759	774	1,039
1.2	Household expenditure by sex of head	SDG Target 10.1.1: Growth rates of household expenditure or income per capita among the bottom 40 per cent of the population and the total population	UNHS (UBOS)	Total: 244,400	Total: 341,900	
1.3	Average household income by sex of head	SDG Target 10.1.1: Growth rates of household expenditure or income per capita among the bottom 40 per cent of the population and the total population	UNHS (UBOS)	Female: 176,000 Male: 243,000 Total: 223,000	Total: 416,000	
1.5	Proportion of the population living below the national poverty line by sex	NSI Level 1 a: Proportion of Population Below the National Poverty Line SDG Target 1.2.1: Proportion of population living below the national poverty line, by sex and age	UNHS (UBOS)	Total: 19.7	Total: 21.4	14.2
1.7	Proportion of the population with access to financial services by sex.	UN-MSGI 11: Proportion of population with access to credit, by sex	UNHS (UBOS)		FINSOPE 2018 Female: 77 Male: 78 Total: 78	

Education Sector

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2017)	NDP II Target (2020)
3.1	Gross Pre-primary enrolment ratio by sex.	<p>SDG Target 4.2.1 Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being, by sex.</p> <p>SDG Target 4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex.</p>	Education and Sports Sector Fact Sheet (MoES)	Boys: 15 Girls: 17 Total: 16 <u>NPHC</u> (Boys 28.2 Girls 28.2 Total 28.2)	Girls: 15.7 Boys: 15.0 Total: 15.4	
3.2	Net Pre-primary enrolment ratio by sex.	<p>SDG Target 4.2.1 Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being, by sex.</p> <p>SDG Target 4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex.</p>	Education and Sports Sector Fact Sheet (MoES)	Boys: 8.2 Girls: 7.2 <u>NPHC Rpt</u> (Boys 16.6 Girls 17.5 Total 17.0) <u>NPHC – Re process ed</u> (Boys 29.5 Girls 30.9 Total 30.2)	Girls: 13.6 Boys: 13.0 Total: 13.3	

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2017)	NDP II Target (2020)
3.3	Gross Primary School enrolment rate by sex	NSI Level 1: Gross Enrolment Ratio NDP II: Net Primary School enrolment by sex	Education and Sports Sector Fact Sheet (MoES)	Girls: 111 Boys: 107 Total: 109	Girls: 111 Boys: 101 Total: 111	Girls: 109 Boys: 102 Total: 105
3.4	Net Primary School enrolment rate by sex	NSI Level 2: Net Primary school enrolment rate (%) NDP II: Net Primary School enrolment by sex UN-MSGI 21: Adjusted net enrollment in primary education by sex	Education and Sports Sector Fact Sheet (MoES)	Girls: 93 Boys: 89 Total: 91	Girls: 94 Boys: 93 Total: 93	Girls: 100 Boys: 100 Total: 100
3.5	Gross Secondary School enrolment rate by sex.	NSI Level 1: Gross Enrolment Ratio NDP II: Net Secondary enrolment rate by sex UN-MSGI 22: Gross enrolment ratio in secondary education by sex	Education and Sports Sector Fact Sheet (MoES)	Girls: 28 Boys: 32 Total: 30	Girls: 23 Boys: 27 Total: 25	Girls: 28.1 Boys: 32.2 Total: 31.9
3.6	Net Secondary School enrolment rate by sex	NSI Level 2: Net Secondary school enrolment rate (%) NDP II: Net Secondary enrolment rate by sex	Education and Sports Sector Fact Sheet (MoES)	Girls: 25 Boys: 27 Total: 26	Girls: 21 Boys: 23 Total: 22	Girls: 35 Boys: 30 Total: 40
3.7	Gender parity index in school enrolment	SDG Target 4.5.1: Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict affected areas, as data become available) for all education indicators that can be disaggregated. UN-MSGI 24: Gender parity index in gross enrollment ratio in primary, secondary and tertiary education	Education and Sports Sector Fact Sheet (MoES)	Pre-primary: 0.98 Primary: 1.00 Secondary: 0.90	Primary: 1.01 Secondary: 0.91	1.00

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2017)	NDP II Target (2020)
3.8	Primary (P7) Completion rate by sex	NSI Level 2: P7 completion rate (%) NDP II: P7 Completion rate by sex UN-MSGI 28: Primary Education completion rate by sex	Education and Sports Sector Fact Sheet (MoES)	Girls: 63.3 Boys: 59.8 Total: 61.6	Girls: 60.0 Boys: 59.3 Total: 60.0	Girls: 85 Boys: 85 Total: 85
3.9	Transition rate to Secondary (S1) by sex	NSI Level 1: Primary to secondary school transition rate NDP II: Transition rate to S1 by sex UN-MSGI 30: Effective transition from primary to secondary education by sex	Education and Sports Sector Fact Sheet (MoES)	Girls: 63.6 Boys: 62.8 Total: 63.2	Girls: 60.5 Boys: 60.8 Total: 60.6	Girls: 83 Boys: 83 Total: 83
3.10	S4 Completion rate by sex	NSI Level 1: Net secondary completion rates NDP II: Secondary Completion rate	Education and Sports Sector Fact Sheet (MoES)	Girls: 35.9 Boys: 36.4 Total: 36.2	Girls: 33.5 Boys: 36.2 Total: 34.8	Girls: 48 Boys: 52 Total: 50
3.11	Transition rate from S4 to S5 by sex	NSI Level 2: Transition from S4 to S5 (%) NDP II: Transition rate from S4 to S5 by sex UN-MSGI 29: Gross graduation ratio from lower secondary education by sex	Education and Sports Sector Fact Sheet (MoES)	Girls: 25.9 Boys: 33.6 Total: 30.0	Girls: 21.0 Boys: 28.4 Total: 24.8	Girls: 35 Boys: 45 Total: 50
3.12	Literacy rate by sex	NSI Level 1: Adult Literacy Rate UN-MSGI 20: Youth literacy rate of persons (15-24 years), by sex	UNHS (UBOS)	Female: 63.6 Male: 75.9 Total: 69.5	Female: 69.9 Male: 77.5 Total: 73.5	80 (SDG)

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2017)	NDP II Target (2020)
3.17	Pass rate by sex		Education and Sports Sector Fact Sheet (MoES)	PLE: Girls: 84 Boys: 88 Total: 86 UCE: Girls: 90 Boys: 92 Total: 91	PLE Girls: 90 Boys: 92 Total: 91 <u>UCE</u> Girls: 91 Boys: 92 Total: 91	PLE Girls: 88 Boys: 94 Total: 91 UCE Girls: 97 Boys: 98 Total: 97
3.23	BTVET enrolment by sex	NSI Level 2: BTVET Enrolment NDP II: BTVET enrolment by sex	Education and Sports Sector Fact Sheet (MoES)	F: 14,650 M: 28,024 T: 42,674	F: 26,663 M: 37,032 T: 63,695	F: 21,975 M: 42,036 T: 64,011
3.24	University enrolment by sex	NSI Level 2: University students NDP II: University students by sex UN-MSGI 23: Gross enrolment ratio in tertiary education by sex	Education and Sports Sector Fact Sheet (MoES)	F: 79,835 M: 100,525 T: 180,360	<u>2016</u> F: 81,980 M: 104,432 T: 186,412	F: 80,530 M: 106,279 T: 187,204
3.25	Tertiary enrolment by sex	NSI Level 2: Tertiary Institution students NDP II: Tertiary Institution students by sex UN-MSGI 23: Gross enrolment ratio in tertiary education by sex	Education and Sports Sector Fact Sheet (MoES)	M: 114,643 F: 143,212 T: 257,855	<u>2016</u> F: 114,552 M: 144,314 T: 258,866	F: 127,518 M: 165,136 T: 292,258

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2017)	NDP II Target (2020)
3.27	Average (Mean) years of schooling of the population aged 25 years and older by sex	<i>NSI Level I:</i> Average years of schooling	UNHS (UBOS)	Female: 3.7 Male: 6.2 Total: 5.0	Female: 4.8 Male: 7.0 Total: 5.9	Female: 11 Male: 11 Total: 11

Health Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
5.1	Proportion of children who are exclusively breastfed for six months		UDHS (UBOS)	63	65.5	
5.2	Prevalence of stunting in children under 5 years of age by sex	NSI Level 1: Stunting (Under 5-Years) NDP II: Child stunting as percent of under 5s SDG Target 2.2.1: Prevalence of stunting among children under 5 years of age ^{iv}	UDHS (UBOS)	Girls: 29.9 Boys: 37.0 Total: 33.4	Girls: 26.9 Boys: 30.9 Total: 28.9	25
5.3	Prevalence of wasting in children under 5 years of age by sex	SDG Target 2.2.2 Prevalence of malnutrition among children under 5 years of age, by type (wasting and overweight) ^v	UDHS (UBOS)	Girls: 4.6 Boys: 4.9 Total: 4.7	Girls: 3.0 Boys: 4.1 Total: 3.5	
5.4	Prevalence of under-weight children under 5 years of age by sex	NSI Level 1: Underweight (Under 5-Years) SDG Target 2.2.2 Prevalence of malnutrition among children under 5 years of age, by type (wasting and overweight)	UDHS (UBOS)	Girls: 12.7 Boys: 14.9 Total: 13.8	Girls: 9.5 Boys: 11.4 Total: 10.5	8
5.5	Prevalence of anaemia among women of reproductive age		UDHS (UBOS)	23	32	16
5.6	Infant Mortality rate per 1,000 live births by sex	NSI Level 1: Infant mortality rate per 1000 live births NDP II: Infant Mortality rate per 1,000 live births SDG Target 3.2.2: Neonatal mortality rate	UDHS (UBOS)	Girls: 59 Boys: 70	Girls: 37 Boys: 49 Total: 43	44

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
5.7	Under five mortality rate per 1,000 live births by sex	NSL Level 1: Under Five Mortality Rate (per 1,000 live births) NDP II: Under five Mortality rate per 1,000 live births SDG Target 3.2.1: Under-five mortality rate UN-MSGI 33: Under five mortality rate	UDHS (UBOS)	Girls: 98 Boys: 114	Girls: 56 Boys: 72 Total: 64	51
5.8	Maternal Mortality Ratio	NSI Level 1: Maternal mortality ratio per 100,000 live births NDP II: Maternal mortality rate per 100,000 live births SDG Target 3.1.1: Maternal mortality ratio UN-MSGI 34: Maternal Mortality Ratio	UDHS (UBOS)	438	336	320
5.9	Proportion of births attended by skilled health personnel	NSI Level 2: Births attended by skilled health personnel NDP II: Births attended by skilled health personnel SDG Target 3.1.2 Proportion of births attended by skilled health personnel UN-MSGI 36: Proportion of births attended by skilled health professional	UDHS (UBOS)	58	74.2	78
5.10	Proportion of births that are high risk		UDHS (UBOS)	65.5	59.5	
5.11	Proportion of women attending at least four Antenatal care (ANC) visits	UN-MSGI 35: Antenatal Care coverage	UDHS (UBOS)	47.6	59.9	60 (SDG)
5.12	Proportion of women attending first ANC in the first trimester	UN-MSGI 35: Antenatal Care coverage	UDHS (UBOS)	20.8	29.1	

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
5.13	Total Fertility Rate	NSI Level 1: Total fertility rate NDP II: Total Fertility Rate	UDHS (UBOS)	6.2	5.4	4.5
5.14	Adolescent Birth Rate (15-19 years) per 1,000 women in that age group.	SDG Target 3.7.2 Adolescent Birth Rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group UN-MSGI 52: Adolescent birth rate	UDHS (UBOS)	134.5	132	
5.15	Teenage Childbearing	SDG Target 3.7.2 Adolescent Birth Rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group UN-MSGI 52:	UDHS (UBOS)	24	25	
5.16	Contraceptive Prevalence Rate	NSI Level 2: Contraceptive Prevalence Rate (%) NDP II: Contraceptive Prevalence Rate SDG Target 3.7.1: Proportion of women of reproductive age (15-49 years) who have their need for family planning satisfied with modern methods UN-MSGI 32: Contraceptive prevalence among women who are married or in a union, aged 15-49	UDHS (UBOS)	30	39	50
5.17	Adolescent Contraceptive Prevalence Rate	NDP II: Contraceptive Prevalence Rate SDG Target 3.7.1: Proportion of women of reproductive age (15-49 years) who have their need for family planning satisfied with modern methods	UDHS (UBOS)	6.8	21.9	
5.18	Life Expectancy at birth by sex.	NSI Level 1: Life expectancy NDP II: Life Expectancy at birth UN-MSGI 41: Life expectancy at age 60 by sex	NPHC	Female: 64.2 Male: 62.2 Total: 63.3	Female: 64.2 Male: 62.2 Total: 63.3	60

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
5.20	Proportion of the population living with HIV/AIDS by age and sex.	NSI Level 2: HIV Prevalence (%) NDP II: HIV - Prevalence rate SDG Target 3.3.1: Number of new HIV infections per 1000 uninfected population, by sex, age and key populations UN-MSGI 39:	MoH - UPHIA	Female: 8.3 Male: 6.1 Total: 7.3	15 - 49 Female: 7.5 Male: 4.3 Total: 6.0 15 - 64 Female: 7.6 Male: 4.7 Total: 6.2	7.8
5.26	Prevalence of lower respiratory infections by Sex.		MoH; AIS		UNHS (UBOS) VI Female: 17.5 Male: 19.1 Total: 18.2	
5.27	Prevalence of lower respiratory infections in children under 5 years by sex. ^{vi}		UDHS (UBOS)	Girls: 14.3 Boys: 15.4 Total: 14.8	Girls: 9.0 Boys: 9.7 Total: 9.3	
5.28	Smoking prevalence among persons aged 15 and over, by sex	UN-MSGI 37: Smoking prevalence among persons aged 15 and over, by sex	UDHS (UBOS)	15 - 49 Female: 1.8 Male: 15.7	15 - 49 Female: 0.8 Male: 9.4	Female: Male: Total:
5.29	Proportion of adults who are obese, by sex.	UN-MSGI 38: Proportion of adults who are obese, by sex	UDHS (UBOS)	15 - 49 Female: 4.2 Male: 0.6	15 - 49 Female: 7.2 Male: 1.2	Female: Male:
5.30	Proportion of the population with Health Insurance by sex.		UDHS (UBOS)	Female: 1.3 Male: 1.8	<u>15+</u> <u>Total: 5.1</u> <u>15 - 49</u> <u>Female : 5.9</u> <u>Male: 5.5</u>	

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
5.31	Proportion of the population living within a radius of 5 km from a health facility.	<p>NSI Level 2: Proportion of the population living within radius of 5 km of a health facility</p> <p>NDP II: Proportion of the population living within a radius of 5 km of a health facility</p>	UNHS (UBOS)	83.3	<u>86.1</u>	85

ICT and National Guidance Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
6.1	Proportion of individuals who own mobile phones individually by sex.	NDP II: Percentage of mobile line subscriptions SDG Target 5.b.1 Proportion of individuals who own a mobile telephone by sex	UNHS (UBOS)	Female: 45.8 Male: 58.2 Total: 54.3	Total: 68	
6.2	Proportion of individuals who own mobile phones jointly by sex.	NDP II: Percentage of mobile line subscriptions SDG Target 5.b.1 Proportion of individuals who own a mobile telephone by sex	UNHS (UBOS)	Female: 3.2 Male: 6.4 Total: 5.3	Total: 5	
6.4	Proportion of households that own a Television by sex of head	NDP II: Proportion of households with a TV UN-MSGI 19: Proportion of households with access to mass media (radio, TV, Internet), by sex of household head	UNHS (UBOS)	NPHC 2014 Female: 8.3 Male: 10.8 Total: 10.0	UNHS VI Total: 17.4	
6.5	Proportion of individuals using the internet by sex.	SDG Target 17.8.1 Proportion of individuals using the internet UN-MSGI 17: Proportion of individuals using the Internet, by sex	UNHS (UBOS)	NPHC 2014 Female: 6.5 Male: 11.0 Total: 8.6	UNHS VI Total: 6	
6.6	Proportion of the population with access to mass media (Radio or TV or Newspaper) by sex of household head	UN-MSGI 19: Proportion of households with access to mass media (radio, TV, Internet), by sex of household head	UNHS (UBOS)		<u>UDHS 2016 (15 – 49 yrs)</u> Female: 65.0 Male: 76.0	18

Lands and Housing Sector

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
8.3	Proportion of the population owning houses		UNHS (UBOS)		Total: 74.3	

Social Development Sector

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
11.1	Average wage earnings in formal employment by sex. Proxy: Median monthly cash earnings for persons in paid employment in the formal sector	SDG Target 8.5.1: Average hourly earnings of female and male employees, by occupation, age and persons with disabilities UN-MSGI 13: Gender gap in wages	ALFS (UBOS)		Female: 400,000 Male: 420,000 Total: 400,000	
11.2	Average wage earnings in informal employment by sex. Proxy: Median monthly cash earnings for persons in paid employment in the informal sector	SDG Target 8.5.1: Average hourly earnings of female and male employees, by occupation, age and persons with disabilities UN-MSGI 13: Gender gap in wages	ALFS (UBOS)		Female: 150,000 Male: 240,000 Total: 200,000	
11.3	Youth unemployment rate by sex.	NDP II: Percentage of national labour force the employed, by sector SDG Target 8.5.2: Unemployment rate, by sex, age and persons with disabilities UN-MSGI 10: Youth unemployment rate for persons aged 15-24 by sex	ALFS (UBOS)		Female: 14.7 Male: 11.4 Total: 13.0	
11.4	Proportion of Young People (15 – 30 years) who are NEET by sex.	NDP II: The number of young people not in education, employment or training SDG Target 8.6.1: Proportion of youth (aged 15-24 years) not in education, employment or training.	ALFS (UBOS)	18 – 30 Female: Male: Total: 15 - 24 Female: 39.1 Male: 18.2 Total: 29.0	18 – 30 Female: 50.5 Male: 29.0 Total: 40.7 15 - 24 Female: 42.8 Male: 24.0 Total: 33.9	Reduce by 20%

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
11.5	Proportion of children aged 5 – 17 years engaged in child labour by sex.	SDG Target 8.7.1: Proportion and number of children aged 5 – 17 years engaged in child labour by sex and age.	ALFS (UBOS)	Female: 15.6 Male: 16.9 Total: 16.3	Female: 13.5 Male: 16.8 Total: 15.1	
11.6	Proportion of the working age population employed by sex.	NSI Level 1: Working Population Employed NDP II: Percentage of national labour force employed, by sector SDG Target 8.5.2: Unemployment rate, by sex, age and persons with disabilities UN-MSGI 3: Labour force participation rate for persons aged 15-24 and 15+, by sex	ALFS (UBOS)	Female: 41.4 Male: 54.9 Total: 47.8	Female: 39.8 Male: 56.2 Total: 47.6	79
11.8	Vulnerability employment rate		ALFS (UBOS)		Female: 71.9 Male: 55.2 Total: 62.6	
11.9	Proportion of the employed persons who are Own-account workers by sex.	UN-MSGI 4: Proportion of employed who are own account workers, by sex	ALFS (UBOS)		Female: 57.8 Male: 48.8 Total: 52.8	
11.10	Proportion of the employed persons who are employers by sex.	UN-MSGI 6: Proportion of employed who are employers, by sex	ALFS (UBOS)		Female: 1.7 Male: 4.0 Total: 3.0	
11.11	Proportion of the employed persons who are contributing family members by sex.	UN-MSGI 5: Proportion of employed who are contributing family workers, by sex	ALFS (UBOS)		Female: 14.1 Male: 6.4 Total: 9.8	
11.12	Proportion of the employed population in the agriculture sector by sex.	NSI Level 1: Labour force in agriculture UN-MSGI 8: Percentage distribution of employed population by sector, each sex (Sectors here refer to Agriculture; Industry; Services)	ALFS (UBOS)	Female: 33.7 Male: 33.9 Total: 33.8	Female: 42.8 Male: 40.0 Total: 41.2	

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
11.13	Proportion of the employed population employed in the manufacturing sector by sex.	NSI Level 1: Labour force in Manufacturing UN-MSGI 8: Percentage distribution of employed population by sector, each sex (Sectors here refer to Agriculture; Industry; Services)	ALFS (UBOS)	Female: 18.0 Male: 23.0 Total: 21.0	Female: 11.4 Male: 20.2 Total: 16.4	
11.14	Proportion of the employed population employed in the services sector by sex.	NSI Level 1: Labour force in service sector UN-MSGI 8: Percentage distribution of employed population by sector, each sex (Sectors here refer to Agriculture; Industry; Services)	ALFS (UBOS)	Female: 47.5 Male: 43.1 Total: 45.1	Female: 45.8 Male: 39.8 Total: 42.4	
11.16	Informal employment as a proportion of total non-agricultural employment, by sex.	UN-MSGI 9: Informal employment as a percentage of total non-agricultural employment, by sex	ALFS (UBOS)		Females: 85.6 Males: 84.5 Total: 84.9	
11.18	Average number of hours a week spent on unpaid domestic and care work by sex	SDG Target 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location UN-MSGI 2: Average number of hours spent on unpaid domestic work by sex (Note: Separate housework and child care if possible)	ALFS (UBOS)	Females: 23.1 Males: 11.9 Total: 18.6	Females: 19.9 Males: 10.3 Total: 16.1	
11.20	Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care.	SDG Target 5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care.	UDHS (UBOS)	60	58.5	

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
11.21	Proportion of seats held by women in national parliament	SDG Target 5.5.1 Proportion of seats held by women in national parliaments and local governments UN-MSGI 44: Proportion of seats held by women in national parliament	The Parliament		35	
11.22	Proportion of seats held by women in Local Governments.	SDG Target 5.5.1 Proportion of seats held by women in national parliaments and local governments	MoLG;	<u>LCV Chairpersons</u> Females: 1.74 Males: 98.26	<u>LCV Chairpersons</u> Females: 0.9 Males: 99.1	
11.26	Proportion of the population aged 20-24 and 25-29 years who experienced sexual violence by age 18 by sex	SDG Target 16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18	UDHS (UBOS)	20-24 ^{vii} : Females: 8.3 Males: 3.2 25-29: Females: 6.6 Males: 1.3	20-24: Females: 4.8 Males: 1.1 25-29: Females: 5.8 Males: 2.1	6 (SDG)
11.27	Proportion of the population aged 20-24 who were married or in a union before age 18 by sex.	SDG Target 5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18 UN-MSGI 51: Percentage of women aged 20-24 years old who were married or in union before age 18	UDHS (UBOS)	Males: 16.1 Females: 31.8	Females: 34.0 Males: 5.5	Less than 10 (RMNCAH) ^{viii} 20 (SDG)

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
11.28	Proportion of girls and women aged 5 years and above who have undergone FGM/C	<p>SDG Target 5.3.2 Proportion of girls and women aged 15-49 who have undergone female genital mutilation/cutting by age.</p> <p>UN-MSGI 50: Prevalence of female genital mutilation/ cutting (for relevant countries only)</p>	UDHS (UBOS)	<u>15-49 Years</u> 1.4	<u>15-49 Years</u> 0.3%	0 (SDG)
11.30	Uganda Gender Gap Index. NB: Figures in brackets refer to Global Ranking)	NDP II: Global Gender Gap Index	World Economic Forum	0.713 (40/136)	0.721 (45/144)	0.750 (20/136)
11.31	Uganda Gender Development Index.		UNDP – Human Development Report	0.48	0.865	

Water and Environment Sector

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
12.1	Proportion of households with access to improved water source	NSI Level 1: Safe water coverage SDG Target 6.1:	UNHS (UBOS)		<u>UDHS 2016</u> Rural: 91.3 Urban: 73.8 Total: 78.3	
12.2	Average time taken (<i>Minutes</i>) to & fro the water (safe) supply point by sex of household head.	SDG Target 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location	UNHS (UBOS)	Female: 29.8 Male: 29.6 Total: 29.8	Female: 24 Male: 24 Total: 24	
12.3	Average waiting time (<i>Minutes</i>) at the water (safe) supply point by sex of head.	SDG Target 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location	UNHS (UBOS)	Female: 27.2 Male: 28.0 Total: 27.4	Female: 23 Male: 23 Total: 23	
12.4	Proportion of households with access to improved sanitation by residence	NSI Level 2: Household Latrine Coverage SDG Target 6.2:	UNHS (UBOS)		<u>UDHS 2016</u> Rural: 26.5 Urban: 16.0 Total: 18.7	

3. NPGEIs in Tier II by Sector

Accountability Sector

NPG EI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN- MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
1.4	Average household agricultural income by sex of head	SDG Target 10.1.1: Growth rates of household expenditure or income per capita among the bottom 40 per cent of the population and the total population	UNPS			
1.6	Proportion of the population living below the international poverty line (less than USD 1.25 per day) by sex.	SDG Target 1.1.1: Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	UNHS (UBOS)			

Agriculture Sector

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
2.1	Proportion of the agricultural population owning agricultural land by sex of owner.	SDG Target 5.a.1 (a): Proportion of total agricultural population with ownership or secure rights over agricultural land by sex.	UNPS			
2.2	Proportion of women owning agricultural land	SDG Target 5.a.1 (a): Proportion of total agricultural population with ownership or secure rights over agricultural land by sex.	UNPS			
2.3	Proportion of the agricultural population with user-rights by sex.		UNPS			
2.4	Proportion of the agricultural population who make decisions by sex of decision maker		UNPS			
2.5	Proportion of the agricultural population who decide on proceeds of agriculture by sex of decision maker.	SDG Target 5.a.1 (b): Share of women among owners or rights bearers of agricultural land, by type of tenure	UNPS			
2.6	Proportion of the agricultural population who decide what to plant by sex of decision maker.	SDG Target 5.a.1 (a): Proportion of total agricultural population with ownership or secure rights over agricultural land by sex.	UNPS			

NPGE I No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
2.7	Proportion of the agricultural population who decide what inputs to use by sex of decision maker.	SDG Target 5.a.1 (a): Proportion of total agricultural population with ownership or secure rights over agricultural land by sex.	UNPS			
2.8	Proportion of farmers using labour saving technologies by sex.		UCAAL			

Education Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2017)	NDP II Target (2020)
3.13	Literacy rate at P3 by sex	NDP II: Literacy rate at P3 by sex SDG Target 4.1.1: SDG Target 4.6.1: ^{ix}	MoES (NAPE Report)	Girls: 61.3 Boys: 59.0 Total: 60.2		Girls: 70 Boys: 70 Total: 70
3.14	Literacy rate at P6 by sex	NDP II: Literacy rate at P6 by sex SDG Target 4.1.1: SDG Target 4.6.1:	MoES (NAPE Report)	Girls: 52.2 Boys: 51.6 Total: 51.9		Girls: 50 Boys: 50 Total: 50
3.15	Numeracy rate at P3 by sex	NDP II: Numeracy rate at P3 by sex SDG Target 4.1.1: SDG Target 4.6.1:	MoES (NAPE Report)	Girls: 70.6 Boys: 73.0 Total: 71.7		Girls: 80 Boys: 80 Total: 80
3.16	Numeracy rate at P6 by sex	NDP II: Numeracy rate at P6 by sex SDG Target 4.1.1: SDG Target 4.6.1:	MoES (NAPE Report)	Girls: 48.2 Boys: 56.9 Total: 52.6		Girls: 50 Boys: 50 Total: 50
3.18	Pass rate in English by sex		Education Fact Sheet (MoES)	Girls: 91.8 Boys: 89.9		Girls: 94.8 Boys: 92.8
3.19	Pass rate in Mathematics by sex		Education Fact Sheet (MoES)	Girls: 77.5 Boys: 81.7		Girls: 80.8 Boys: 84.7

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2017)	NDP II Target (2020)
3.20	Average time taken (<i>Minutes</i>) to school (for day scholars) by sex.	SDG Target 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location	UNHS (UBOS)	Female: 37.3 Male: 35.2 Total: 36.7		
3.21	Proportion of schools with separate stances for females and males		NSDS (UBOS)	Primary : 97.3 Secondary: 98.8		
3.22	Pupil/student Stance Ratio by Sex		NSDS (UBOS)	<u>Primary</u> Girls: 69 Boys: 71 <u>Secondary</u> Girls: 49 Boys: 61		
3.26	Proportion of females among tertiary education teachers or professors	UN-MSGI 26: Proportion of females among tertiary education teachers or professors	Census of Higher Educational Institutions (MoES)			

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2017)	NDP II Target (2020)
3.28	Educational Attainment of the population aged 25 years and older by sex	UN-MSGI 31: Educational attainment of the population aged 25 and older, by sex	UNHS (UBOS)	<p><u>Females</u> None: 24.7 Primary: 53.7 Secondary: 18.4 Post sec: 3.2</p> <p><u>Males</u> None: 10.2 Primary: 60.0 Secondary: 24.2 Post sec: 5.6</p>	<p><u>Females</u> <u>15+</u> None: 16.2 Primary: 51.2 Secondary: 25.7 Post sec: 6.9</p> <p><u>Males</u> <u>15+</u> None: 6.9 Primary: 52.9 Secondary: 29.1 Post sec: 11.1</p>	

Energy and Mineral Development Sector

NPG EI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
4.1	Proportion of the population with primary reliance on non-solid fuels by sex of household head.	SDG Target: 7.1.2 Proportion of population with primary reliance on clean fuels and technology	UDHS (UBOS)	0.6%		

Health Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
5.19	Adult mortality by cause and age groups	UN-MSGI 42: Adult mortality by cause and age groups	UDHS (UBOS)			
5.21	HIV/AIDS prevalence among pregnant women.	NDP II: HIV - Prevalence rate SDG Target 3.3.1: Number of new HIV infections per 1000 uninfected population, by sex, age and key populations	MoH - AIS/UPH IA	5.5		
5.23	Proportion of HIV/AIDS pregnant women enrolled on EMTCT (Elimination of Mother to Child Transmission)		MoH - AIS/UPH IA	79.9		100
5.24	Proportion of eligible persons receiving ARVs by sex.	NDP II: Percentage of eligible persons receiving ARVs UN-MSGI 40: Access to anti-retroviral drug by sex	MoH - AIS/UPH IA	Female: 53 Male: 46		90
5.25	Proportion of HIV positive adolescents accessing ARVs by sex.	NDP II: Percentage of eligible persons receiving ARVs	MoH-HMIS			
5.32	Average time taken (<i>Minutes</i>) traveling to the health facility by sex	SDG Target 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location	UNHS (UBOS)	Female: 46.0 Male: 49.7 Total: 47.1		

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
5.33	Ratio of practicing medical officers (doctors) to population	NSI Level 2: Ratio of doctors to population NDP II: Ratio of doctors to population SDG Target 3.c.1: Health worker density and distribution.	MoH (DHIS-2)	1:24,725		1:22,625
5.34	Ratio of practicing nurses to population.	NSI Level 2: Ratio of nurses to population. NDP II: Ratio of nurses to population SDG Target 3.c.1: Health worker density and distribution.	MoH (DHIS-2)	1:11,000		1:8,000
5.35	Ratio of practicing midwives to women	SDG Target 3.c.1: Health worker density and distribution.	MoH (DHIS-2)			
5.36	Ratio of practicing Anesthetical Officers to population	SDG Target 3.c.1: Health worker density and distribution.	MoH (DHIS-2)			
5.37	Ratio of practicing Anesthetical Officers to women	SDG Target 3.c.1: Health worker density and distribution.	MoH (DHIS-2)	1:11,000		1:9,500

ICT and National Guidance Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
6.3	Proportion of individuals using mobile phones by sex.	<p>NDP II: Percentage of mobile line subscriptions</p> <p>SDG Target 5.b.1</p> <p>Proportion of individuals who own a mobile telephone by sex</p> <p>UN-MSGI 18: Proportion of individuals using a mobile cellular telephone, by sex</p>	UNHS (UBOS)			

Justice, Law and Order Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
7.1	Crime Victimization Rate by sex.		UBOS			
7.2	Proportion of child related crime	NSI Level 3: JLOS Sector	POLICE			
7.3	Proportion of police officers who are female	UN-MSGI 46: Percentage of female police officers	POLICE			
7.4	Proportion of judges who are female	UN-MSGI 47: Percentage of female judges	Judicial Service Commission			

Lands and Housing Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
8.1	Proportion of the population owning land individually by sex of owner.	<p>SDG Target 5.a.1 (a): Proportion of total agricultural population with ownership or secure rights over agricultural land by sex.</p> <p>UN-MSGI 12: Proportion of adult population owning land, by sex</p>	UNHS (UBOS)	Female: 59.1 Male: 42.9 Total: 47.9		Female : 25.46 Male : 36.38
8.2	Proportion of the population owning land jointly by sex of owner.	<p>SDG Target 5.a.1 (a): Proportion of total agricultural population with ownership or secure rights over agricultural land by sex.</p> <p>UN-MSGI 12: Proportion of adult population owning land, by sex</p>	UNHS (UBOS)	Female: 13.1 Male: 36.5 Total: 29.4		Total: 38.15

Science, Technology and Innovation Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
10.1	Ratio of graduates in Science & Technology to Arts by sex	NSI Level 2: Ratio of graduates in science and technology to Arts NDP II: Ratio of graduates in Science & Technology to Arts	UNCST	1:5		3:5
10.2	Proportion of females among science, engineering, manufacturing and construction graduates at tertiary level.	NDP II: Ratio of graduates in Science & Technology to Arts	UNCST			
10.3	Proportion of engineering graduates by sex	NDP II: Ratio of graduates in Science & Technology to Arts	UNCST			
10.4	Proportion of science graduate teachers by sex	NDP II: Ratio of graduates in Science & Technology to Arts	UNCST			
10.5	Proportion of Medical officers, clinical officers and allied and dental practitioners by sex	NDP II: Ratio of graduates in Science & Technology to Arts	UNCST			

Social Development Sector

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
11.7	Employment rate of persons aged 25-49 (with a child under age 3 living in a household and with no children living in the household), by sex	UN-MSGI 15: Employment rate of persons aged 25-49 with a child under age 3 living in a household and with no children living in the household, by sex	ALFS (UBOS)			
11.17	Proportion of firms owned by women, by size.	UN-MSGI 7: Percentage of firms owned by women, by size	COBE (UBOS)			
11.19	Average time taken (Minutes) to & fro the firewood supply point by sex of household head.	SDG Target 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location	UNHS (UBOS)	Females: 40.9 Males: 40.0 Total: 40.7		
11.23	Proportion of women in managerial positions in the formal sector.	SDG Target 5.5.2 Proportion of women in managerial positions UN-MSGI 45: Women's share of managerial positions	Ministry of Public Service			
11.24	Proportion of the ever-partnered population aged 15+ subjected to physical, sexual or psychological violence by a current or former intimate partner, in the last 12 months by sex.	SDG Target 5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner, in the previous 12 months, by form of violence and age. UN-MSGI 48: Proportion of ever-partnered women (aged 15-49) subjected to physical and/or sexual violence by a current or former intimate partner, in the last 12 months	UDHS (UBOS)	<u>15-49 Years</u> Females: 15.4 Males: 2.9		30 (SDG)

NPGEI No	Name of Indicator	Linkage to NSI, NDP II and SDGs and UN-MSGI	Source	Baseline (2015)	Current Status (2016/17)	NDP II Target (2020)
11.25	Proportion of the population aged 15 years and older subjected to sexual violence by persons other than an intimate partner, in the previous 12 months, by age and sex	SDG Target 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence. UN-MSGI 49: Proportion of women (aged 15-49) subjected to sexual violence by persons other than an intimate partner, since age 15	UDHS (UBOS)	<u>15-49</u> <u>Years</u> Females : 11 Males: 6		8 (SDG)
11.32	Uganda Social Institutions and Gender Index		UBOS	0.47		

1. The current Ministry of Health Guidelines recommend at least eight (8) ANC visits.
2. NEET - Neither in Employment nor in Education /Training.
3. **NSI** – National Standard Indicators; **NDP II** - 2nd National Development Plan (of Uganda); **SDGs** – Sustainable Development Goals; **and UN-MSGI** – UN Minimum Set of Gender Indicators.
4. Stunting (height for age <-2 standard deviation from the median of the World Health Organization (WHO) Child Growth Standards)
5. Malnutrition (weight for height >+2 or <-2 standard deviation from the median of the WHO Child Growth Standards)
6. ARI symptoms consist of cough accompanied by (1) short, rapid breathing that is Chest-related and/or (2) difficult breathing that is chest-related.
7. Figures are for non-spousal sexual violence
8. RMNCAH – Reproductive Maternal Neo-natal Child and Adolescent Health Sharpened Plan for Uganda 2016/17 – 2019/20

-
9. ***SDG Target 4.1.1:*** Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics by sex; and ***SDG Target 4.6.1:*** Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills by sex.