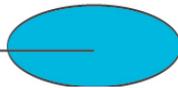


FINAL REPORT FOR THE GEKS NATIONAL ASSESSMENT

wisat

women in global science & technology



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ABBREVIATIONS:

ACGSD	-	African Centre for Gender and Social Development
AGDI	-	African Gender Development Index
AU	-	African Union
AWPS	-	African Women Progress Scoreboard
CBO	-	Community-based organization
CEDAW	-	Convention on Elimination of All Forms of Discrimination against Women
CUA	-	Credit Unit Association
DFID	-	Department for International Development (United Kingdom)
ESCAP	-	Economic and Social Commission for Asia and the Pacific
ESCWA	-	Economic and Social Commission for Western Asia
FGM	-	Female genital mutilation
GDI	-	Gender-related Development Index
GEKS	-	Gender Equality and the Knowledge Society
GEM	-	Gender Empowerment Measure
GEM	-	Girls Education Movement
GID DB	-	Gender, Institutions and Development Database
GSI	-	Gender Status Index
GTZ	-	German Agency for Technical Cooperation
IAEG-GS	-	Inter-Agency and Expert Group on Gender Statistics (of United Nations)
ICT	-	Information and Communications Technology
IDRC	-	International Development Research Centre (Canada)
ILO	-	International Labour Organization
ISCED	-	International Standard Classification of Education
ISCO	-	International Standard Classification of Occupation
ISIC	-	International Standard Industrial Classification
IT	-	Information Technology
ITU	-	International Telecommunication Union
MAAIF	-	Ministry of Agriculture, Animal, Industry and Fisheries
MDG	-	Millennium Development Goal
MFI	-	Microfinance Institution
NGO	-	Non-governmental Organization
NLP	-	National Land Policy
NSO	-	National Statistical Office
OECD	-	Organization for Economic Co-operation and Development
OSCE	-	Organization for Security and Cooperation in Europe
PBDAC	-	Principal Bank for Development and Agricultural Credit
PEAP	-	Poverty Eradication Action Plan
RIA	-	Research ICT Africa
SESE	-	Survey of Employers and Self-Employed
SIGI	-	Social Institutions and Gender Index
SIM	-	Subscriber Identity Module
SSA	-	Sub-Saharan Africa
STI	-	Science Technology and Innovation
TGG	-	Partnership Task Group on Gender
UBOS	-	Uganda Bureau of Statistics
UIS	-	UNESCO Institute for Statistics
UNCDF	-	United Nations Capital Development Fund
UNCTAD	-	United Nations Conference on Trade and Development
UNDP	-	United Nations Development Programmed
UNECA	-	United Nations Economic Commission for Africa
UNESCO	-	United Nations Educational, Scientific and Cultural Organization
UNICEF	-	United Nations Children's Fund
UNSD	-	United Nations Statistical Division

- USAID - United States Agency for International Development
- WICTAD - Women, ICT and Development
- WISAT - Women in Global Science and Technology

1.0 Introduction:

Women of Uganda Network (WOUGNET) is a women's organization operating at the National level in Uganda and in specific districts at the local level. WOUGNET has been conducting a research on Gender Equality and the Knowledge Society (GEKS) since May – July 2015. WOUGNET was commissioned for this National Assessment under the financial support of UNESCO. UNESCO commissioned national assessments in four Eastern Africa countries on the preparation and participation of women and girls in the knowledge society, with particular emphasis on Science, Technology and Innovation. The aim of these studies was to collect data on and develop analysis of factors that affect the STI participation of women and girls that can lead to cross-country and global comparisons. Findings from this research are a critical reflection on some recent attempts to construct indicators of gender equality and women's empowerment, focusing on Health status, Social status, Economic status, Access to resources, Women's Agency, Opportunity and Capability, Women knowledge economy, Women knowledge in decision making Women knowledge in Science Technology and Innovation, Women and learning lifelong and analyzing the influence of enabling policy environment on the named aspects in promoting gender equality. The findings have proved that Uganda is a long way from achieving gender equality and women's empowerment goal three of the globally agreed Millennium Development Goals. Although there has been progress in some areas such as girls' access to primary education and women's economic empowerment, the level of achievement has been uneven across the country. There is generally a rapid improvement to the lives of women and girls in Uganda.

1.1 Back ground:

MDG 3 signaled a global recognition that women's rights, empowerment and leadership are essential for achieving all the MDGs. Having gender equality and women's empowerment as one of eight goals is a powerful stimuli for action by governments and donors. Uganda's women have not achieved full equality with men; and that should be enough to underscore the need for keeping a strong focus on gender equality and women's rights in the development agenda beyond 2015. This can be done by retaining a strong and standalone goal on gender equality and women's rights; and including gender-specific targets and indicators in all other relevant development goals. Women and girls are always discriminated against in health, education and the labor market; thereby affecting their freedoms. Uganda has unequal distribution of human development and they also experience high inequality between women and men.

The exclusion of women from decision-making bodies limits the possibilities for entrenching the principles of democracy in a society, hindering economic development and discouraging the attainment of gender equality. If men monopolize the political process, passing laws which affect society at large, the decision-making process always lacks a balance in catering for the interests of male and female citizens. As MDGs, women's equal participation with men in power and decision making is part of their fundamental right to participate in political life, and at the core of gender equality and women's empowerment. Women have to be active participants in determining development agendas, but they are faced by numerous obstacles in achieving representation in governance. Their participation has been limited by the assumption that women's proper sphere is the "private" sphere. The "public" domain is of political authority and contestation, the "private" realm is associated with the family and the home. By relegating women to the private sphere, their ability to enter the political arena is curtailed. Gender inequality within families, inequitable division of labor within households further subjugate women and limit their representation in public. Uganda as a patriarchal society often has local power structures that make it difficult for women to combat, making it hard for their interests to be represented. Even once elected, women tend to hold lesser valued cabinet ministries or similar positions considered as "soft industries" e.g. health, education, and welfare. Rarely do women hold executive decision-making authority in more powerful domains or those that are associated with traditional notions of masculinity (such as security) for instance when the public was openly saying that the Minister of security (woman) shall not manage. Typically, the more powerful the institution, the less likely it is that women's interests will be represented.

The attempts and extent of making government data open through ICT are limited to each department. The general indication is that accessible, complete, up-to-date and easily understandable information is rarely available. Furthermore, despite citizens speaking various dialects, English remains the primary language used by government agencies. The table shows that development and integration of ICT within Uganda's public sector to promote public information openness is

un-even, probably due to disparities between individual departments, inadequate resources dedicated to ICT and the lack of common standards¹.

¹ <http://www.apc.org/en/system/files/Open%20Government%20Data%20Readiness%20Study%20for%20Uganda-final.pdf>

Framework on Gender Equality and the Knowledge Society

Knowledge society inputs: women's potential for participation

Dimension	Indicator area	topic	Findings	Indicator Sources	Comment
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Dimension	Indicator topic area	Findings	Indicator Sources	Comment
Health Status (Health indicator)	Female healthy life expectancy Ratio: female healthy life expectancy at birth over male value (HALE)	<p>Health comprises of life expectancy, disease and illness, and physical integrity. WHO, 2010 notes that healthy life expectancy is 44:41 for women to men. Although these are only 1- 4 years fewer, respectively, than averages for the African continent, they are nearly 24 fewer relatively healthy years than the international averages of 64:60 years for women to men. Women have an average of three more years of health than men in Uganda, compared to the African one year, and four years internationally.</p> <p>Infant Mortality rate has reduced from 76 to 54 of 1,000 live births; Under Five (5) mortality reduced from 137/1000 to 90/1000 live births; 16% of children under 5 are underweight while 6% are wasted, and 12% of women are malnourished; Child stunting has decreased from 38% - 33%; Vaccination against Diphtheria has increased from 76% in 2011 to 93%; Vaccination against Measles has improved from 56% to 91%; and Antiretroviral therapy coverage increased from 53 % to 77 %, and Maternal mortality rates have continued to be high at 435/100,000, above MDG target of 131/100,000 live births by 2015. In spite of high maternal mortality rates, only 42.1% mothers deliver at health facilities compared to 57.8% delivered at home. This makes delivery one of the serious health risks for women in the reproductive age.</p>	<p>http://www.who.int/whosis/whostat/EN_WHS10_Full.pdf</p> <p>http://unctad.org/en/PublicationsLibrary/ditctncd2013d12_en.pdf</p> <p>http://unstats.un.org/unsd/demographic/products/Worldswomen/W2010pub.htm</p> <p>https://www.scribd.com/doc/268391810/Uganda-National-Budget-Speech-for-the-financial-year-2015-2016#download</p> <p>Five Year Strategic Plan (2011/12– 2015/16) August 2011</p> <p>Uganda Nutrition Action Plan 2011–2016</p> <p>http://www.unaids.org/document/s/20101123_GlobalReport_Annexes1_em.pdf</p> <p>http://www.photius.com/rankings/2015/population/hiv_aids_adult_prevalence_rate_2015_0.html</p> <p>http://www.jica.go.jp/english/our-work/thematic_issues/gender/background/pdf/e08uga.pdf</p> <p>http://www.uhasselt.be/Documents/UHasselt/onderwijs/international/noord-</p>	<p>Healthy life expectancy for men and women of Uganda is below average. Without sufficient health, it is difficult to have full access to education or work beyond the household. Uganda faces a high prevalence of disease. Sadly, majority of women lack economic power, resulting in a higher rate of girls kept out of school, minimal access to basic health care, increased HIV/AIDS prevalence and higher maternal mortality rates.</p>
	Percentage prevalence of HIV/AIDS among women Prevalence HIV/AIDS among	<p>HIV/AIDS is detrimental, in 2014, there has been a reduction in HIV/AIDS new infections from 147,000 in 2011 to 137,000 in 2013. HIV prevalence is now estimated at 7.3%. There is increased number of health centers offering Prevention of Mother to Child Transmission (PMTCT) from 2,138 in 2013 to 3,248 facilities in 2014 with 18% of the new infections occurred through mother to child transmission. There is increased proportion of pregnant women living with HIV accessing Anti-Retro Viral treatment (ARVs) from 33% in 2007 to 87% in 2014 due to Increased testing for HIV in pregnant women from 30 % in 2008 to 95 % in 2014. There has been significant reduction in number of HIV infection in new born children from 28,000 in the year 2009 to projected 8,000 as at 2014; and increased number of accredited health facilities that provide ARVs from 475 in 2011 to 1,603 by December 2014; This includes 100 % of public hospitals, 91 % Health Center IVs providing ART and 87% of Health Centre IVs providing pediatric ART and only 218,986 (57.5%) of those eligible (with CD4 count of 250 or less) are active on ART. Children constitute about 57% of Uganda's total population of 30.7 million people. According to the OVC situational analysis conducted in 2009; out of the 17.1 million total children population, 2,430,000 (14.2%) children are orphans while 1,117,800</p>	<p>http://www.unaids.org/document/s/20101123_GlobalReport_Annexes1_em.pdf</p> <p>http://www.photius.com/rankings/2015/population/hiv_aids_adult_prevalence_rate_2015_0.html</p> <p>http://www.jica.go.jp/english/our-work/thematic_issues/gender/background/pdf/e08uga.pdf</p> <p>http://www.uhasselt.be/Documents/UHasselt/onderwijs/international/noord-</p>	<p>HIV/AIDS continues to take toll of Ugandan society and is a major contributing factor to women's vulnerability as widows and care givers. Although Uganda is one of the countries that are managing to control the spread of HIV/AIDS, the prevalence rate for women has remained higher than for men due to socio-cultural norms that support early marriages, child bearing, polygamy, cross-generational sex, domestic violence and extra marital</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	women 15+ years; estimated number all women living with HIV/AIDS	(46.%) of those are due to HIV/AIDS. A total of 8 million (51% of the total number of children) is vulnerable with some critically and other moderately. It is also estimated that over 105,000 children aged 0-14 years are HIV positive and 50,000 are currently in need of pediatric ART although only 26% of them are receiving the ART. Most of these children are infected through mother to child transmission (MTCT). The epidemic has shifted from unmarried young individuals to older individuals between 30-35 years, who are married or in long term sexual relationships. 37% were due to multiple partnerships, 34% occurred among monogamous discordant couples while 9% arose from commercial sex networks.	zuid_2015/HIV_and_AIDS_Uganda_Country_Progress_Report_2013.pdf	partner for men.
	Prevalence of rates of malaria, tuberculosis and HIV/AIDS (M/W)	Malaria is the most prevalent illness reported by 52% of Ugandans, with Eastern region having highest incidence. 75% of the sick people have to walk 4.6 km to the nearest government Health Centre. Uganda records an estimated 12 million cases of malaria a year. According to the WHO Malaria Report (2010) the number of Ugandans owning at least a mosquito net has risen from 2% in 2000 to 46% in 2010. At least 33% of children below five years and 77% of pregnant women sleep under a treated mosquito net and that 5% of Ugandan aged above 60 years sleep under a mosquito net.	UNHS Report, 2010 http://www.unaids.org/document/s/20101123_GlobalReport_Annexes1_em.pdf	About half of the patients at Mulago Hospital's TB unit are HIV-positive, said Dr Alphone Okwera (Head the unit). Many patients don't know their HIV status before coming to the unit and agreeing to voluntary HIV counselling and testing.
	Prevalence of malaria	In 2014, reports show that Malaria in Uganda affects 145 /100,000 people in 2014. This is much higher than the global average of 2.3 out of 100,000, and even higher than the average for the continent of Africa with 104 people per 100,000. On the other hand, Ugandans have a lower than average incidence of death from tuberculosis. For every 100,000 people, only 27 people die of tuberculosis, which is slightly over half of the continental average of 51 people, although 340/100,000 people have the disease --greater than the global incidence of 170/100,000 people.	http://www.icn.ch/tb-mdr-tb-project/news/general-news/tuberculosis-is-the-most-neglected-disease.html	While more than half of Uganda's population may carry a latent form of TB, people with HIV-compromised immune systems are 50 times more likely to develop an active TB infection. TB is the most common opportunistic infection for people living with HIV and accounts for up to half of AIDS-related deaths worldwide.
	Prevalence of tuberculosis	According to the 2008 Global TB report, Uganda has the unenviable distinction of having the lowest TB cure rate in the world at just 32 %. The tuberculosis prevalence rate, from 526 persons per 100,000 in 1990 to 193 persons per 100,000 in 2010. 63% of TB patients in Uganda are co-infected with HIV and TB remains the commonest cause of death among People Living with HIV. The report also notes that in 2004 and 2005, Uganda had the highest (default rate) numbers of patients who fail to complete treatment of all countries with large TB burdens. The numbers of people dying from TB reduction by half from 9,900 in 1990 to 4,700, thereby achieving the MDGs Sixth target.	Five Year Strategic Plan (2011/12 – 2015/16) August 2011 https://www.scribd.com/doc/268391810/Uganda-National-Budget-Speech-for-the-financial-year-2015-2016#download	
	Physical integrity	Women in are subject around the world to loss of physical integrity through female	Five Year Strategic Plan	Health is also affected by

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	(FGM) Women aged 15-49 subjected to Female Genital Mutilation Ratio of prevalence of FGM in daughters Proportion of women experiencing physical violence	genital mutilation/cutting (FGM/C) and physical violence. In Uganda, just 1% of women ages 15-49 have undergone FGM/C, far less than the continental average of 50.9% according to the most recent data of the 2010 World's Women Report. This is particular among the Sabinu, in Kapchorwa. The Uganda's 2011 demographic and health survey estimates that 56.1% of Ugandan women have experienced physical violence aged 15-49 years and 28% of women in Uganda have experienced sexual violence during pregnancy; mostly from their husbands, intimate partners or someone they know in the same period of time. The African Policy Forum report indicates that up to 95% of Ugandan girls are sexually abused during their childhood, 16% are Married off by the time they are 15 years and 53% by the age of 18. Also, 59.6% of women from the age of 15 have ever experienced physical violence while 39% of women have experienced sexualized compared to 11% of men (MGLSD 2008: 14 & 17). 95% of girls are sexually abused in Uganda; 16% of girls are married off by the time they are 15 years old; 53% of girls are married by the time they are 18 years old; 59.9% of the women from the age of 15 have experienced physical violence; and 39% of women have experienced sexualized compared to 11% of men	(2011/12 – 2015/16) August 2011 Uganda Demographic Household Survey 2006 http://dhsprogram.com/pubs/pdf/FR264/FR264.pdf http://unstats.un.org/unsd/demographic/products/Worldswomen/W2010pub.htm Uganda Demographic And Health Survey 2011 http://www.education.go.ug/files/downloads/POSITIONPAPERformainstreaminggenderineducation.pdf	cultural practices that may impair women's ability to be equal members of society. Both sexual and physical violence have a greater effect on one's health. Recognition of the link between violence and a range of adverse reproductive health outcomes — including non-use of contraception and unintended pregnancy, poor outcomes of pregnancy and birth, gynecological morbidity, FGM and sexually transmitted diseases and human immunodeficiency virus (HIV) is also growing.
Social status	Equity/discrimination in social institutions OECD- civil liberties. Composite gender equity indices: UNDP Gender Empowerment measure (GEM)	The GDI reveals that gender gaps in human development are pervasive and female HDI value is about 8% lower than male HDI, but disparities do exist across countries, human development groups and regions and Uganda is no exception. Uganda is one of the countries with Low human development which ranges at: Gender Inequality Index Value in 2013 was at 0.529; Gender Inequality Index Rank in 2013 was 115 th ; Maternal mortality ratio in 2010 was at 310; Adolescent birth rate for the period 2010/2015 was at 126.6; Share of seats in parliament in 2013 was at 35%; Population with at least some secondary education i.e. female 25years + in 2005-2012 was at 22.9%; Participation rate of females 15 years+ in 2012 was at 33.5%; whereas Participation rate for males of 15years+ in the same period was at 79.3%. Uganda's HDI value for 2013 is 0.484— which is in the low human development category—positioning the country at 164 out of 187 countries and territories. Between 1980 and 2013, Uganda's HDI value increased from 0.293 to 0.484, an increase of 65.0 percent or an average annual increase of about 1.53%. Between 1980 and 2013, Uganda's life expectancy at birth increased by 9.7 years, mean	http://stats.oecd.org/Index.aspx?DatasetCode=GID2 http://hdr.undp.org/en/content/table-4-gender-inequality-index Dealing with Poverty situation in Uganda, 2005 http://www.rrojasdatabank.info/hdr20072008tab29.pdf http://hdr.undp.org/sites/all/themes/hdr_theme/country-	As major drivers of gender inequalities, discriminatory social institutions perpetuate gender gaps in development areas, such as education, employment and health, and hinder progress towards rights-based social transformation that benefits women and men. There exists unequal inheritance rights, early marriage, violence against women, and unequal land and property rights, son bias, restrictions on access to public space and restricted

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	<p>UNDP Gender-related development Index (GDI)</p> <p>Social Gender Index.</p> <p>Watch Equity</p>	<p>years of schooling increased by 3.5 years and expected years of schooling increased by 6.8 years. Uganda's GNI per capita increased by about 60.1% between 1980 and 2013. The status of women in Uganda is affected by high poverty levels, low literacy rates, limited access to resources, inadequate institutional capacity of national gender mechanisms and law enforcement agencies and negative sociocultural practices that foster violation of women's rights.</p> <p>There are about 11 million youths in Uganda. Of these, over 80 % live in rural areas with females constituting the largest share (UBOS, 2010). The cohort of Ugandans between 12 and 30 years is the largest in history and is growing (IYF, 2011). To this end, there is a significant and growing youth surge in the demographics of Uganda (MFPED, 2011). Females account for 57.2% of the total youth population, and they dominate both by residence and region. In Uganda, women are the most illiterate and lowest income earners and are bearing the brunt of bringing up children and ensuring they go to school.</p> <p>Of the 550 million low-paid workers in the world, it is estimated that 330 million, or 60% are women. In some countries the 2006 gender wage gap was as high as 30% or 40%. This means that women are paid between 30%-40% less; and 30% of decision-making related positions assigned to women. Of the 17 million women aged 15-49 who live with HIV/AIDS, 98% live in developing countries and 77% in Sub-Saharan Africa (WHO). As a result of these changes many women entered public life as political leaders. In the Chamber of Deputies seats held by women increased to 48.8%. There was also a significant increase in the participation of women at ministerial and local government levels.</p>	<p>notes/UGA.pdf</p> <p>http://www.ubos.org/unda/index.php/</p> <p>http://hdr.undp.org/en/content/gender-development-index-gdi</p> <p>http://www.wikigender.org/index.php/Gender-related_Development_Index</p> <p>http://www.socialwatch.org/taxonomy/term/527</p>	<p>access to productive resources; and retard levels of gender equality and women's empowerment in the public and private space.</p> <p>Women continue to bear almost all responsibility for meeting basic needs of the family. The best way to reduce gender imbalance in power and responsibility, is to empower women by building their capacity for self-reliance as a way of overcoming obstacles.</p>
	Sex ratio at birth	<p>The sex ratio is defined as the number of males per 100 females in a given population. The national sex ratio stands at 94.5 males for every 100 females. The results show that the sex ratio has been declining over the previous censuses. The districts with the lowest number of males compared to females include Kisoro, Mitooma, Maracha, Kabale, Kaabong, and Yumbe (Census Uganda 2014). Sex ratio at birth has recently emerged as an indicator of certain kinds of sex discrimination in Uganda. However, notable in the findings is the revelation about the total population of Uganda constitutes 51%: 49% for females to males respectively. The results show that there are 17,921,357 million females compared to 16,935,456 million males in Uganda.</p>	<p>http://www.ubos.org/UNHS0910/chapter2_introduction.html</p> <p>http://www.theodora.com/wfbcurrent/uganda/uganda_people.html</p> <p>http://go.worldbank.org/CQCTMSFI40</p> <p>http://www.ubos.org/unda/index.php</p>	<p>Fewer females than males may signal female foeticide; this is an indicator of a society with deep underlying discrimination against women.</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	Son preference	Son Preference: Culturally, a ratio of 1:1.5 male: female respectively is preferred, merely sons being preferred for family lineage to be carried on to the next generations, but also girls as a source of wealth (after bride wealth is collected).	http://www.newvision.co.ug/news/661979-uganda-has-one-million-more-women-than-men.html	
	Prevalence of violence against women	Violence against women and girls is a scourge in all cultures, countries, regions and across generations. It impoverishes and harms women, their entire families and society as a whole. 7 in 10 women experience physical and/or sexual violence in their lifetime — mostly from their husbands, intimate partners or someone they know. Majority of the women in Uganda, live and are threatened by domestic violence but still do not consider it a crime; other women and girls have endured female genital mutilation; and hundreds are trafficked each year into prostitution, forced labor, slavery or servitude. Culturally in Uganda, there are some tribes in Western Uganda that believe that when a man does not beat his wife, then he does not love her. Many women tend to stay back and live in violence under the guise of love. Others are compelled to be silent no matter the situation especially in the 'Kiganda' culture, under the saying "things in the household should never be uttered out".	Michelle Bachelet, UN Women Executive Director, 15 March 2013 Unfinished Business, May 2013 http://www.ubos.org/unda/index.php http://www.un.org/womenwatch/daw/egm/vaw_indicators_2007/papers/Invited%20Paper%20Walby.pdf	Women in Northern Uganda, and Rwenzori region have suffered worst forms of sexual and gender violence during the LRA and ADF wars. Women and children constitute majority of displaced persons and refugees in conflict situations, and their rights are grossly violated. In spite of all these, there is gross under reporting and limited access to justice between men and women. "There can be no peace, no progress as long as there is discrimination and violence against women." Michelle Bachelet, UN Women Executive Director.
	Percentage of women who have experienced physical or sexual violence	Violence against women has serious implications to production, women's mental and physical health as well as the well-being of families. The prevalence rate has declined from 18% to 6% for the period 1990 –2002. Prevalence rate for women is 7.8% as opposed to 6.4% for males. 16% of women are married by age 15 and 53% by age 18, UDHS, 2006 (Source: Ministry of Finance Planning and Economic Development, Discussion Paper 11, 2006).	http://www.ubos.org/unda/index.php	
	Time use/workload Female work time as a % of male	Most women especially the poor work between 12-18 hours per day, with an average of 15 hours compared with an average of 9 hours per day for men. There women end up working more than the national recommended normal working hours of 40-48 hours per week. These are dominated by Police officers, Security guards and matrons, waitress/waiters, among others. Average hours of work Residence: Approximate working hours per week in a household in a typical rural area, for male: Female 35:28 respectively; whereas in urban areas its Male: and female and 48 :42 respectively; Industry/Type of work: Male: Female ratio in the different sectors is as follows:	UNDP, <i>Human Development Report</i> http://www.jica.go.jp/english/our_work/thematic_issues/gender/ba ckground/pdf/e08uga.pdf	Because of the unequal gender division of labor, women are over-burdened with work especially reproductive work and agricultural activities due to lack of appropriate technology. Women's time poverty affects their participation on productive and community work. This

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	Proportion of male/female employment 2006-2009 in agriculture, industry and service	<p>Proportion of male/female employment 2006-2009 in industry 25% women and 75% men and service 35% women and 65% men in Uganda. Women have been defined as the backbone of agriculture making up to 80% of the agricultural labor force; it's crucial that strategies are devised to address the risks women face in the context of this new wave of "land grabbing". 4/5 women in Uganda are employed, 42% of women in Uganda are unpaid family workers, despite contributing the largest proportion of Agricultural labor. Paid workers offer limited opportunities to women and only 1/10 women are in paid employment. 17.4% of estimated 523,000 women in paid employment are in teaching professionals, 32% of women in public sector are teachers. Sales /retail category is second largest for women and Agriculture is an important source of paid employment for women—at least 15 % of women are classified as agricultural workers. Indeed, nearly 47 % of women in the public sector are agricultural workers on government department.</p> <p>The number of people not engaged in economic activity fell during the period 2010/2011 compared to 2009/2010. The survey done by the Uganda Bureau of Statistics (UBOS) found that 24.4% of individuals aged 14 years+ were not engaged in economic activity during 2010/2011 compared to 38.3 % during 2009/2010; and 21.1% of individuals between 18 and 30 years were not engaged in economic activity during 2010/11 compared to 43.3 % registered in 2009/10.</p>	<p>http://www.jica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e08uga.pdf</p> <p>http://goo.gl/ed32Nu</p> <p>Gender and Productivity Survey (GPS) in Uganda (EPRC, 2009)</p> <p>www.eprc.or.ug/pdf_files/policybrief12_gender.pdf</p> <p>www.theeastafrican.co.ke/news/</p>	<p>employers by assisting them in the setting of their numerical goals and targets in order to achieve an equitable and representative workforce.</p> <p>The national and provincial demographics of the Economically Active population indicates that there are special efforts required to increase the pool of economically active women especially when they are able to contribute more towards development of the economy.</p>
	Earned income ratios (M/W)	<p>The gender gap in earnings has proven persistent. It explains the existence of a gap between women's and men's earnings in Uganda. There is a continuing debate as to the extent to which the gap reflects merely the inevitable and reasonably fair result of differing work patterns and behaviors by women and men or the impact of employment discrimination against women. The gaps in mean earnings from self-employment are substantial everywhere (35% on average) and wider than those observed in wage employment (15% on average). Women have experienced some income poverty reduction but to a lesser extent compared to men, in 2002/2003, women constituted of 29% of the wage employment in 2005/06. In 2009/10, on average men in urban earned sh181, 000 (rural sh80, 000) while their female counterparts earned sh130, 250 (rural sh50, 000).</p>	<p>http://www.newvision.co.ug/news/653499-uganda-halves-poverty-income-inequality-widens.html</p> <p>http://www.jica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e08uga.pdf</p> <p>http://hdr.undp.org/en/reports/global/hdr2009/</p> <p>http://iresearch.worldbank.org/PovertyNet/index.htm</p>	<p>Income in Uganda is earned basing on educational attainment, Industry and occupation of employees. Individuals with specialized training earn more than twice the wages of those with secondary education, persons employed in agricultural industry are least paid per month compared to those in the financial institutions who are highly paid. The low wage earning by women have got limited opportunities due to limited education levels.</p>
	Ratio of estimated female-to-male earned income	<p>Majority of workers are paid between 60,000/= - 100,000/= a month; In comparison supervisors and managers are earning around 181,500/= - 4,800,000/= per month. Generally workers' salaries remain too low where the cost of living (renting houses, meals, clothing, education, medical etc.) is increasingly higher yet most households have no alternative sources of income. Women workers are compelled to seek</p>		

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p>supplementary sources of income in some instances to support their families.</p> <p>The very low wage of those employed in agriculture underline the plight of those engaged in agriculture in considering their large number of dependants, the very low yields of the farms produce, the high costs of transporting the produce and unfavorable conditions related to marketing. Despite the recent diversification in female employment—away from agriculture, the agricultural sector still accounts.</p>	<p>Gender and Productivity Survey (2008), By Economic Policy Research Centre.</p> <p>www.wikigender.org/index.php/wikigender</p>	<p>Such gender gaps in earning opportunities have implications not only for household welfare, but also for overall national output.</p>
	<p>Females by category of workers (self-employed, salaried, family workers)</p> <p>Share of women by status of worker</p>	<p>Females in Uganda hold defined jobs as self-employed jobs where the remuneration directly depends upon the profits driven from goods and services produced. Up to a measurement of 76.40 by 2009. More than 85% of the population in rural Uganda depends on agriculture as the main source of livelihood either as pure subsistence or with little commercial farming. Agriculture is also the main occupation of women. Nationwide, 72% of all employed women and 90% of all rural women work in agriculture; whereas only 53% of rural men do. Status of employment in Uganda 2009, Wage & salaried workers account for 23.6% and total self-employed workers account for 76.4%.</p> <p>On majority of the farms, women constitute 62.5% of the total workforce, permanent workers at 51.4%, and casual workers 48.6%.</p> <p>In 2010, Uganda employment in the informal economy in non-agricultural activities were as follows: - 2,720,000 Persons in informal employment 69.4 % of nonagricultural employment; 2,344,000 Persons employed in the informal sector 59.8 % of nonagricultural employment; and 537,000 Persons in informal employment outside the informal sector 13.7% of nonagricultural employment.</p>	<p>http://www.womankind.org.uk/wp-content/uploads/downloads/2013/06/FOWODE-Gender-policy-brief-for-Ugandas-Agriculture-sector.pdf</p> <p>http://laborsta.ilo.org/applv8/data/INFORMAL_ECONOMY/2012-06-Statistical%20update%20-%20v2.pdf</p> <p>Uganda worker's Education Association Survey of 2011</p>	<p>To capture women's unpaid as well as paid economically productive labor (International Classification for Status in Employment (ICSE categories).</p>
	<p>Shares of women in poorest quintile</p> <p>Share of women among the total poor</p>	<p>Uganda is one of the fastest growing economies with sustained growth averaging 7.8% since 2000. Coupled with 2.9% growth in agriculture, Uganda is on target to meet the first Millennium Development Goal of halving poverty and hunger by 2015. Despite these recent gains, under nutrition is widespread in Uganda, with 38 % of children chronically undernourished or stunted. This affects all economic groups, with 44% stunting in the middle wealth quintile, 43% in the lowest quintile, and only 25% in the highest quintile. One-third of the population lives below the poverty line and 77% of people age 10 and older is engaged in agriculture. The annual population growth rate is 3.2%, one of the highest in the world. Thirty-eight percent of under-five children are stunted, (short-forage) and 12% of women are malnourished. Women account for a majority of the poor, underemployed and undernourished. Most female workers in Uganda are either unpaid workers or self-employed in the informal sector. Women Accounts 80% of all unpaid workers.</p>	<p>http://www.feedthefuture.gov/sites/default/files/country/strategies/files/UgandaFTFStrategicReview.pdf</p> <p>http://www.feedthefuture.gov/sites/default/files/country/strategies/files/FTF_2010_Implementation_Plan_Uganda.pdf</p> <p>Gender and Economic Growth(unleashing the power of women)</p>	<p>Despite these recent gains, Uganda still suffers from the hardships of widespread poverty and this is brought about by factors such as Under nutrition which is widespread in Uganda, with 38% of children chronically undernourished or stunted and this affect all economic groups.</p>

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		Ugandan women are highly entrepreneurial and they contribute significant amounts of labor to the economy which is the same as much not paid and are extremely credit worthy.	http://unstats.un.org/unsd/databases.htm	
Access to resources	Ownership rights to land, houses and other property Women's ownership rights measure in GID— includes credit and loans	There are wide gender inequalities in the control and ownership of productive resources/assets in Uganda. Women save more and invest a higher proportion of their earnings in families/ communities. Women own only 16% of registered land in Uganda, yet they are responsible for 70-80% of agriculture production (Gender Baseline Study: Land sector, 2004). Most women access land for agricultural use through their relationship to men as wives, sisters, daughters or mothers. Women's limited control and ownership of land is mainly due to discriminatory practices of traditional land inheritance that favour males over females. This has far reaching implications; it limits agricultural production, affects the benefits women draw from agricultural production such as access and control over incomes and food security and access to loans/credit. Women's land ownership still remains lower than men's but their chances to own or rent a house are equal or in some towns and regions, even higher than that of men, especially in the urban areas. In Uganda, number of registered women ownership of rural/urban plots/houses or land was at 906,551 Females and 2,916,179 Males with an indicator of 0.311.	World's Women 2010 – UN UN Statistics Division http://www.jica.go.jp/english/our-work/thematic-issues/gender/background/pdf/e08uga.pdf http://www1.uneca.org/Portals/wro/Publications/28Women%20and%20Access%20to%20Land%20and%20Credit.pdf	It is a big challenge for women to control capital and unleash their potential as workers, business leaders and entrepreneurs, yet this would lead to higher economic growth, sustainable development. Despite the legal reforms that have taken place, women's control over economic resources has remained low.
	Women's access to credit, loans, venture capital Women's ownership rights measure in GID— includes credit and loans	In Uganda, data on both formal and informal sector are available. It seems that the need for loans and credits has been recognized as an essential tool for improving gender equality in Uganda also. Despite the relatively low indicator rate, as many as four out of five women, especially those unmarried, state that they decide on the spending of their own savings. With access to Credit being 288,067 females and 532,276 Males at an indicator of 0.541. Women clients represent over half of the number of the loans and credits taken, the indicator being 0,541, and during the past five to seven years, women's access to credit has improved rapidly. In 2000, only 35% of women had access to some form of credit. Limited access to formal credits explains why women are the dominant micro finance clients, which is expensive with interest rates ranging between 40-50%. In recent years, women's access to credit has shown faster improvement than access to other economic resources, due to the intensive work by organizations and governments in establishing special credit schemes and programmes targeted to women. In Uganda, 55% of micro-finance borrowers are women (National Gender Policy, 2006). However, women's access to formal credit sources such as bank loans remains extremely low compared to men's due to lack of regular income, inability to guarantee the loans and limited access to information. Throughout the country,	National Gender Policy, 2006 http://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Financial_Inclusion_in_Africa.pdf http://www.microfinancegateway.org/sites/default/files/mfg-en-case-study-solutions-for-financial-inclusion-serving-rural-women-2011.pdf http://www1.uneca.org/Portals/wro/Publications/28Women%20a	There are two informal microcredit categories: Aid-oriented programmes run by NGOs), often combining financial benefit with broader educational and social goals and business-oriented actors, are an essential part of free markets, but focused on their own survival in the markets.

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p>women are responsible for the well-being of their families and, tend to invest the profits from their businesses in ways that have a longer-lasting, deeper impact on the lives of their families and communities.</p> <p>Financial Access Strand Results from the FinScope Uganda, 2009 indicate that more men 31% than women 26% are formally served and more 24% males, than females at 17% are banked. A slightly higher proportion of females 8% than males 7% use other formal financial institutions. More women 31% than men 28% reported being financially excluded.</p>	<p>nd%20Access%20to%20Land%20and%20Credit.pdf</p> <p>http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf</p>	
	<p>Percent of women using Internet and cell phones.</p> <p>Internet-- % women/men aged 15-74 who use the Internet</p> <p>Ratio men/women over age of 16 who use the Internet</p>	<p>Access to a cell phone or a computer, along with ICT literacy, is a basic prerequisite for women to enter the knowledge society. Most women are not connected to the internet because they cannot afford, and it is not sustainable. Limiting women's access denies them the tools, resources and opportunities available through the Internet, which in turn slows economic growth and social development opportunities. More than 70 % of Internet users surveyed for Intel's 2013 Women and the Web study consider the Internet "liberating", and 85 % believe that it "provides more freedom". Access to the Internet has personal, social and market benefits.</p> <p>Among the UCC's statutory, the digital divide is unfortunately being defined along urban-rural lines, whereas, 85% of the population lives in rural areas, 80 % of the Internet users in Uganda are urban residents. Despite the efforts, only 21% of women and girls in developing countries have access to the Internet. Almost 60% of the Uganda's population is offline. Close to 70% of households in Uganda do not have Internet access, and while Internet penetration rates have increased dramatically in recent years, the pace of change seems to be slowing. The cost of fixed broadband remains about 40% of an average citizen's monthly income, while the price for an entry-level mobile broadband package hovers at just above 10% of monthly incomes. Women are far less likely to be able to access the Internet affordably than men. The Internet access gender gap is apparent and 30% fewer women than men access the Internet up to 45%. The gap widens in rural areas, where men's access to the Internet outnumbers women's access by 50%. Women are 23% less likely than men to own a cell phone.</p> <p>Uganda still suffers challenges related to limited Internet coverage; some areas have no connectivity because infrastructure is still lacking and this worsens attempts at universal access. A simple analysis of the gender pay gap and its</p>	<p>Intel's 2013, Women and the Web study</p> <p>World Wide Web Foundation/WOUGNET FGD May, 2015)</p> <p>http://www.oecd.org/gender/data/what-do-women-do-online.htm</p> <p>http://a4ai.org/affordability-report/report/</p> <p>http://a4ai.org/wp-content/uploads/2015/03/a4ai-affordability-report-2014.pdf</p> <p>Social network demographics in 2012</p> <p>http://unctad.org/en/PublicationsLibrary/ditctncd2013d12_en.pdf</p> <p>https://twitter.com/hashtag/PoverlylsSexist?src=hash</p>	<p>Men definitely do listen more to web radios and/or watch web TV; play, download games, films or music more than women; and sell goods or services, create websites or blogs and download software while women typically participate more than men in social networks (Face book, Twitter etc.).</p> <p>Until 2009, Uganda entirely depended on satellites for international Internet connectivity. Recently, Uganda inaugurated national fiber optic Internet backbone infrastructure, and this will enhance current bandwidth and connectivity constraints. However, women's access to internet affects household gender relations, leading to physical and psychological violence. In the same way, there are positive reactions to use of</p>

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		impact on women's ability to afford Internet services clearly illustrates that the price of entry-level mobile broadband service is significantly higher for women worldwide. For example, entry-level mobile broadband costs at least 18.2% women's GNI per capita and 26.0% as % of GNI p.c. adjusted for gender gap at 30% lower incomes among the Ugandan population.	http://a4ai.org/wp-content/uploads/2015/03/a4ai-affordability-report-2014.pdf	internet, especially on women who feel they are free to participate in public discussions, plus chatting and interacting with friends on line than in the physical.
	Use by women of railroads and other transportation infrastructure	Uganda is a land-locked country and most of it lies between 600 and 1,500 meters above sea level. Roads are used extensively for transport of other commodities and cash crops in most rural areas. The evidence of their widespread and intensive use is seen from total traffic counts at stations averaged 715 movements per day, with 538 pedestrians (75%) majority of whom are women, 164 bicycle (22%) and only 15 motor vehicles (2%). The motor vehicle traffic of 15 ADT included 4 trucks, 1 tractor, 2 cars and 8 pick-ups/4 WD vehicles. Minibuses and buses were observed at only 9 of the 55 counting stations. Transport improvements can reduce women's time-poverty in rural areas by 50%, as well as increase access to markets, schools and services, with resulting improvements in productivity by 20%, health and well-being. A research study on "Women's Travel needs in Uganda." found that all "boda boda" motorcycle operators were men and that 52% of those interviewed were aged between 20-29 years, 28% were aged between 30-39 years and only 20% were aged between 15-20 years. With regard to their educational level, 20% had never gone to school, 56% were drop-outs at primary level and 24% had dropped out of Secondary School. About 70% of people carried on public motorcycles are women. The means are readily available but exposed to great risks with about 85% of accident patients in the government hospitals being victims off 'boda boda'	http://www.ibike.org/pabin/mwebesa.pdf Uganda Police report 2014. http://www.upf.go.ug/download/publications(2)/Annual_Crime_and_Traffic_Road_Safety_Report_2013(2).pdf	Equitable access to infrastructure and services is critical for women's economic empowerment, as well as their participation in the knowledge society. The boda boda kind of transport service is rendered mainly by male school drop-outs and those who have never been to school. This conclusion can be applied across the Ugandan populace. This is the cheapest mode of transport that is more affordable to women.
	Access of women to electricity, including penetration and reliability in rural areas	Improved access to water and energy can reduce women's workloads, increase productivity and provide more time for income generation, political participation and leisure. East African countries under-perform in energy access (at around 23 %) compared with the sub-Saharan average of 30.5 %. In Eastern Africa, one of the least electrified regions of the world, access to electricity ranges to 9% in Uganda, leaving more than 28 million people without access. About 70 % of the population has limited or no access to electricity (IEA, 2010a), stifling socioeconomic development, and leaving 585 million people in the region to rely on traditional biomass. There have been intervention and thus National electricity access has increased	https://www.scribd.com/doc/268391810/Uganda-National-Budget-Speech-for-the-financial-year-2015-2016#download Uganda Electricity for Rural Transformation Monitoring Survey 2010 https://www.google.com/?gws_rd=ssl#q=Access+of+women+to+electricity%2C+including+penetrati	Efforts to increase women's participation must address inequalities in governance structures and membership requirements. The low levels of energy is a big problem in Eastern Africa; and it affects women more, since they are key users in cooking, ironing, lighting and hence

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		from 11 % in 2011 to 14 % in 2014. During the same period, rural electricity has increased from 4 % to 7 %. Power loses in the Distribution Network now stand at 20 % from 27% in 2011. New customer connections made under the Rural Electrification Programmed during this year include 46,000 new connections on the grid and 1,968 new solar Photo Voltaic (PV) connections. With feminized poverty, it should be clear that the issue of affordability to women still overrides all challenges.	on+and+reliability+in+rural+areas+of+uganda Infrastructure Development and Rural Transformation, 2013 http://www.eac.int/index.php?option=com_docman&task=doc_view&gid=589&Itemid=163	increasing their workload as they move long distances seeking for alternative energy sources.
Women's Agency	Shares of women in lower houses of parliaments	Article 78(1) of the 1995 Constitution notes that, Members of Parliament directly elected shall represent constituencies and a total= 388 members of parliament in the 9 th parliament (136 Female (35%) and 252 male members (65%)) as at 2012. The 9 th Parliament of Uganda comprises of: 238 Constituency Representatives, 112 District Woman Representatives, 10 Uganda People's Defence Forces Representatives, 5 Representatives of the Youth, 5 Representatives of Persons with Disabilities, 5 Representatives of Workers and 13 Ex-officios. Females over 25 years of age in secondary education by 2010 make up 23.0%, while those in labor force are 76.0% by 2011	http://www.parliament.go.ug/new/index.php/members-of-parliament/members-of-parliament : The 1995 Constitution of Uganda Women's Political Leadership In East Africa With Specific Reference To Uganda By: <i>The Rt. Hon. Rebecca A. Kadaga (M.P), Speaker of the Parliament of Uganda</i> , https://www.google.com/?gws_rd=ssl#q=women+in+government+of+uganda	One woman representative for every district; other representatives of the army, youth, workers, persons with disabilities and other groups as Parliament may determine; and The Vice-President and Ministers who, if not already elected Members of Parliament, shall be ex-officio members without the right to vote on any issue requiring a vote in Parliament. Representatives referred to shall be elected on a basis of universal adult suffrage and by secret ballot.
	Ratio: women with seats in parliament over male value	From the perspective of the 9 th Parliament, with the new constituencies created in 2010, Uganda's 9 th Parliament comprises of 375 members with 129 (34.4%) women MPs, 34% increase from the 31% in the 8 th Parliament, but is still lower than the parity target set by the African Charter on Democracy, Elections and Governance. However, the numbers of women MPs who competed with men fell from 16 in 2006 to 11 in 2011; and of the 129 women MPs, 112 represent districts as a result of affirmative action. This shows that women have not yet broken through the barriers of competing with men for a political position. Uganda has a relatively conducive atmosphere for women in political leadership, but significant challenges still exist. The Parliament is presided over by Speaker, and in his absence, the Deputy Speaker both are elected by Members of Parliament.		
	Shares of women ministers and sub-ministers	There are 48 Ministers of state 12 Female (33%) and 32 Male (67%); at a ratio: Female: Male and 3:8 respectively. There is a total of 30 Cabinet ministers with (7 female (23%) and 23 male (77%)) at a ratio of female: male and 1:3.2 respectively. This contends that emphasis on representational quantity ought to be shifted to the quality of women's participation in Parliament. Uganda's executive arm of government women also account for 28% of ministers of state and an overall 29% of the entire cabinet. Women have however been appointed to head the key ministries of Finance, Planning and Economic Development, Education and Sports,	http://www.parliament.go.ug/new/index.php/members-of-parliament/members-of-parliament www.parliament.go.ug/new/index.php/members-of-parliament/members-of-parliament	There is need to focus on increasing numbers of women in governance, and their effectiveness in political positions; to enhance their impact on decision-making. Having females in the appropriate positions does

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	Ratio: Women at ministerial level over male value	<p>Health, Energy and Mineral Development as well as Ministry of Trade and Industry. In the period of 2011-2013, there was a representation with a total of 18 women (34%) on committee headship with; 11 female (39%) Committee Chairpersons out of 28 and 7 female (29%) Committee Vice Chairpersons.</p> <p>Formal gender equality, manifested as female political representation at national level and within governmental institutions is not yet a reality, however. Even when equality is reached in numbers, this will not automatically translate into better lives for women citizens. Quantitatively equal political representation of the sexes may allude to a sense of formal equality, but women in Uganda still face many struggles on a daily basis because their needs are not adequately represented.</p>	<p>parliament/cabinet-members</p> <p>The 1995 Constitution of Uganda</p> <p>https://www.google.com/?gws_rd=ssl#q=women+in+government+of+uganda</p> <p>http://www.parliament.go.ug/new/index.php/parliamentary-business/committees</p>	<p>not mean that women citizens' lives are going to improve. The number of women Committee Chairpersons and Vice Chairpersons increases with the number of women legislators and extended periods the institution of parliament adjusts to women as new political actors.</p>
	Women in senior positions in political parties, trade unions, employers associations, professional organizations, NGOs and community-based associations	<p>Multiparty dispensation and the politics of patronage, party gagging and overly personalized party agendas that have apparently made it extremely difficult for women to generate a strong lobby on issues around women's interests. Women's strong numerical presence in Parliament has had some positive effects in Uganda. First, it has led to one of the most gender sensitive constitutions in the world in the sense that it contains articles directly affecting women in particular. Second, together with the civil society, the women in Parliament have been important in passing legislation important for women.</p> <p>Since the inception of Democratic Party (DP), Forum for Democratic Change (FDC), People's Progressive Party (PPP), Justice Forum, (Jeema) and National Resistance Movement (NRM), have had only male presidents and chairpersons of the party. However NRM had one woman (Specioza Wandera Kazibwe) as a vice president, female Speaker of parliament—Rebecca Kadaga. Statistics indicate that since 1986, a steady rise in female political participation in elective offices. During the 6th Parliament (1996-2001) there were 39 districts in Uganda, accordingly 39 women were elected as female district MPs. When the 7th Parliament (2001-2006) was elected, Uganda had introduced 17 new districts, securing women with at least 56 seats in Parliament. 135 women (34.8%) out of a total MPs (Men & Women) 388, represented the term 2011-2015 in the Uganda Parliament.</p> <p>Trade unions: National Organization of Trade Unions (NOTU)'s National Secretariat has a committee of 6 with 2 female and 4 Males. Their composition is as follows: - 4 males including; Secretary General, his deputy, Chairman General and Vice Chairman General; whereas 2 females Treasurer General and Deputy Treasurer</p>	<p>http://en.wikipedia.org/wiki/Democratic_Party_(Uganda)</p> <p>http://www.newvision.co.ug/news/669427-otunnu-denounces-akena-election-victory.html</p> <p>http://en.wikipedia.org/wiki/Uganda_People%27s_Congress</p> <p>http://en.wikipedia.org/wiki/National_Resistance_Movement</p> <p>https://www.google.com/?gws_rd=ssl#q=women+in+government+of+uganda</p> <p>http://en.wikipedia.org/wiki/Forum_for_Democratic_Change</p> <p>https://www.google.com/?gws_rd=ssl#q=political+parties+in+uganda+and+their+leaders</p> <p>https://www.google.com/?gws_rd=ssl#q=national+organisation+of</p>	<p>The National Resistance Movement (NRM) is the ruling political organization in Uganda. Until a referendum in 2005, Uganda held elections on a non-party basis. The NRM dominates parliament, however, and is expected to continue to do so. Elections for women can be traced back to the establishment of the National Resistance Council (NRC) in 1989.</p> <p>Uganda People's Congress's (UPC) is the only party, since formation that has had a woman and two men as party leaders.</p> <p>Uganda Parliamentary Women's Association (UWOPA) is a parliament caucus comprising of all 136</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	Women in leadership positions in sub national politics and civil society	<p>General. According to these statistics, it is clear that female representation at leadership level is less than 50%. The total paid-up membership for NOTU stands slightly at over 150,000 (93,305 men and 52,806 women). The potential membership stands at 1,924,823. The participation of women in trade union matters is still far below the average (30%). This means that men dominate union leadership.</p> <p>National Union Leadership: Women's participation in leadership positions in Uganda is low and as follows:- General Secretaries, Deputy General Secretary, Deputy Chairmen and National Treasurer are represented by 94% male and 6% females respectively; National Chairmen are 100% male and Assistant Treasurer account for 88.2% male and 11.8% females.</p> <p>Professional organizations In 2010, 290,449 employees with 60% males and 40% females working under the registered unions, namely; Amalgamated transport and general workers union, Uganda Beverages, Tobacco and allied workers union, Uganda Building, Construction, civil engineering, cement and allied workers union, Uganda civil service Union, National union of clerical, commercial, professional and technical employees, National union of cooperative movement workers, National union of educational institutions, Uganda electricity and allied workers union, Uganda Hotels food and allied workers union, Uganda medical workers union, Uganda mines, metal and allied workers union, National union of plantation and agricultural workers, Uganda communication employees union, Uganda printers, journalists, paper and allied workers union, Uganda public employees union, Uganda railways workers union, Uganda textile, garment, leather and allied workers unions, Uganda Media Union, Uganda Fisheries and Allied workers union.</p>	<p>+trade+unions+uganda</p> <p>http://www.notu.or.ug/index.php?id=77&union=1</p> <p>https://www.google.com/?gws_rd=ssl#q=women+in+leadership+positions+in++National+Union+of+Educational+Institutions+in+uganda</p> <p>http://training.itcilo.it/actrav/courses/2005/A1-00389_web/resource/Report/Country%20Report%20UGANDA.doc</p> <p>http://www.notu.or.ug/downloads/NOTU-ANNUAL%202010.pdf</p> <p>http://www.ulandssekretariatet.dk/sites/default/files/uploads/public/PDF/LMP/lmp_uganda_2014_final_version.pdf</p> <p>Uganda Labour Market Profile 2014</p>	women members of parliament, but open to male members as associates or honorary members. UWOPA was established during the 5th parliament of Uganda (1989-1994) with the aim of engendering the legislative process, creating awareness campaigns and encouraging lobbying and advocacy, networking, exchange programs.
	Contraceptive use	The average fertility rate is 5.97 children born/woman (2014 est.). The Fertility Rate has recently declined a higher level of 7.1. Annual growth rate of urban population, 2010-2030 (projected average) 5.1% (3rd highest rate in the world with Uganda third. Total fertility rate, 2011 (Uganda DHS 2011) 6.2 children/per woman ranking Uganda among the 2nd highest rate in the world. Amplifying	<p>http://www.unicef.org/uganda/UNICEF_UGANDA_FAST_FACTS_July_2012.pdf</p> <p>http://www.indexmundi.com/uganda/total_fertility_rate.html</p>	The fertility levels have remained high over the past 3 decades. With steady high fertility rate and declining mortality levels, Uganda's population continues to grow rapidly. This raises long term implications to gender time poverty, access to land, service delivery and human
	Percentage of women of reproductive age using (or partner	Family planning services have been promoted in Uganda since 1957. Statistics show that the use of any methods among women currently in union increases steadily with age and peaks at 38 % among women 35-44 years. For rural-urban differentials there is a wide gap in the use of any methods between urban and rural	<p>https://www.scribd.com/doc/268391810/Uganda-National-Budget-Speech-for-the-financial-year-</p>	

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	using) contraception at a given point in time Female contraceptive prevalence: any, modern methods	<p>areas (39 % Vs 23 %). Distribution by sub region shows that the percentage of women currently in union using a contraceptive method is highest in Kampala (48 %) while West Nile (15 %) and Karamoja (8 %) sub regions had the lowest percentages. The use of contraception increases with increasing level of education. 44% of currently married women with secondary or more education are using a contraceptive method compared with 18 % of those with no education. In general, women do not begin to use contraception until they have had at least one child. Only about one-third of currently married women with three or more children are currently using a method of contraception. Female contraceptive prevalence rate has increased from 24 % to 30 % as at 2014.</p> <p>Use of modern contraception among currently married women increased only slightly from 3% to 19% in 18 years. These trends can be explained by:- Cultural influences in favor of large families 15% of women & 38% of men with 6+ children still want more children; Mean ideal number of children among women aged 15-49 is high (5); higher among rural, less educated women Missed opportunities for FP promotion with non users; FP was discussed with only 11.5% of non- users who visited a health facility in past 12 months (UDHS, 2006); and Only 4.3% of non-users were visited by a health worker who discussed FP with them in the past 12 months. However, early marriage remains prevalent in developing countries where 39 000 girls marry every day: one in three marries before the age of 19, and one in nine before the age of 15 (WHO, 2013). Ugandan citizens of age 15 and over can read and write; a total population: 73.2% and the male: female was 82.6%: 64.6% respectively as at 2010 est.)</p>	<p>2015-2016#download</p> <p>http://fpconference.org/2009/media/DIR_169701/15f1ae857ca97193ffff83a9ffffd524.pdf</p> <p>Ugandan Demographic Health Surveys: 2005/ 06</p> <p>http://opendev.ug/sites/opendev01.drupal01.mountbatten.me.uk/files/uganda_demographic_and_health_survey_2011.pdf</p> <p>http://www.theodora.com/wfbcurent/uganda/uganda_people.html</p>	<p>development.</p> <p>Uptake of Family Planning services has remained consistently low over the years; much lower for modern contraception</p> <p>Education is essential for women's and girl's empowerment, but social norms, such as early marriage, force girls to abandon their education limiting educational opportunities. This is extremely important for developing countries where increased female education can be a catalyst for change leading to better health and employment outcomes and increase women's decision-making power.</p>
Opportunity and capability	Men's/women's adult literacy rates Ratio female literacy rate over male value (>15 years)	<p>Uganda is facing challenges in achieving its targets for the Millennium Development Goal related to education. Even though the primary education enrolment ratio is 91 %, the completion rate remained at around 57 % of pupils in 2010. In gender equality, Uganda managed to eliminate gender disparity in primary education and increased women's representation in parliament. Yet the gender parity index is 0.85 (2010) in secondary education and 0.79 (2009) in tertiary education and requires improvement.</p> <p>A higher proportion of Women Headed Households (WHHs) (39%) lack formal education compared to only 10 % of their male counter parts (UBOS, 2007). Literacy rate for Pre - Primary school (2002-2013), a total number of school sampled =26,685, 1,133,397 Male and 1,172,054 Female (Total enrollment= 2,296,451), which is 49 % Male and 51 % Female respectively. 2002-2013</p>	<p>http://www.theodora.com/wfbcurent/uganda/uganda_people.html</p> <p>UNDP, Human Development Report</p> <p>http://www.oecd.org/pisa/keyfindings/pisa-2012-results-gender.htm</p>	<p>Uganda is therefore on the path to achieving Millennium Development Goal 2 of achieving gender parity in Primary Education by 2015. Outside of school, girls spend more time reading for enjoyment, particularly complex texts, like fiction, while boys are much more into playing video games, either on their own or collaboratively. While</p>

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		<p>Enrollment in Primary School comprised of: - A total number of school sampled =186144, 47,174,434 Male and 46,838,053 Female (Total enrollment= 94,012,491), which is 50% Male and 50% Female respectively. Completion rate to PLE (UNEB): Male (Average) = 60% and Female (Average) =46% (General (Average) =50%). Candidates who sat PLE: 2,547,896 Male and 2,328,836 Female (Total= 4,876,732), which is 52% Male and 48% Female respectively. Candidates who passed PLE: 2,220,209 Male and 1,659,954 Female (Total= 4,112,337), which is 54% Male and 46% Female respectively.</p> <p>Literacy rate in Uganda of 15-24 years (World Bank Indicators, 2010) was as follows; 85.5% youth female; (Ratio of young literate females to males (95.4%); 89.6% youth male; youth total (87.4% of people in the same age range); 64.6% adult female; 82.6 % adult male; 73.2% for adult total (of people in the same age group; Primary completion rate; female: male is (56.5%:57.9%); and Primary completion rate; total (57.2%)</p>	<p>http://www.tradingeconomics.com/uganda/literacy-rate-adult-female-percent-of-females-ages-15-and-above-wb-data.html</p>	<p>excessive gaming can lead to lower academic performance, it creates skills that are associated with better performance in digital.</p>
	<p>Net primary, secondary and tertiary enrolments, M/W</p> <p>Ratio: female net primary, second, tertiary level enrolments over male values</p>	<p>The MDGs Report for Uganda 2010 noted, that the net enrolment ratio in primary education increased between 2001 and 2010 from 87% to 96% of the children aged 6-12 years, though completion rate to primary level 7 decreased from 63% to 54% in the same period. In 2005, of all students enrolled into secondary schools, girls formed only 44% compared to 56% for boys. The situation is worse at tertiary level where an enrolment rate for girls is at about 1.5%. The policies have the key aim to increase enrollment in primary and secondary schools and as a result, girl's enrollment in Primary school rose from 24.6 % in 2001 to the current 49.9%.</p> <p>Ordinary Secondary Level: 2002-2013 Enrollment in all secondary schools was as follows: 6,432,438 Male and 5,482,657 Female which is 54% Male and 46% Female respectively, and the Total enrollment was 11,915,095. Completion rate to UCE (UNEB): 35% Male and 28% female and total Average was 32%. Pass rate UCE (UNEB): was 95% Male, 93% Female and a total Average was 94%; Transition rate to S.5; 38%, Male, 40% Female and a Total Average was 42%). Secondary school education (2006-2013); Enrollment of students in Universal Secondary Schools (USE) both private and government secondary 2,082,893 Male and 1,697,220 Female (Total = 3,780,113), which is 55% Male and 45% Female respectively. Secondary school education (2002-2013); Total registered for UCE (UNEB) 1,175,066 Male and 1,003,639 Female (Total = 2,178,705), which is 54% Male and 46% Female respectively. Total sitting -UCE (UNEB): 1,152,068 Male, 982,878 Female (Total = 2,134,946),</p>	<p>http://opm.go.ug/assets/media/resources/440/Speech</p> <p>MFPED, Discussion Paper 11, 2006</p> <p>http://www.jica.go.jp/english/our-work/thematic_issues/gender/background/pdf/e08uga.pdf</p> <p>http://doc.iiep.unesco.org/wwwis/s/repdoc/SEM313/SEM313_14_eng.pdf</p> <p><i>Education Management Information System (EMIS) 2002-2013</i></p> <p>http://www.education.go.ug/files/</p>	<p>With the introduction of Universal Primary Education (UPE), the enrolment for both girls and boys significantly improved and almost equal, although there are gender gaps in performance and completion rates where girls are lagging behind boys. This affects the rate of enrolment and completion for girls into secondary and tertiary education.</p> <p>Overall enrolments in the tertiary sector have steadily increased and there has been a narrowing of the gender gap. The overall ratio of females is 39%, but there is a considerable</p>

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		<p>which is 54% Male and 46% Female respectively.</p> <p>Advanced Level: Secondary school education (2006-2013); Total registered for UACE (UNEB); 394,459 Male, and 268,996 Female (Total = 663,583), which is 59% Male and 41% Female respectively. Total sitting -UACE (UNEB): 387,175 Male and 265,302 Female =Total = 652,604, which is 59% Male and 41% Female respectively. Post- Primary (2007-2013) BTJET Enrollment: 139,237Male, 67,203 Female=Total=206,439, which is 67% Male and 33% Female respectively.</p> <p>Tertiary level: Primary Teachers College (PTC) (2002-2013) Enrollment: 113,805 Male and 83,900 Female (Total=197,736), which is 58% Male and 42% Female respectively; Enrollment at University level was 704,489 Male and 502,138 Female (Total: 1,208,021), which is 58% Male and 42% Female respectively; whereas, Enrollment in other institutions was 329,631 Male and 253,782 Female (Total: 601,084), which is 55% Male and 45% Female respectively.</p> <p>For secondary education, the percentage of girls enrolled out of total children enrolled is slightly lower than for primary school. Nevertheless, between 45 - 50% of students are girls; The picture changes at tertiary level with women/girls comprising 44% of students.</p> <p>Although progressive improvement has been registered, bringing the percentage to 33% for science programs in 2008/2009 and to 45% for the Humanities in the same year, the enrolment of female students is still lowest in the science programs (it is still below the original target percentage of 35%). Even for the Humanities, the percentage is still below the desired level for gender equality, which is 50%. Overall the proportion of female enrolment in 2006 was 42.1% and now stands at 43.8%. The gender gap has been further exacerbated by the new government policy on students' scholarships that is biased in favor of science-based programs, hence marginalizing the humanities where females predominate.</p> <p>Vocational Training in Uganda Pupils in vocational training (2009) Uganda 83,089, Ratio of pupils in vocational student to all pupils in secondary education (Average 2005-2009) in Uganda 6.5 %, Sub-Saharan Africa 7.6 %, Ratio of pupils in vocational training out of 15-24 year olds (Average 2005-2009) Uganda 1.5 % and Sub-Saharan Africa 2.1 %</p>	<p>downloads/Fact%20Sheet%202012%20final.pdf</p> <p>Position Paper For Gender In Education, Proposed Gender Actions For Mainstreaming Gender In Education 2012/2013</p> <p>19th Education Sector Review Workshop 24th-26th October 2012</p> <p>Gender In Education 2012/2013 19th Education Sector Review Workshop; 24th-26th October 2012</p> <p>http://www.education.go.ug/files/downloads/POSITIONPAPERfor mainstreaminggenderineducation.pdf</p> <p>http://www.ulandssekretariatet.dk/sites/default/files/uploads/public/PDF/LMP/lmp_uganda_2014_final_version.pdf</p>	<p>variation between institutions. Makerere University, which had 44% by 2004, the highest rate for any tertiary institution and overall 47-49% for females in all tertiary institutions (FAWE 2010). Despite the increased enrolment to attain university education, student enrolment in science and technology at both private and public universities lag at less than 27% which is below the minimum required 40% registration in science and technology.</p> <p>Most programs are being pre-employment, supply-driven and targeting towards modern sector needs. Post-school vocational and skill training is ineffective. Most skills and vocational training does not follow more efficient in-employment models</p>
	Availability of on-	The population of 25-54 years was 25.7% (male: female was 4,618,088:4,615,616)	http://data.worldbank.org/indicato	Total population between

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	<p>the-job, staff, specialized training for women and men</p> <p>Ratio of female/male population aged 25 to 64 participating in training</p> <p>(Life-long learning)</p>	<p>respectively; 55-64 years: 2.4% (male 405,740/female 447,118) 65 years plus 2.1% (male 327,771/female 415,075) (2014 Population Census). The youth dependency ratio in Uganda especially is high at 97.5 %; in the Kampala (capital) it was 1.659 million as at 2011; majority of whom are in the age of participating in training. Women are 76.0% in labor force (2011). Over 32,100 children are household heads, many children are faced with worst forms of labor, over 100,000 children are on the streets, and others are in early marriages, commercial sex, living with the elderly who are impoverished. Unless fundamental interventions are implemented, indicators of child vulnerability in Uganda will produce itself in a vicious cycle.</p> <p>Key Results of Gender and Productivity Survey-2008: - About 75 % of Ugandans aged 15 years and above are engaged in the labor force; Rural women show high labor force participation rates compared to urban women; 46% of all women in the labor force are unpaid and only 18 % of the men in the labor force are classified under the un-paid category; and women account for 73 % of unpaid family workers and 40 % of informal sector employment.</p>	<p>r/SP.POP.1564.TO.ZS</p> <p>http://www.theodora.com/wfbcurrent/uganda/uganda_people.html</p> <p>"The Global Gender Gap Report 2013"</p> <p>http://unstats.un.org/unsd/gender/Ghana_Jan2009/Doc37.pdf</p> <p>Five Year Strategic Plan (2011/12 – 2015/16) August 2011</p>	<p>the ages 15 to 64 is the number of people who could potentially be economically active. Regardless of having a large prospective economically active population, there are wide gender differences in wages especially in the private sector. The median monthly salary for women in paid employment at Ug sh. 40,000 is only half that for men at Ushs. 80,000.</p>
Enabling Policy Environment	Percentage of relevant government policies that include gender issues.	<p>National/Local Laws and Legislations</p> <p>Creating an enabling policy environment is important in promoting women's economic empowerment. A growth strategy has the potential for improving the employment prospects for women and men. This strategy focuses on "equalizing upwards" rather than downwards, consistent with the goals of poverty reduction and gender equality is emphasized (Elson, 2009). A required change would be a shift in the focus of macroeconomic policies to full employment and decent work for all as the central goal of economic development, supported by greater coordination between monetary, fiscal and exchange-rate policies. The Uganda Government has put in place several laws and policies that guide service delivery and implementation of actors. These include; Ugandan National Development Plan (NDP) 2010-2015, Overarching HIV/AIDS policy with related PMTCT and ART policies, Children Act (Capt.59), OVC Policy (2004), Gender Policy (2007), Universal Primary Education and Universal Secondary Education policies. Other approved National Legislations include: - Constitution (1995), Prohibition of Female Genital Mutilation Act (enacted in April 2010), <i>Customary Marriage (Registration) Act</i>, Land Amendment Act, 2004, Divorce Act 2004, Penal Code Amendment Act, 2007, NGO Registration (Amendment) Act, 2006, Equal Opportunities Commission Act, 2007, The HIV/AIDs Prevention and Control Bill, 2009, Trafficking in Persons Act, 2010, Domestic Violence Bill, 2010, Female Genital Mutilation Act, 2010, among others.</p>	<p>http://www.education.go.ug/files/downloads/POSITIONPAPERformainstreaminggenderineducation.pdf</p> <p>http://genderindex.org/country/uganda</p> <p>https://track.unodc.org/.../Uganda/.../Uganda%20Constitution%20(1995)</p> <p>SIGI Country Profiles</p>	<p>Fiscal policies should combine the more effective mobilization of domestic resources with expansionary gender-sensitive public expenditures which invest in social and economic infrastructure to promote livelihood activities across different sectors. Whereas, monetary policies should support fiscal expansion and export promotion to provide adequate liquidity to a growing economy, and expand access to credit for women and men.</p> <p>The constitution of Uganda provides for recognition of</p>

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		<p>Institutional Efforts to build Gender Statistics: Considering gender statistics is an important aspect, Uganda Bureau of Statistics (UBOS) has recruited an officer specifically for spearheading this function; strategically located in the Directorate responsible for statistical coordination in the National Statistical System. This was aimed to removing marginalization of gender statistics. Through the Plan for National Statistical Development (Uganda's NSDS), the statistics unit under Ministry of Gender, has been equipped and strengthened.</p> <p>Secure Access To Land: The law guarantees the same equal rights to own, use and control land to both women and men; but due to patrilineal kinship systems and customs, women have not been able to own and control land in most Ugandan cultures. Since the customary laws are still very powerful in Uganda, despite the policy development for securing women's land rights, statutory policies and laws are sometimes formulated in an attempt to respect the customary laws and avoid conflict with them.</p>	<p>www.statehouse.go.ug/sites/default/files/.../Constitution_1995.pdf</p> <p>http://interactions.eldis.org/unpaid-care-work/country-profiles/uganda/social-economic-and-political-context-uganda</p>	<p>the rights of women, promotes and protects social justice and equality of all Ugandans. An Equal Opportunities Commission (EOC) has recently been established. Women's political representation in Parliament and at local council level is around 30%. Public presence of women is related directly to affirmative action policies. Affirmative action measures have also been applied to education and politics.</p>
	<p>Existence of such policies. Percentage of relevant policies that include gender-specific issues.</p>	<p>ICT Policies: The ICT national policy document recognized that Uganda would need to embrace the goal of "lifelong education for all." It aims to address literacy improvement and human resource capacity-building with strategies that include: Integrating ICT into mainstream educational curricula as well as other literacy programs to provide for equitable access for all students regardless of level; Developing and managing ICT centers of excellence to provide basic and advanced ICT training; Setting up mechanisms that promote collaboration between industry and training institutions to build appropriate human resources capacity; and Promoting the twinning of training institutions in Uganda with those elsewhere to enhance skills transfer. Establishment of a Ministry of ICT to address the convergence of ICT and to provide co-ordination of policy development. The mandate of the ministry is to: Oversee and harmonize operations of its affiliated agencies: the Uganda Communications Commission, the National Information Technology Authority, the Broadcasting Council, and the proposed Information Management Commission; Oversee periodic policy reviews for the telecommunications sub-sector for both mobile and fixed-line telephony, postal, Internet, and e-mail services; Oversee and guide the implementation of the Uganda e-Government Strategy; among others.</p> <p>Fundamental and other human rights and freedoms: All persons are equal before and under the law in all spheres of political, economic, social and cultural life</p>	<p>Survey Of ICT and Education In Africa: Uganda Country Report Uganda – 1</p> <p>www.infodev.org</p> <p>ICT in Education in Uganda By Glen Farrell June 2007</p>	<p>A National ICT Policy is in place and an education sector ICT policy was before Cabinet. The Ministry of Education and Sports is taking steps to co-ordinate ICT development and has allocated resources to support implementation of its ICT strategy.</p> <p>The Uganda Constitution 1995, provided for affirmative action and allowed women to contest for leadership positions outside affirmative action seats. The laws and policies in Uganda have provided more opportunities for women to run for elective</p>

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		<p>and in every other respect and shall enjoy equal protection of the law.</p> <p>Transport and infrastructural development: In the transport sector and infrastructural development, the government has in the recent past allocated a total of Shs. 1,219.41 billion towards implementation of energy key transport and infrastructural development projects. This is not limited to usage and access to opportunity, but open to competition for men and women.</p> <p>Gender balance and fair representation of marginalised groups: The Uganda Constitution specifies that the State shall ensure gender balance and fair representation of marginalized groups on all constitutional and other bodies; give highest priority to the enactment of legislation establishing measures that protect and enhance the right of the people to equal opportunities in development; and stimulate agricultural, industrial, technological and scientific development by adopting appropriate policies and the enactment of enabling legislation.</p> <p>Laws on domestic violence: The Domestic Violence Act 2010, offers women legal protection from domestic violence. The legislation aims to provide for protection and relief of victims; provide punishment to perpetrators; provide procedure and guidelines to be followed by court in relation to protection and compensation of domestic violence victims; jurisdiction of court and enforcement of orders made by court; as well as empowering family and children's court to handle domestic violence and related matters.</p> <p>Law on Marriage: Although the constitutional laws of Uganda grant an equal age of consent to marriage for men and women at 18, customary laws begin the age of marriage at 16 for women while the age for men stays at 18. Indeed, some areas continue to practice arranged marriages for minors. Additionally, customary laws may often discriminate against women, holding that men have sole parental authority in the case of a divorce, despite constitutional laws to the contrary. Regardless of these, poverty has also played a great role in promoting early marriages as parents focus on bride wealth. Both genders have the right to initiate divorce on several grounds.</p> <p>Law on Inheritance: Widows inherit 15% of their deceased husband's property under the marriage act, but under customary laws, women do not have the right to inherit. Just 36.41% of widows inherited the majority of their husbands' property.</p>	<p>http://www.ulii.org/files/ug/legislation/act/2010/2010/domestic_violence_act_2010_pdf_20398.pdf</p> <p>CIA World Fact book, 2014</p> <p>Constitution Of The Republic Of Uganda, 1995.</p> <p>www.statehouse.go.ug/sites/default/files/.../Constitution_1995.pdf</p> <p>Financing UN Security Council Resolution 1325: Aid in support of gender equality and women's rights in fragile contexts</p> <p>www.statehouse.go.ug/sites/default/files/.../Constitution_1995.pdf</p>	<p>office. This is an aspiration for upcoming women leaders because they already have mentors to guide them as they aspire for elective office e.g. Uganda's 9th Parliament is comprised of 34% women.</p> <p>The Uganda Gender Policy, 2007 that promote gender mainstreaming in all government ministries and districts local governments are making it mandatory to have women in positions of leadership.</p> <p>_ A More gender sensitive population especially, the young population 70% that is more accepting to women in leadership, and are more liberal towards women in leadership than their predecessors.</p> <p>_ A more diverse media that is reaching more citizens and providing a platform for women leaders thereby increasing information about them and their contribution to decision making.</p> <p>_ More women NGOs that are conducting advocacy to demand for more female representation in politics, providing training for women</p>

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		<p>Just 20% of women own land despite 70% of women being employed in agriculture. Even among the women who own land, most have no power to administer their land holdings as decision-making powers are granted to men. There are no specific laws protecting women's rights to access their land. Customary laws also prevent women from administering their non-land property without their husbands' consent. This lack of assets also prevents women from having access to credit.</p> <p>Legislation on Civil Liberty: The Ugandan government has taken particular care to increase the political participation of women. Their measures include requiring one female representative in parliament for each of the 112 districts, as chosen from an all-woman ballot. Women must also make up 1/3 of local councils according to Article 180 of the Constitution. These councils also decide on disputes related to local customs, and are therefore an alternate and potentially fairer legal system for women.</p> <p>Participation in labour force: Women are protected in pregnancy because they are entitled to 60 work days of paid leave, which can be extended in case of illness. Unjust dismissal on the grounds of pregnancy is also prevented by the Employment Act of 2006. Furthermore, discrimination in the workplace is banned under this act. This does not apply, however, to those employed in the informal sector or the agriculture sector, which both consist of many women: 42% of women in the labour force are family workers and 75% of agricultural workers are women.</p>	<p>https://www.google.com/?gws_rd=ssl#q=women+in+government+of+uganda</p>	<p>aspiring candidates and those elected into political leadership. Women organizations are also conducting civic education to educate women and men about various issues including civic participation in governance.</p> <p>Women's organisations play a unique role in advancing women's rights. Governments and donors should invest in women's organisations at all levels and support their effective participation in national planning and budgetary processes.</p>
	<p>All UN member States have signed with the exception of Iran, Palau, Somalia, Sudan, Tonga, and the United States.</p>	<p>International Laws and Legislations</p> <p>More treaties and standards include the Convention against Torture and Other Cruel and Inhuman and Degrading Treatment or Punishment (1984); Optional Protocol to the CRC on the Involvement of Children in Armed Conflict (2000); Optional Protocol to the CRC on the Sale of Children, Child Prostitution and Child Pornography (2000); Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment(2002); Optional Protocol to the Convention on the Elimination of all forms of Discrimination Against Women (1999) and the United Nations Millennium Declaration (2000). The Millennium Declaration obligates Uganda as other countries in the developing world to proactively and consciously initiate actions that put the country on the path to achieving the Millennium Development Goals (MDGs) targets, which also comprehensively cover issues that affect children especially vulnerable children. In 1995, the Beijing Platform of Action of the UN Fourth World Conference on Women urged the international community to commit to a 33% target for women in decision</p>	<p>http://www.wilsoncenter.org/sites/default/files/Uganda%20Report.pdf</p> <p>http://unctad.org/en/PublicationsLibrary/ditctncd2013d12_en.pdf</p>	<p>Uganda is a signatory to several International conventions and treaties among which includes: - the United Nations Declaration on the Rights to Development (1981); World Summit on Social Development Plan of Action (1995); the International Covenant on Economic, Social and Cultural Rights (1966); Education for All Declaration (2000) and the African Charter on the Rights and</p>

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		<p>making and to advance knowledge gathering on women in politics including gender disaggregated data to examine women's engagement in decision making.</p> <p>Legal and Policy Frameworks to Secure Women's Equal Access to Resources Women's property rights includes the right to acquire and dispose of any movable or immovable property obtained by own labour or through inheritance. Women's access to land is a major aspect of women's property rights particularly in Africa where the livelihood of the vast majority of the population depends on land, both as a productive resource and for the related right to housing. While CEDAW, its Optional Protocol and the Protocol on Women's Rights, formulate an adequate legal framework for the protection of women's property rights at the global and regional level, the Beijing Platform for Action (BPFA); the Solemn Declaration on Gender Equality set the specific regional policy frameworks for equal rights to land. Uganda ratified CEDAW, while its Optional Protocol was ratified by as of May 2007.</p> <p>Convention on the Elimination of All Forms of Discrimination against Women: Articles 13 and 14 of CEDAW stress women's access to credit specifically but the Convention does not clearly spell out what is meant by women's equal access to land. CEDAW provides for the right of women to have credit and loans, marketing facilities, appropriate technology and for <i>equal treatment in land and agrarian reform as well as in land resettlement programs</i> (Article 14(g)).</p> <p>The Beijing Platform for Action 1995, later in June 2000, encouraged governments to "set and encourage the use of explicit short and long-term time-bound targets or measurable goals, including where appropriate, quotas to promote progress towards gender balance, including women's equal access to and full participation on the basis of equality with men in all areas and at all levels of public life, especially in decision making positions, in political parties and political activities."(2) International mandates calling for gender political parity include The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), The Millennium Developmental Goals (MDG's) and the UN Security Council Resolution 1324 of 2000.</p> <p>The Protocol on Women's Rights: additional Protocol to the African Charter on Human's and People's Rights) has been signed by 43 African countries, which shows significant progress over CEDAW. The African Women's Protocol approaches the issue of women's property rights firmly. Under Article 19 entitled</p>	<p>http://www.rhsupplies.org/fileadm/in/user_upload/Delivering_on_promises/Uganda_Factsheet_Web.pdf</p> <p>http://www.treatylaw.org/documents/paperuganda072010.pdf</p> <p>https://open.uct.ac.za/handle/11427/9151</p> <p>http://unctad.org/en/Publications_Library/ditctncd2013d12_en.pdf</p> <p>http://www.wilmar-international.com/wp-content/uploads/2013/12/Wilmar-Affirms-Commitment-to-Open-</p>	<p>Welfare of the Child (1990).</p> <p>Uganda is facing challenges in achieving its targets for the Millennium Development Goal related to education. Even though the primary education enrolment ratio is 91 per cent, the completion rate remained at around 57% of pupils in 2010. In gender equality, Uganda managed to eliminate gender disparity in primary education and increased women's representation in parliament. Yet the gender parity index is 0.85 (2010) in secondary education and 0.79 (2009) in tertiary education and requires improvement.</p> <p>CEDAW also provides for adequate <i>living conditions particularly in relation to housing</i>. It guarantees all aspects of women's property rights including the right to land, credit and adequate housing. Article 2b urges governments <i>to adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all</i></p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p>'Sustainable Development' the Protocol's Sub Article C) provides that African governments should <i>promote women's access to and control over productive resources such as land and guarantee their right to property</i>. Article 16 also obliges State Parties to grant women's access to housing irrespective of their marital status.</p>	<p>Transparent-and-Responsible-Practices.pdf</p>	<p><i>discrimination against women.</i></p>
	<p>Existence of inter-ministerial mechanism for gender mainstreaming in government.</p>	<p>The Gender in Education policy (GEP) was designed in line with the 10 Year Education Sector Strategic Plan (ESSP 2007-2017) and provides a framework for the implementation and monitoring of a gender sensitive and responsive education system in Uganda. The GEP will contribute to the Millennium Development Goals (MDGs): 2 and 3 "achieve Universal" Primary Education and "achieve gender parity in primary and secondary education by 2005 and at all levels by 2015". In recognition of gender equity and equality in education, both the Government and the education partners have developed strategies and implemented a number of initiatives to address gender issues in education.</p> <p>Access formal financial services The law guarantees the same rights to access formal financial services (e.g. credit, bank account and bank loans) to both women and men. The law does not guarantee the same rights to access formal financial services to women and men, or women have no legal rights to access financial services.</p> <p>The 2010/11–2014/15 National Development Plan The National Development Plan identifies ICT as promoting science, technology and innovation to enhance competitiveness. In the Plan, the ICT sector is divided into the telecommunications subsector, information technology, the information management services subsector, broadcasting subsector, the library and information services subsector, and the postal subsector.</p> <p>The National Information Technology Authority Uganda Strategic Plan 2012–2017: aims at promoting sector growth as mandated in the National Information Technology Authority Act of 2008. The strategic goal of the Plan is to harmonize IT services in government that are effective, efficient and coordinated, with focus on: Coordinating, supervising and monitoring the utilization of the information technology in the public and private sectors; Identifying and advising the Government on all matters of information technology development, utilization, and deployment; Setting, monitoring and regulating standards for information technology planning, acquisition, implementation, delivery, support, organization, sustenance, disposal, risk management, data protection, security and contingency planning;</p>	<p>http://www.ucc.co.ug/files/downloads/UCC%20RCDF%20Policy%202010-11-2014-15.pdf</p> <p>Position Paper For Gender In Education (2012/2013) :</p> <p>http://www.education.go.ug/files/downloads/POSITIONPAPERfor%20mainstreaminggendereducation.pdf</p> <p>http://www.parliament.go.ug/new/index.php/members-of-parliament/members-of-parliament</p> <p>http://www.ug.undp.org/content/dam/uganda/docs/UNDPUG-2013MDGProgress%20Report-Oct%202013.pdf</p> <p>https://marketing.wharton.upenn.edu/mktg/assets/File/Dean%20Karan%27s%20paper.pdf</p>	<p>Despite the various interventions that have been put in place by the MoES in collaboration with the partners in education, challenges to gender equity in education still persist. The prevailing challenges in the education sector are enormous.</p> <p>The target of the Vision is to make Uganda "the most attractive place in the region to start and invest in innovative technology companies". To achieve this, Uganda needs deliberate efforts to attract the world's leading technology corporations to provide ground for Ugandan ITES SMEs to grow into large global businesses. HTEC-Uganda191shall be a high concentration, in the same area, of ITES engaged in software development, Internet services, hardware assembly and manufacturing, and creative and media industries. It is intended that this ITES hub</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p>Regulating and enforcing standards for information technology hardware and software equipment procurement in all government ministries, departments, agencies and parastatals; and Providing first-level technical support and advice for critical government information technology systems</p> <p>A law addressing the digital divide The e-Government Master Plan recommends the creation of a law to address the digital divide between rural and urban areas. This law was crafted to mitigate the digital divide by providing ICT access to disadvantaged communities – namely those in remote places, and fishing and farming communities, and also women, the disabled and the elderly – in a similar way to the current universal access requirements for postal services in Uganda.</p> <p>Vision 2040 and Information Technology Enabled Services: Vision 2040 is Uganda’s road map for transformation to a mid-income economy in 30 years. The Vision and is a primary growth sector in the National Development Plan (2010/11–2014/15) is conceptualized around harnessing opportunities, improving competitiveness and strengthening the fundamentals for transformation in the ICT business in general and ITES in particular. The Vision stipulates that by 2040, 40 % of Uganda’s total exports will comprise of ITES.</p>	<p>http://unctad.org/en/PublicationsLibrary/ditctncd2013d12_en.pdf</p>	<p>will be a center for high-growth and highly innovative companies of the future, capable of creating hundreds of thousands of technology jobs.</p>

Knowledge society outcomes: indicators of women's participation in the knowledge society

Dimension	Indicator topic area	Findings	Indicator sources	Comment
Women in knowledge society decision-making	Shares of women as legislators, senior officials and managers	<p>Through several affirmative action policies, women have seen major gains in local and national representation in recent years, but it is still not commensurate with their numbers. Women's participation in public administration and its decision making spaces has continued to be less than men.</p> <p>Shares of women as legislators: Constitutional mandates in Uganda have increased women's descriptive representation and have paved the way by breaking stereotypes about women's abilities and competencies. Uganda has about 112 districts and each district has district woman representative in the national parliament. In the 9th Ugandan Parliament there are a total of 133 female MPs (Constituency Representatives, a Woman/District Representative, or a Special Interest representative) 385 members of parliament, For example, in parliament, women representation has risen from 24.6% in 2001 to the present 34.9% in the 9th Parliament, to move on critical women's bills indicates that increased descriptive representation of women legislators is not consistently tied to similar improvements in substantive representation. The number of women in high level political and decision making positions has increased remarkably; and Uganda has the youngest Member of Parliament in Africa.</p> <p>Shares of women as senior officials: According to MPS Payroll Monitoring Unit as Extracted from Circular No 2 of 2011, an analysis of staff levels was done on Uganda's Public Service, men constitute 67 % and women only 33%. The Uganda Gender Policy (UGP) of 2007 also states that women constituted 17.4%, of permanent secretaries, heads of department and divisions in the civil service whereas men account for 82.6%.</p> <p>The gender composition at the various levels in the Public Service as of March 2011 were as follows in Salary Scale:- Senior Management (U1) 808 people with 78% men and 22% female; Middle Management (U2-U3) had 4,180 employees and 84% of the were men and 16% women; Graduate and Diploma Entry Level (U4-U5) were 59,973 employees with 72%men and 28% women; and the Lower Level (U6-U8) 206,893 employees with 65% men and 35% women. This came to a total of 271,854 employees with 67% men and 33% women. This may be explained by the fact that, men tend to occupy most of the high paying managerial jobs and, as a result, earn higher wages.</p>	<p>http://www.jica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e08uga.pdf</p> <p>http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-s%20Empowerment/UgandaFinal%20-%20HiRes.pdf</p> <p>http://data.un.org/DocumentData.aspx?id=257</p> <p>http://www.un.org/womenwatch/daw/beijing/beijingat10/G.%20Women%20in%20power%20and%20decision-making.pdf</p> <p>http://womeninpublicservice.wilsoncenter.org/2014/09/10/a-report-launch-mapping-the-substantive-representation-of-women-in-the-ugandan-parliament/</p> <p>http://opm.go.ug/assets/media/resources/440/Speech</p> <p>http://www.oecd.org/dev/development-gender</p> <p>http://preventgbvafrica.org/wp-content/uploads/2014/05/Making-a-Difference-Report-2014.pdf</p> <p>http://www.wilsoncenter.org/sites/d</p>	<p>Numbers of women MPs who competed with men fell from 16 in 2006 to 11 in 2011; and of the 129 women MPs, 112 represent districts as a result of affirmative action. This shows that women have not yet broken through the barriers of competing with men for a political position. While many women had hoped that this seat would be a training ground for more women to enter Parliament, those that gain the seat find it safer to keep it than to compete with a man even after two or three terms.</p> <p>Women's representation and participation in decision-making of political nature has improved in Uganda. There are more and more women engaged in active politics and representing citizens in the parliament and in the local councils, amidst challenges that include poor remuneration and motivation, poor infrastructure, limited skills and competence, high prevalence of household poverty, and early pregnancy among girls.</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
		<p>Shares of women as managers: Women are underrepresented in management positions in both public and private sectors around the world. This is for instance illustrated in the statistics below from different departments of the country, such as Population which had 52% women,48% men, Governing Boards 25.6% women, 74.4% Men, Managerial seats in Media organisations 27.3% women and 72.7% men, People who are head or read about in the world news 24% women and 76%men, Uganda's Full Cabinet ministers 30% women and 70% men, Uganda Ministers 30%women and 70% men, Uganda Parliamentary seats 35% women, 65% men, Media content 21% women and 79% men, Radio news 17% women,83% men, Television news 22% women,78% men, Heads of parastatal organisations 25% women 75% men.</p> <p>According to MOLG records February 2012, Chief Administrative Officers (CAOs), Deputy Administrative Officers (DCAOs) and Municipality Town Clerks (MTCs) in 111 Ugandan Districts where by there were 71 CAOs with 92% men and 8% women; 56 DCAOs with 87% men and 13% women; and 22 MTCs with only 1 female MTC and all the others male; and a total of 149 decision makers with just 9% female participation.</p>	<p>efault/files/Uganda%20Report.pdf</p> <p>David Obot, DENIVA,2014 http://www.ubos.org</p> <p>http://www.un.org/womenwatch/daw/beijing/beijingat10/G.%20Women%20in%20power%20and%20decision-making.pdf</p> <p>UBOS Facts and Figures 2013</p>	
	<p>Share of businesses with 35% or more women in decision-making positions</p> <p>Women's share (directors, board members) in major (publicly traded) businesses.</p> <p>% of women on corporate boards</p>	<p>In Uganda, women drive over 70% of household spending decisions but have many unmet needs from financial education and advice to providing products they require at key inflexion points in their lives: caused by divorce, death of a spouse, marriage, first home purchase, birth of a first child, college commencement, first job etc.</p> <p>July 2015, it was noted that of the eight listed companies on the stock exchange, there was a female representation of 12.9%. This figure is much less than the public sector female board representation that is at 30%. Uganda has one of the two midcap African companies with the top percentage of 33.3% are Stanbic Bank of Uganda and Barclays Bank of Botswana, both of which are subsidiaries of companies reaching 25% in the large-cap category. Other institutions that have overtime promoted Women Directors in Uganda are: - New Vision Printing and publications Company Ltd with 22.2%, Uganda Clays Ltd with 25%, and Development Finance Co. of Uganda Ltd with 8%. In the banking sector with 25 commercial banks, there are only two female CEO's. In the telecom, sector there is no female chief executive. In the breweries, men head the two beer companies and two soft drinks companies. Bigger companies in Uganda with Female board members are UMEME, Stanbic, DFCU, BATU, Uganda Clays, and Vision Group.</p>	<p>http://www.accaglobal.com/content/dam/acca/global/PDF-technical/human-capital/pol-tp-ptwto.pdf</p> <p>http://www.cpahq.org/cpahq/cpadocs/Genderdiffe.pdf</p> <p>http://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/Where_are_the_Women_Inclusive_Boardrooms_in_Africa%E2%80%99s_top-listed_companies.pdf</p> <p>http://www.monitor.co.ug/Magazines/Jobs-Career/Where-are-the-women-in-Uganda-s-boardrooms-/689848/2781494/-/t2u4fwz/-</p>	<p>Although evidence suggests positive impacts of women's representation in decision-making, women are absent from key decision-making bodies influencing the distribution of resources in both public and private sectors. There is a strong positive and statistically significant association between women's participation in decision-making positions and their level of education and their family back ground.</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
	% of women in senior management in business		/index.html	
Women in knowledge economy	Shares of women in professional and technical positions Ratio females in professional and technical positions over male value	<p>Women in Uganda have a substantial economic and social responsibilities throughout Uganda's many traditional societies .Uganda's women come from a range of economic and educational background, Women in parliament make up 35.0% in Uganda according to 2012 record Females over 25 years of age in secondary education by 2010 make up 23.0%, while those in labor force are 76.0% by 2011.</p> <p>Most Ugandan universities have a small percentage of women in top administrative positions. Uganda had 17.8% women in the Academic and Administrative departments in its universities compared to most commonwealth countries. The study revealed that the number of university women professors was very low in Africa and Uganda had only 6 out of 50 professors (12%). Gender proportions in Universities of Uganda by 2000, Uganda had 62 females accounting for 17.8% and 287 males 82.2% out of the total of 349. In the same year, Women in Second Tier Management positions in these universities of Uganda had 101 female Personnel Officers (32.6); 41 female computing officers (13.1%); 67 females in Development 28.2%; 118 female Staff Development (42.5%); 84 females in Public Relations 39.4%; 82 females in International Office (32.9%); 94 females in Equity (65.3%); 56 females in Quality Assurance (32.2%); and 12 females in Strategic Planning (19.7%).</p> <p>Even in professions that are apparently feminized such as education, a pyramid with men in the top positions, still exists. This considers Teachers, Lecturers and Instructors at the different levels. University and Colleges (full-time) 397 1,341 23% of women of 1,738 lectures; Tertiary Level (excluding university) 29% as women of 6,769; Secondary (only government) has only 25% women out of 20,970; Primary (government) has 40% women out of the 126,448; Primary (private) has 44% women of 45,955 teachers. The shares of females remain low except in Pre-Primary where 83% are women. Generally a total of 42% represents women's a share of their participation out of the 226,724 teachers, lectures and instructors in the Uganda's supposedly feminized teaching profession.</p> <p>Makerere University Council has 8 women and 17 men that means; women account</p>	<p>Wikimedia commons as media related to women of Uganda</p> <p>Global Gender Gap Report of 2013</p> <p>http://docs.mak.ac.ug/sites/default/files/Kahundha-Muhwezi-D.-Top-University-Women.pdf</p> <p>http://hdr.undp.org/en/reports/global/hdr2009/</p> <p>http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-%20Empowerment/UgandaFinal%20-%20HiRes.pdf</p> <p>http://docs.mak.ac.ug/sites/default/files/Kahundha-Muhwezi-D.-Top-University-Women.pdf</p>	<p>It has been difficult for women to join top management positions because the criteria of Ph.D. and professorship for the post of Vice Chancellor has not been easy for example 22% i.e. 2 out of 9 top management positions are occupied by women and yet it is these people that generate most policies.</p> <p>According to Uganda Education Statistical Abstract, 2010, it is noted that although it is important to ensure that there are sufficient numbers of qualified women entering the public service, attention also needs to be paid to ensuring that able women can progress to senior positions.</p> <p>This was re-affirmed by Muhwezi, who found out that few women were occupying top management offices in Ugandan Universities and it seemed there was no effort to address this imbalance.</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
		<p>for 32% of this supreme body of the University that makes policies which eventually impact on all including women. On University senate where academic regulations, policies are made there are 5 women and 17 men i.e. 23% are women. Administrative positions like middle level tier positions have more women compared to Top Management, Council and Senate. In Academic Registrar's Department it was observed that there were 30 women and 28 men i.e. 52% of the positions were occupied by women and this was an encouraging result.</p>		
	<p>Shares of women in administrative and managerial positions and their share in total employment)</p>	<p>Women's representation in decision-making positions in the civil service and public sector bodies are also concerns of the Platform for Action. The limited information available to assess progress illustrates the challenges in this area. Basalirwa (2005) notes that in Makerere Business school and affiliate of Makerere University, Senior administrative staff were 40 women as opposed to 28 men i.e. 58.8% were women; support staff were 111 male, 124 female i.e. 52.8% were women; Council members, out of 22 members 16 were male 6 were female i.e. 27.3% were women; for Academic staff there was no woman professor, associate professor or senior lecturer, there were a few women lecturers and assistant lecturers. In top and middle management levels it was found out that there were 7 women out of 19 (36.8%). This revelation showed that there was lack equity since most decisions are made by this category of managers.</p> <p>By 2003/04 academic year, the students' body totaled 2,664 ranging from 20-60 years old, about 46% of whom are female. 2005/2006 the enrollment had almost no difference between the male and the females, of 4,335 total enrollment, 50.01 were female men. Currently the university enrollment totals to 5,170 students in 2006/2007 academic year, 50.3% are female. The university council is comprised of 32 members of whom 6 are female and there is one female compared to 4 males on the university cabinet. Women senior-lecturers and lecturers make up only 15% of the academic staff with only 1 female professor (www.ucu.ca.ug).</p> <p>ILO survey on East African Cooperatives 2012 revealed that in Uganda, 55- Area Cooperative Enterprises (ACEs) had 33% women as board members, 13% as Chairpersons, and 12% as managers. Women's participation in cooperative governance & leadership in Uganda was gauged per member participation and at the last AGM's held by the surveyed financial cooperatives, in line with their overall lower representation among cooperative members, the proportion of women was 44%. In financial cooperatives, the percentages of women and men who attended (out of all female and male members) were at 48% and 46% for women and men respectively. In agricultural cooperatives, the proportion of women attendees in</p>	<p>http://docs.mak.ac.ug/sites/default/files/Kahundha-Muhwezi-D.-Top-University-Women.pdf</p> <p>Global Gender Gap Report of 2013</p> <p>http://www.ilo.org/public/english/employment/ent/coop/africa/download/woman_eastafrica.pdf</p>	<p>The median salary for women in the private sector including The employees in the informal sector is about 40 % less than that of men. This may be explained by the fact that, Men tend to occupy most of the high paying managerial jobs and, as a result, earn higher wages than women.</p> <p>With respect to policy, 100% of the Ugandan financial cooperatives have a provision relating to the minimum proportion of women on the board. In agricultural cooperatives, 93% of the Ugandan cooperatives have such a provision. Ugandan cooperatives employ about 1,634 women, accounting for 31 per cent of all cooperative employees.</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
		<p>relation to total female membership was somewhat lower at 47% for women and 53% for men. Women's leadership and presence in agricultural cooperatives, was at 34% in 20012 during the survey.</p>		
	<p>Employment by economic activity (occupation and status) in agriculture, industry and services in KS areas</p> <p>Share of women in wage employment in the non-agricultural sector</p> <p>Women's share of skilled jobs in knowledge economy areas</p>	<p>Nearly 32 % of women in the public sectors are teachers, the second largest source is the sales /retailing category and at least 15% are classified as Agricultural and nearly 47% in the public sector are Agricultural workers working on government owned Agricultural enterprise.</p> <p>Distribution of employment by Industrial Classifications reveals that there is a gender bias in favour of males with 70 % of the total employment by males and just 30% for the women. This also describes the highest proportion of employment in manufacturing (37%) and the lowest in financial institutions (0.4 %). This implied that the costs of production in the informal sector were lower compared to the Formal sector; thus the Informal businesses were more efficient compared to the Formal businesses. These Regional Distribution of Establishments; total up to about 671 and of these 431 (65 %) were in the Central region (where the Uganda's capital is located), 165 (25 %) in Western region, 36 (5%) each for Northern and Eastern regions.</p> <p>The UBI 2009/10 findings revealed that the economy is highly informal based on the highest number of establishments (96 %) and employed the highest number of persons (82 %). The UBI 2009/10 findings reveal that out of the 2 million businesses covered, 96 % were informal meaning that nearly 19 - 20 businesses were Informal. The Informal sector registered Value Added (VA) to Gross Output (GO), at ratio of 2:1.7 (69 %: 58%) higher than that of the formal sector. Over 160,000 thousand businesses were listed, the great majority of which had less than 5 employees (informal, 87%) of whose lowest positions are predominantly occupied by women.</p> <p>Employment by gender and occupation: Greater gender disparities can be seen in the occupations of agricultural and fishery works. This is the occupation with the highest percentage of both males and females, however there is a lower percentage of the men than that of women involved in this occupation. According to UBOS 2009/2010 0.3% male Legislators with no female; 2.4% male and 1.6 female Professionals; 3.8% male and 2.5 female Technicians and associate professionals; 0.4 male and 0.7 female Clerks; 10.9 male and 12.1 female Service workers; 58.5%</p>	<p>http://data.un.org/Data.aspx?d=MDG&f=seriesRowID%3A722</p> <p>http://doku.iab.de/veranstaltungen/2013/Mukalazi%20Winifred_EESW%202013.pdf</p> <p>http://doku.iab.de/veranstaltungen/2013/Mukalazi%20Winifred_EESW%202013.pdf</p> <p>UNHS Facts and Figures 2013</p>	<p>Traditional gender roles that have been largely revitalized influence the role of women in the domestic arena. When cash-crop agriculture became lucrative, men often claimed rights to land owned by their female relatives, and their claims were supported by local councils and protectorate courts.</p> <p>While it has traditionally been the role of men to control family financial matters, women provide substantial economic contributions to their families and to the national economy. Some women leave their communities to find greater employment opportunities.</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
		male and 71.1% female Agricultural and fishery workers; 5.8% males and 2.7 female Craft and related workers; 2.4 male and 0.1 female Plant and machine operators; and 15.6 male and 9.2 female Elementary occupation: Uganda National Household Survey 2013		
	Women with high-level computer skills, programming language. Share of those in jobs needing high-level computer skills	The survey done on Women and the Web indicated that the data on employment and entrepreneurial skills on average 23% fewer women than men, the survey found that females tend to believe that they lack skills set needed. Women representation in the computing and information technology 'the geek factor' affect both male and female high school students	http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/	A high level of computer skills correlates highly with knowledge work.
	Shares of women among information technology workers Ratio female-male computing professionals	Women in the Science, Technology, Engineering and Math (STEM) earn 33% more than comparable women in other Jobs other than this. Women hold a disproportionately low share of STEM undergraduate degrees, particularly in engineering. Although women make up half of the workforce in Uganda, only 15% of workers are in the technology field across. 68% of women enroll in college and in this case they out numbers men in college graduation rates yet they still make only a quarter of the tech industry workforce.	women deliver), Solar Sister http://akirachix.com/index.html Bureau of Labor Statistics 2003 LABORSTA, Segregat - Employment for detailed occupational groups by sex , http://laborsta.ilo.org/applv8/data/segregate.html , ISOC-88 category 213, computing professionals	Unequal pay isn't just unfair, it's illegal. At the current pace, it will take until 2058 for women and men's earnings to reach pay parity. Women make up nearly half of the labor force and mothers are the primary or co-breadwinners in the majority of families. Low pay for women affects their families and the economy too.
Women in S&T and Innovation Systems	Shares of women studying science and engineering at tertiary level Shares of	In Uganda, although women account for 51% of tertiary enrolment, they represent only 18% of those enrolled in science, engineering, and technology according to the IUCEA 2009 Year Book and Facts and Figures. Despite this, 40.4% of Uganda's science researchers are women, according to UNESCO. And only 6 of a sample of 40 Ugandan elementary science and math textbooks were written by women. Uganda is also a victim of brain drain- in the medical field alone and loses more than 200 doctors a year to other nations according to the IPPR. As far as business, 35.5% of Ugandan women are involved in full time early stage entrepreneurship, which is very similar to the 36% of Ugandan men who are	http://www.education.go.ug/files/downloads/POSITIONPAPERformainstreaminggendereineducation.pdf http://library.unesco-iiicba.org/English/Girls%20Education/All%20Articles/General/Gender%20Sensitive%20Policy.Uganda.pdf and http://www.uis.unesco.org/Educatio	Women are now fast catching up with men in gaining doctoral degrees. Women overtaking men in education In most regions, women are surpassing men with degrees at Bachelors' and Masters' levels. Women are often

Dimension	Indicator topic area	Findings	Indicator sources	Comment
	women in total enrolment, first degree, science and engineering	<p>involved. This 5% difference is very low relative to the other sub-Saharan African countries in the GEM country profile report, which feature differences from 1-7%. Even more noteworthy than this nearly equal participation in early entrepreneurship is women's ownership of 44% of registered businesses in Uganda (UBOS 2010).</p> <p>In order to enforce the policy, an initiative to re-tool the science teachers with more skills in the teaching of science (SESEMAT program) is ongoing and by 2011, 4,911 teachers had benefited from the program. The training is aimed at demystifying the myth that girls cannot do sciences. Further to this, 914 senior women teachers and 1,187 were trained on gender issues in schools in 2010.</p>	<p>n/Pages/tertiary-education.aspx</p> <p>http://www.ippr.org/ug/index.php/wy-is-uganda-exporting-doctors-it-doesn-t-have</p> <p>http://www.gemconsortium.org/country-profile/117</p> <p>http://www.ubos.org/onlinefiles/uploads/ubos/pdf%20documents/2010%20COBE%20Report.pdf</p> <p>http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_334882.pdf</p>	discouraged from participating in science and technology education and fields because others see them as being "too hard" for women or "men's fields". Although men and women are not equal in science and technology and innovation, there is much room for women to grow in these fields. The policy intends to encourage all students to take on science related subjects so as to compete in science related fields.
	<p>Shares of women scientists and engineers</p> <p>Shares of women employed in science and technology occupations</p>	<p>Uganda has only 2 female aerospace engineers which is about 1% of the total number of aerospace engineers. The second engineer came up over 35years after the first.</p> <p>Women consist of 24% of graduates of tertiary science in Uganda, according to the World Bank. They are 10% of graduates of engineering, manufacturing, and construction, according to the same source, as of 2000.</p> <p>Women make up 40.4% of researchers in Uganda as of 2009, according to the UNESCO Institute for Statistics.</p> <p>Only 12% of engineers are women and the number of women in computing has fallen from 35% in 1990 to just 26% today. Gender bias is one key deterrent to having more numbers of women in this profession.</p>	<p>http://chimpreports.com/?p=1094</p> <p>http://en.wikipedia.org/w/index.php?search=ugandan+aerospace+engineers&title=Special%3ASearch&fulltext=Search</p> <p>http://datatopics.worldbank.org/gender/monitoring-progress</p> <p>http://www.uis.unesco.org/FactSheets/Documents/sti-women-in-science-en.pdf</p> <p>http://www.aauw.org/research/solving-the-equation/</p>	More than ever before, girls are studying and excelling in science and mathematics. Yet the dramatic increase in girls' educational achievements in scientific and mathematical subjects has not been matched by similar increases in the representation of women working as engineers and computing professionals.

Dimension	Indicator topic area	Findings	Indicator sources	Comment
	<p>Shares of women researchers</p> <p>1) Ratio of female-male R&D personnel</p> <p>2) Women's share of science researchers</p>	<p>Women face considerable barriers as they move up the education ladder to research careers, according to UNESCO. Men surpass women in virtually at the highest levels of education, accounting for almost 55 % of all PhD graduates and 71 % of researchers.</p> <p>The highest proportion of women researchers are found in the Latin American and Caribbean region with 45.2 per cent, followed by Europe with 34 per cent average.</p>	<p>http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_334882.pdf</p>	<p>Differences in the choice of study focus between men and women are declining in many areas. While engineering for example is still dominated by men, more women are taking up this area in an increasing number.</p>
	<p>Comparative rates and trends of publication</p> <p>Ratio of citations to publications female over male authors</p>	<p>A person's number of published works is an important indicator of their innovation, education, and professional achievement. While there are some women PhD holders in Uganda who have published works, there are many more men than women who have publications, and of these, have more publications. According to "The Careers and Productivity of Doctorate Holders (CDH) Survey" (2012), while more than 80 male PhD holders have fewer than 10 publications, only just over 30 women do. This trend continues for larger numbers of publications; just over 30 men have 10-19 publications whereas fewer than five women do, and no women have more than 20 publications, while there are more than 20 men who have more than 20 publications.</p> <p>Publications by Researchers is an adage "publish or perish" which is a major push for those who acquire PhD training to keep communicating their work with the rest of the world. Promotion within certain institutions is tied to formal criteria like the number of papers in journals and publications by staff. This low output is a reflection of the level of research activity being conducted. Findings from the survey indicated that most doctorate holders had less than 10 publications (over the 1990-2010 period) while only 15 had between 20-29 publications.</p>	<p>"The Careers and Productivity of Doctorate Holders (CDH) Survey" (2012)</p> <p>http://www.uncst.go.ug/dmdocuments/CDH%20Survey%20Uganda%20Report%202012%20for%20print%20.pdf</p> <p>http://www.uncst.go.ug/dmdocuments/CDH%20Survey%20Uganda%20Report%202012%20for%20print%20.pdf</p>	<p>Using the number of publications as an indication of productivity, the survey established that most doctorate holders in Uganda had less than ten publications since Doctorate holders are key actors in the creation of innovation and knowledge-based economic growth. Statistics on the trends of highly trained human resources in science and technology are critical in determining the level of human capacity especially in the context of their level of occupational and geographic mobility.</p>
	<p>Gender trends in brain drain in highly skilled fields</p> <p>Donor to the</p>	<p>Emigration statistics for Uganda are hard to come by. Despite this, it can be recognized that thousands of Ugandans are constantly emigrating out of Uganda for several reasons. The vacuum they leave can be evidenced easily by shortage in personnel, especially the health sector; this in spite of the fact that universities churn out doctors and nurses every year.</p>	<p>"The Careers and Productivity of Doctorate Holders (CDH) Survey" (2012)</p>	<p>The number of PhDs in Uganda is still very low, about 1000 PhD holders out of a population of 34 million. Recently, figures show an increase in the number of</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
	<p>brain drain:</p> <p>Ratio of female to male among tertiary-educated immigrants by gender</p> <p>Scale of likelihood talented people to remain in country (plus estimates of gender breakdowns)</p>	<p>According to “The Careers and Productivity of Doctorate Holders (CDH) Survey” (2012), of the 518 Ugandan citizens with PhDs, 48 intended to move out of Uganda in the next year, while 115 had no intention to move. This indicates that 9.3% of people with doctorates in Uganda are moving to other nations, while only 22.2% of PhD holders are committed to staying in Uganda. Over 85% of doctorate holders, were employed on permanent basis and these were mainly in the higher education sector. Doctorate holders in Uganda were largely geographically immobile with most (59%) having not stayed abroad for a specified period in the last ten years although 19% had intentions of immigrating to mainly South Africa.</p> <p>Emigration by skilled personnel imposes severe economic and social costs on the sending countries especially where the number of skilled personnel is limited; take for instance, the current doctor/patient ratio of 1:28,000 (RoU, 2003) (compared to 1:5000 recommended by the World Health Organization). Many Ugandan doctors have sought employment in Botswana, South Africa, Swaziland, Rwanda, the UK (where foreign doctors completing their studies are permitted to work in the UK for a given period of time), Canada, USA, and elsewhere. Similarly, qualified nurses are enticed by the attractive salaries and the demand created by limited human resource in this field in those countries. According to Hagopian et al (2004), there were 175 Ugandan doctors living and practicing in the U.S compared to 722 in the whole of Uganda.</p> <p>The United Nations estimated that 628,845 Ugandans lived outside the country in 2013, of which 53 per cent were women. Compared to financial year 2011/12, work permits issued to foreign nationals has increased by almost 13% in 2012/13. The 2012/13 data revealed substantial inflow of Indian and Chinese investors, business owners and traders in Uganda (class D) as well as a large number of contract based workers (class G2) from these countries. Further, the number of work permits issued to workers from EAC is much lower in comparison to workers from India and China.</p>	<p>http://www.uncst.go.ug/dmdocuments/CDH%20Survey%20Uganda%20Report%202012%20for%20print%20.pdf</p> <p>http://www.immis.org/wp-content/uploads/2010/05/Policy-Analysis-Report-Uganda.pdf</p> <p>http://opm.go.ug/assets/media/resources/486/THE%20UGANDA%20MIGRATION%20PROFILE.pdf</p> <p>http://opm.go.ug/assets/media/resources/486/THE%20UGANDA%20MIGRATION%20PROFILE.pdf</p> <p>Source: Migrants: Development Research Centre on Migration, Globalisation and Poverty. “Global Migrant Origin Database.” Version iv, March 2007. http://www.migrationdrc.org/</p>	<p>PhD graduates per annum (73 in 2011). The dismal productivity was also reflected in the low numbers of patents that were granted (30 patents over a twenty year period). An average male doctorate holder in Uganda in 2010, aged between 45 - 54 years, and employed in the higher education sector; but very dissatisfied with his salary, yet employed on a permanent basis.</p> <p>These are pertinent statistics especially when aspects of brain drain continue to characterise the growth trajectories of emerging nations.</p>
	<p>Ratio women’s early stage entrepreneurial activity over that of men:</p>	<p>A total of 28,081 youths benefited from the Youth Livelihood Fund, where money was disbursed to 2,169 groups in 112 districts reaching out to Female =12,424 (44%) and Male= 15,657 (56%). Impact Survey Report August (2013) reveal that about 59% of the youth entrepreneurs involved in the survey are male while 41% are female. Uganda seems to have achieved gender parity because about 51% of</p>	<p>The Youth Livelihood Program progress: Summary of Project disbursement as at January 22nd, 2015. http://chimpreports.com/wp-</p>	<p>Impact of SIYB Training on Business Creation and Improvement: In absolute terms, in Uganda, 347 new businesses were reportedly</p>

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	Total early-stage Entrepreneurial Activity for Female Working Age Population over that of male – % Women-run businesses	<p>youth entrepreneurs who attended the SIYB training were male while 49% of them were female.</p> <p>Women own nearly 40% of businesses with registered premises and yet just 9% of all credit is disbursed to them. The interest rate is 30% for any woman to afford. In Uganda women rarely receive credit to help build their businesses, access to credit is still dictated by land ownership and with over 90% of the country's land owned by men, the challenge is clear. However female entrepreneurs, especially owners of small businesses lack management skills and information about how to access financial services and other resources, limiting their ability to improve and grow their businesses. Savings-Investment Status reveals that, 71% of all Ugandans aged 16 years and above reported that they were currently saving and/or investing, while 20% reported that they have never saved. The incidence of saving and investing is relatively higher among men at 73%, as compared to women at 69%. Savings and/or Investment were also found to be higher in urban areas at 74 % than in rural areas at 70 % respectively.</p>	<p>content/uploads/2015/01/genderpdf.pdf</p> <p>Start And Improve Your Business: Impact Survey Report August 2013</p> <p>http://www.povertyactionlab.org/evaluation/impact-entrepreneurship-training-women-uganda</p> <p>http://www.aljazeera.com/programmes/witness/2013/09/ugandan-women-mean-business-2013930114515487270.html</p>	<p>started by 650 surveyed SIYB participants. When a country analysis was run it was found that in Uganda about 49% of the youth entrepreneurs were able to start their own businesses following SIYB training.</p>
Women and lifelong learning	<p>Women and lifelong learning: Women as users of (village) knowledge centers</p> <p>This concept applies to the ratio of female to male users of village knowledge centers, telecentres, and free computer centers at libraries.</p>	<p>The APC News 2010 carries a series of case studies on ICT initiatives that have been evaluated using gender-evaluation methodology. The Bumawa telecenter, located on the Ugandan banks of Lake Victoria was seldom visited by women. Following the evaluation, the telecenter began to offer equal-opportunity training targeting women over 30 years of age and catering content specifically to their interests. 69 % of telecenter projects are implemented with community participation, and relatively low number of projects (39%) considered women participation. However, at the telecenter level, a large number of telecenters (93 %) show women's participation since projects that established high number of telecenters and involved women's participation are included among them. The Nabweru CMC had an average of 30-40 users/day whereas Nakaseke served between 20-25 day during low seasons and 40-50 (1:10) for female to male respectively. About 5 women in development groups wanted to enhance their work by getting information on videos), during high season on school holidays; community members, elders and opinion leaders interested in reading newspapers.</p> <p>The Buganda telecenter generated its revenue from Internet services and computer training with on average, 15-20 people and a ratio of 1:3 female to male users per day. And other services have been introduced on demand by users like feature films every Friday afternoon, game facilities in the evenings, functional adult classes and radio listening for particular groups.</p>	<p>http://www.fhi360.org/sites/default/files/media/documents/Making%20the%20Connection%20-%20Scaling%20Telecenters%20for%20Development.pdf</p> <p>Global Assessment and Review of ICT Access Points, October 2007</p> <p>http://connectaschool.org/itu-html/16#1828</p> <p>http://css.escwa.org.lb/ictd/17-19DEC08/bg3.pdf</p> <p>Review of ICT Access Points, October 2007</p> <p>http://www.itu.int/ITU-D/univ_access/telecentres/documents/ModTrainingTelecStaff.pdf</p>	<p>Uganda is often cited as a model case for good telecommunications development practice. Each telecentre is different, their common focus is on the use of digital technologies to support community, economic, educational, and social development—reducing isolation, bridging the digital divide, promoting health issues, creating economic opportunities, and reaching out to youth.</p> <p>A GEM study uncovered that men and women were interested in different information; women in health, vocational training and food</p>

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		<p>WOUGNET (Women of Uganda Network)– Kubere Information Centre targets and serves 20 women farmer groups with 30 members in each group and as an NGO, new partnerships with NGOs, donors and government organizations to ensure the sustainability of its services were being sought. It serves a ratio of 5:1 female to male respectively. The centre also uses Internet and satellite radio to download, repackage and disseminate relevant information to the women groups.</p> <p>Batud ICT in Mayuge district in Eastern Uganda, is a training centre and had 42 people trained in introductory computer skills and Microsoft Office applications namely word, excel and PowerPoint of whom 18 female and 24 male (a ratio of 3:4 female to male respectively). Students used the cafe for research, and the ratio of men to women was estimated at 4 to 6 implying that females were the majority. At Mubende Light Secondary School ICT Centre, 150 community members had trained of which 80 were women. Trained students were 530, of which 260 were girls. The centre also had a public pay phone, an online electronic library as well as CDs with subject content. 10 female and 20 male teachers were trained in basic computer skills and had access to computers.</p>	<p>http://ifossf.org/files/Telecenters%20in%20Pakistan%20Volume%201.pdf</p> <p>http://www.idrc.ca/EN/Resources/Publications/openebooks/399-7/index.html</p> <p>http://www.ictinedtoolkit.org/user/library/tech_for_ed_chapters/12.pdf</p> <p>http://cit.mak.ac.ug/iccir/downloads/ICCIR_09/Aramanzan%20Madanda,%20Dorothy%20Okello,Grace%20Bantebya%20%E2%80%93%20Kyoumuhendo_09.pdf</p>	<p>security, whereas men search for information on politics, economics and business. Women users were much less likely to read English than the men, and were frequently frustrated in their search for relevant content. Often, they would return home to unfinished household chores - never to return. In comparison, if men couldn't find the information they were looking for, they still lingered at the telecenter, playing games and familiarizing themselves with the facilities.</p>
	<p>Women as managers of (village) knowledge centers</p> <p>Ratio of managers of village knowledge centers, telecentres, free computer centers at libraries</p>	<p>In Uganda, over 80% are rural with women constituting more than half of the total population. However focusing on the sub county headquarters or sticking on a criterion of 5,000 people leaves out many women who are tied up in domestic responsibilities and have no time to travel to the sub county headquarters or the district to access ICTs.</p> <p>.... Board of Directors or Advisory Committee should agree on a quota of women members. By setting an example at this level of management, other gender balances might extend to the technical team, the trainers and female attendance generally.</p> <p>..... representatives of women's interests in decision-making structures of these centers need to ensure that women stakeholders are involved right from the initial conceptualization and design, all the way through planning and implementation processes.</p> <p>..... of women in management positions.</p>	<p>http://cit.mak.ac.ug/iccir/downloads/ICCIR_09/Aramanzan%20Madanda,%20Dorothy%20Okello,Grace%20Bantebya%20%E2%80%93%20Kyoumuhendo_09.pdf</p> <p>http://connectaschool.org/itu.html/16</p>	<p>If ICT is crucial to development, then women must access the tools so that they are not marginalized. And ICT Structural Development should focus on any effort aimed at increasing access and bringing ICT nearer to the rural people has the potential of reaching the poor and women.</p>

Challenges of women in leadership positions:

Women continue to face both old and new challenges, particularly intra- and interstate conflicts and terrorism. The persisting challenges include:

1. Segregation into lower-paid jobs this inequality of pay between men and women has remained and cuts across all sectors; and has resulted into feminization of poverty and increased violence against women.
2. Women face challenges in that their private lives seem to be focused on more than their political careers. For instance, fashion choices are often picked apart by the media, and in this women rarely win, either they show too much skin or too little, they either look too feminine or too masculine.
3. Marital status and their romantic lives are a subject of much interest to the general population and the media, perhaps more so than their stances on different issues.
4. Balancing work and family obligations; Many women workers and other leaders still bear the brunt of housework and child-rearing, noting how female leaders (MPs) repeatedly voiced their frustration that gender roles in the private sphere have not changed at the same speed roles of women in the public sphere have.
5. **Limited access to opportunities to lobby, influence, and advocate:** The majority of informal activity happens at the end of the work day, in bar and club environments. Even if women MPs did not have to go home, they generally felt unwelcome in those environments.
6. **A legal quota system that accelerates descriptive representation, yet explicitly disrupts substantive representation:** The quota system places an undue burden on women, as they have larger geographical districts to represent. In addition, few women are able to use their seats as Women Representatives to launch successful bids for Constituency Representatives. Some people view those bids as “women taking men’s seats”, exposing serious flaws in the quota system. Intended to be a temporary measure to assist women in getting the training necessary to win non-special interest seats, the quota system is not working as planned.
7. The University women lack of maternity services at the University hospital as if it was designed for men only! Recreation facilities for senior women were lacking. If one visited the university senior staff club s/he would be shocked to meet only men for a whole week running. The University has no daycare center for children of those women who have babies and young children and this disrupts work, as these women have to take time off to breast feed their children at home.
8. Common issues include age-old gender stereotypes, whereby men and women are expected to perform different social and economic roles. Traditionally, management, running a business and decision-making in the public arena was viewed as the domains of men. These norms have also informed educational curriculum and recruitment and promotion policies for many decades.

RECOMMENDATIONS:

Women need to be able to compete on a level playing field with men. Among the indicators of success of women’s participation in politics are the following:

1. There is need for parties, to fund women’s campaigns and boost their political, social and economic credibility; including financial and other resources.
2. There is need for tailoring national institutions to women’s capabilities as opposed to male standards and political attitudes.
3. There is need for high level coordination with and support from women’s organizations and other NGOs in promoting equality.
4. Media needs to be oriented into paying attention to women’s contributions and potential, which affects constituency for women.
5. The introduction of political, institutional and financial guarantees that promote women’s candidacies to ensure the equal participation of female nominees in electoral campaigns;
6. The creation of educational programmes and centres designed to prepare women for political careers; science and technology.

CONCLUSION

Progress made by Uganda in reaching the MDGs is commendable in several areas. However, corruption has affected the extent of achievements, which should have been more than those reached since the Millennium Declaration was agreed in

2000. The misappropriated resources would have contributed to poverty reduction, narrowing of gender gaps, improvement of health, education and other social services, access to safe drinking water, and addressing the environment sustainability. The post-2015 development agenda therefore demands good governance practices and appropriate actions in curbing corruption and mismanagement of the national resources to enable the realization of socio economic transformation of Uganda. However, men who do not necessarily support women's political participation, dominate the majority of governing institutions. Thus it remains imperative to emphasize that women must lead the process to organize and mobilize their networks, learn to communicate their interests with their male counterparts and different organizations, and push for mechanisms to enhance their representation. Positive action measures should be taken to assure representation that reflects the full diversity of societies, with the target of the 'gender-balanced' legislative body. To that end, the following two chapters look at two of the most significant mechanisms which have been used to overcome many of the obstacles to women's legislative representation: namely, electoral systems and quotas.

Ensuring women's economic empowerment and access to and control over resources requires an integrated approach to growth and development, focused on gender-responsive employment promotion and informed by the interdependency between economic and social development. Social objectives need to be incorporated into economic policies. Economic growth strategies should give attention to the real economy and focus on creating a gender-sensitive macroeconomic environment, full employment and decent work, access to land, property and other productive resources as well as financial services, and full coverage of social protection measures. Although government of Uganda is committed to gender equality and women's empowerment, all the development indicators considered show that the situation of women is worse than that of men.

It is time to put women and girls front and centre and to back up political rhetoric with action. Increased investments in policy areas will have catalytic effects on the lives of women and girls, and accelerate progress towards development goals beyond 2015. Women are strong leaders and agents of change in their families, communities and the country as a whole. Women have aspirations to freedom, equality and justice. Increasing women's "voice" at all levels of political decision-making is essential for advancing issues of importance to women on national and local agendas, with benefits for both women and men. Education, employment, and decreased risk of domestic violence are the main pathways to women's control over their own lives.