

**LIFTING
WOMEN TO
THE TOP**

EQUALITY

HOW TO COPE WITH
EMPOWERED WOMEN P20-21

MENTORSHIP

MEET UGANDA'S
PHENOMENAL WOMEN P49

PROFILE

DEPUTY SPEAKER
AMONG'S MANY HATS P50-51

By Lucy Parwot

IMAGINE A GENDER

Gender; gender equality; gender inequality - catchwords in today's world.

From the highest echelons of power to the remotest dirt road. Perhaps the only difference is in how well the different sides of the spectrum understand gender and the different roles each plays in society.

The very thought of gender equality tends to tip the scales off-balance, from the proponents of equality to the ones who think they have stretched the meaning a little too far. But, is it merely a dream or can it be something humanity can achieve?

Imagine a gender-equal world.

To paint a picture of a gender-equal world, one would have to unlearn all that they have known about gender inequality or for lack of a better expression, the normal way of life; one would have to remove oneself from the world we know and allow our mind to wander into the world of "could-this-be - quite a tall order for the human



FILE PHOTO

Akina Mama wa Afrika Board Chairperson Dr Maggie Kigozi (sixth-left, second row), Vice-President Jessica Alupo (centre), Akina Mama wa Afrika executive director Eunice Musiime (on Alupo's left) with other participants during the regional women's political leadership convention at Kampala Serena Hotel late last year

turn back the hands of time, perhaps all the way back to the 1920s, to tell women to stop! To let them know that maybe, just maybe, it is okay that the world stayed just as it was - a near impossibility considering the human experience is one of evolution, shifting and changing with time and development.

"That's the issue after the 1920s empowerment of women. We forgot to empower everyone. Now we can do what we need to do in our respective roles, but most times it is to show the other person 'I can do that better'," argues Raymond Magambo, a married man with four children.

In this equal world we imagine, where would we draw the line between culture and equal rights, especially culture that holds fast to the idea of patriarchy?

Joan Achiro, in her mid-40s, is conflicted about the concept of gender-equality in a world where culture in a patriarchal society is so highly esteemed.

"I was recently in the presence of a patriarch and something very interesting happened that night. When we walked into the house and saw him, (I was with a group of very educated and emancipated women), we dropped to our knees without a second thought. We greeted him and stayed down, until he told us to get up and sit. One of the ladies of the home then came in, we stayed seated, until she addressed us, then we kind of dropped one knee to the ground, quickly greeted her and got off our knees and sat."

Achiro adds: "A good, influential friend once said to me, 'Joan, it doesn't matter how good you are, how brilliant, how skillful, how excellent of a leader you are, the truth is you are a woman and, unfortunately, that means you will not get a seat at the table where real decisions are made. Even if they let you in, they will not let you be present when they make decisions which actually matter.'"

Her conclusion? In light of a gender-equal world, Achiro says she would really have to stretch her imagination.

However, the gender-equal world Michael Bageine, a professional

IF MEN ARE MEN AND WOMEN ARE WOMEN

"If men are men and women are women as they were meant to be, yes," says Maris Banya, a believer that the concept of gender-equality would pave the way to a gender-equal world.

To understand her idea, we must look at the idea of a gender-equal world from the understanding of the original roles of men and women.

From the beginning of time, through the ancient civilisations of centuries past, there were clear-cut roles. Men protected the home and territories. Women nurtured home and hearth. For all intents and purposes, life was balanced aka "equal". Men and women knew and accepted their roles with none feeling like the other was trying to beat them.

"They treated each other with respect and honour," Carol Lina, 47, adds.

"Early man was best.

You do you, I do me and together we build this home and clan," says Raymond Magambo, a married man with four children.

Back then, people just did what they needed to, that has changed with the changing tides of time.

He adds: "I think equality is men empowering other men and women empowering other women and men in the way they need to be empowered without a "what will I get out of it" mentality. Two plus two equals four needs both sides of the equation to be true and complete."

Magambo suggests, as Banya said, that when each gender is comfortable in their roles as men and women, we are one big happy family. No competition. No feelings that one gender is holding out on another and so the need to fight for "what's rightfully mine."

mind?"

A gender-equal world! The looks of surprise, the niggers, the unbeliever,

the wishful thinker. The reactions are as vast.

To imagine a gender-equal world, we might have to

EQUAL WORLD

FILE PHOTO



Participants during the International Women Conference on gender studies at Makerere University recently. A gender-equal world is where women, men, boys and girls have equal opportunity to create, to hold discourse, and to debate in equal measure

chef, imagines, is one that might offer Achiro some hope.

"It would mean a world that has completely changed from a patriarch-based society. Patriarchy (as far as Christianity is concerned) is based on the biblical teachings that have been passed down from the time of Adam and Abraham.

However, humanity is older than Christianity and patriarchy has been practiced much longer than Christianity.

Patriarchy, therefore, seems to be a natural phenomenon and will take some effort to overturn."

Bageine asks some pertinent questions. "When one thinks of

gender equality, is it actually possible? What parameters are we using to define this equality? Is it workplace opportunity? Access to education? The right to vote? In that regard, I believe we are almost achieving parity."

WHAT WOULD A GENDER-EQUAL WORLD LOOK LIKE?

Little 13-year-old Danielle Alesi shares his sentiment on rights.

"In my gender-equal world, men and women would have equal rights and women would be able to get high-paying jobs with no discrimination."

Mark Kaheru, a public relations guru, echoes the two ideas above. He believes it would be a world where all decisions would be based on pure merit, a world with no biases, a world where people are dependent on each other to do the right thing and not dependent on each other for livelihood, happiness and security, among others.

"A world where people are in positions of authority purely on merit and not the length of their moustache," Kaheru says.

Beverly Nambozo Nsengiyunva, 46, a poet and public speaking coach, paints a vivid picture.

"Imagine a world where women have spaces to nurse their babies,

while continuing in their professions and careers. Imagine schools where girls who become pregnant are cared for since we know that many of the fathers are either boy students or male teachers."

"A gender-equal world is where women, men, boys and girls have equal opportunity to create, to hold discourse, and to debate in equal measure, without discrimination against a specific gender. A gender-equal world is like a story with open endings, for both women and men, boys and girls," Nsengiyunva adds.

"A gender-equal world would be a just, fair and peaceful world. A gender-equal world would enable humankind to realise its full potential. A gender equal world is achievable and a realistic goal," says retired diplomat Harold Acemah.

Acemah's son, Germain, 39 and married with three children, agrees, but with a disclaimer.

"A gender-equal world would be one where men and women are given equal opportunities within their gender constraints."

Constraints – a word that

might not be politically correct in light of the argument of gender-equality.

To this, Bageine argues:

"If it is about physical strength and other natural human characteristics, then we will never live to see the day women and men are equal."

Joyce Banya, a consultant in Intellectual Property Rights, puts it aptly.

"Not possible. The creator made the genders in a way that they complement each other and brings a balance."

She brings in the idea that the word "equal" might have meant a different thing to our forefathers, cementing Magambo's thoughts about men and women each doing their role to the best of their ability without thinking about what they are getting out of it.

Can the world ever be gender-equal? Whichever side one may lean toward, the fight for gender equality is ongoing and may not end for as long as humanity exists. Then again, we were only imagining a gender-equal world.



HAPPY Women's DAY

Under this year's International Women's Day theme, "*Gender equality today for a sustainable tomorrow*", we commit to supporting the call for climate action for women and by women. In a world faced by constant threats from vicious climate change impacts, it's only right to include women in the prospective fight for the Earth.

Without the inclusion of half of the world's population, it is unlikely that solutions for a sustainable planet and a gender-equal world tomorrow will be realized. As Uganda's electricity generating entity, our female workforce is heavily involved in the operation & maintenance of the company's renewable energy plants in line with UEGCL's mission to sustainably generate reliable, quality and affordable electricity for socio- economic development.

Generating for Generations.



Eng. Proscovia M. NJUKI
Board Chairperson, UEGCL



Mrs. Hope BIZIMANA
Board Member & Chairperson
Human Resource Committee

“
We celebrate all the women at UEGCL who have worked with diligence to ensure that our power plants are working to the highest standard. We will continue to give equal opportunities to all.
”





HOW MEN CAN COPE WITH

As the empowered women continue to scale to greater heights in their careers and businesses, in some homes, men feel threatened. They don't seem to cope with their successful partners. Instead, they work towards holding them back, leading to conflicts. Women are accused of abandoning home responsibilities and prioritising their work, even where they break their backs while juggling work and family, writes **RITAH MUKASA**

Joyce Nalunga Birimumaaso, a lawyer with the Leadership Tribunal, advises men to come to terms with the reality that today's woman is emancipated. She has moved from the kitchen to the decision making table.

"Women are more successful, well positioned, focused and excellent," she says.

Men should accept positively and tweak their minds to perceive it as normal, work on themselves to be better and celebrate the successful women at all times and in all spaces.

Martin Okalany, a pastor and philanthropist, urges men to accept the fact that they are living in an ever changing world that has changed many things, including the human race.

He explains that in the beginning, man was a dominant sex, but now women have taken on leadership and managerial positions that were mostly occupied by men.

They are also exhibiting serious competition, ability, merit and excellence locally and globally.

"The world is now hinged on merit and capability than



Namboka (in yellow) training women in manicure skills. She says women empowerment benefits both men and women

gender," he adds.

Okalany warns men against staying in denial, urging that reality hits hard in denial. The earlier one accepts that fact, the better. He says if a wife becomes more successful, the husband should find peaceful ways of coping with her.

Nalunga adds that men should also recognise, award and elevate those women

that break the glass ceiling more so, at work. But also, they should yearn to learn from them all while engaging them on the nuggets of success.

"Men should support successful women than fight or pull them down in different spaces," she affirms.

Okalany is of the view to harmonise

REAL LIFE EXPERIENCE

RAbout eight years ago, Aminah Nansubuga travelled to Kampala from Butambala district to find work. She had dropped out of school in Senior Four. She was first employed by her uncle to hawk glue and, two years later, she started a shoes vending business using sh60,000 she had saved. Nansubuga has grown her business to sh200,000.

"My husband is supportive and transparent. We open up to each other about our income and budget together," she says.

"I hear men don't support their women, but mine is different. He is understanding," she adds.

Similarly, Rosemary Nampiima also lauds her husband for helping her sustain her business. She vends fruits in Wandegeya and lives in Kawempe Mbogo, another suburb of Kampala, where she was born and raised.

Nampiima grew up from a single room with a single mother who used to vend food. "I conceived while in Senior Three. Mum nursed me and, after giving birth, I got married," she recalls.

In two years, the couple had four children and Nampiima's husband could hardly sustain the family.

"He gave me sh20,000 and I started vending fruits. My business has grown to sh200,000," she says, adding: "my husband is very supportive and open. We save together, pay rent and look after the family as well."

and centralise decision making, allowing the man to take up his throne of heading the home. This will help manage his ego.

SUCCESS NOT A THREAT

Elliot Orizaarwa Tumwujukye, the founder of Women and Girl Child Development Association (WEGCDA), advises men to respect and love their wives, regardless of their positions because that way, they will accept to share responsibilities harmoniously. They should

also appreciate and celebrate the wife's success.

Dr Pr Wilson W. Muwanguzi, a lecturer and relationships expert, adds that men should know that a woman achieving success can only be a threat if the woman tries to compete with him. That becomes an insecurity.

This is why some men believe that if they let a woman work or achieve success, she will stop being submissive, but Muwanguzi challenges this.

He says there are

extremely successful women who remain submissive to their husbands.

Additionally, Okalany advises men to appreciate the fact that this change is global, not just in their homes.

"Seek guidance from men who have successful wives. Their experiences can help you change your mindset," he says.

Tumwujukye adds that mindset change also helps men to build capacity. Then, they appreciate women's

work rather than fighting each other.

"Join counselling and guidance sessions. Also, have conversations on the importance of having successful wives," she advises.

BE OPEN TO DIALOGUE

Richard Mwebesa, an author, husband and business consultant, says men should be open to dialogue and genuine communication.

"The subject carries emotions with it, but the couple should always talk about it and agree on what will work for them," he says.

Mwebesa also recommends a triple R approach; Re-wire, recalibrate and rewind. Re-wire involves checking on what was agreed on to ensure it is done. Recalibrate in case what was agreed on no longer works. Use the first approach of rewire to agree on a fresh understanding of mutual benefit.

For example, if a couple gets home late and tired, agree on who prepares dinner. When things get tough, rewind and reflect on what you both desired to achieve from the start. Appraise self on what worked and drop what did not.



The First Lady and Minister of Education and Sports, Mrs. Janet Museveni, has made significant contribution in the empowerment of women, through organisations she founded like the Uganda Women's Effort to Save Orphans, among others

EMPOWERED WOMEN



Nampiima encourages men to support their wives



Nansubuga says her husband is supportive of her work

STATISTICS

The Uganda 2016 Demographic Health Survey found that **58.4% of married women reported ever having experienced emotional, physical or sexual violence from a spouse, and 39.6% had experienced it within the past year.**

Similarly, Mwebesa states that men are wired to protect and instinctively dominate. He is of the view to channel that to help their wives grow.

"Provide that security for them to thrive. It's a difficult task, but achievable. It's not about competition, but collaboration," he says.

Dickson Tumuramy, a relationships counsellor, advises men to accept if their wives are in better positions and earn more than them and after, move on.

Also, work together and support each other in your different abilities. "For example," he says, "if she wants to contest to be an MP, support her because her success benefits the

IS THE BOY CHILD NEGLECTED?

Amanda Felly Baisuka, the Proprietor Nanny a day Uganda organisation, says the boy child has been neglected for a long time and focus put on the girl child.

They should be trained to work hard and have respect for both gender. The dads should act as role models of what they want their sons to be. The boy-child should see a demonstration of this from how his father relates with his mother.

In addition to that, Mwebesa suggests raising respectful boys who look at girls as equals. That way, they won't see women as a threat. You can also encourage them to do chores together.

Okalany says this responsibility heavily lies on the parents and schools. At home, the parents should avoid gender-based decision making. The boys should be brought up knowing that the ground is levelled and

merit takes precedence. Teachers should also raise the banner of equality in schools, so that the boy grows up accommodating the empowered girl child.

Sembatya adds that the boys should also be raised to be comfortable seeing the opposite sex succeed and participate in the work force. Some of this weakness stems from cultural and religious teachings that sideline the female sex as a weaker sex.

Tumuramy advises always reminding the boys that they are equal with the girls before God, but are gifted differently and, therefore, chances are high that their sisters can be better than them in certain aspects of life and that that is okay.

"Also equip them with knowledge and skills that bring them better opportunities to keep up the pace. If they are less knowledgeable, they will lag behind," he says.

whole family."

However, Tumuramy cautions women against taking advantage of their husbands' support.

Also, men shouldn't just sit back and fold their hands because their spouses provide for everything.

"If your wife is better off, work hard but don't compete. Rather, complement each other differently," he says.

Mwanguzi adds that men should also understand how their wives were

raised because background matters.

Some women are still traditional and will embrace a traditional man, while others have been raised to take the front seat in everything and will not tolerate men that will put them in compromising situations.

REPHRASE THE EMPOWERMENT

Esther Namboka, the Executive Director of Gals Forum International, says women empowerment has destabilised many homes

and families partly because it was misinterpreted by women.

"Some women seem to be fighting men. I blame this on the initiators of the emancipation movement," she says.

Namboka suggests looking at empowerment as something that benefits both men and women, not a wrestle for positions or competition.

An empowered woman should not be a threat, but an arm that supports the man and the family welfare.

HOW TO HANDLE INSECURE MEN

Martin Okalany, a pastor and philanthropist, says some empowered women become nightmares to themselves and families.

He advises couples to reflect on their God-given domains as stipulated in Genesis. That way, a woman will strike a balance between her work, marital and home duties.

"Regardless of her success, a woman should not lose out on the traditional ethical traits that build a home," he says, listing the traits as, respect, submission, care and communication.

"The height of a woman cannot threaten a man, but her character. Women should, therefore, maintain good character," he shares.

Elsewhere, Elliot Tumwujukye says women are peacemakers and mothers. To have peaceful homes, she advocates maintaining peaceful relationships and respecting values as mothers.

You should also have better communication skills, budget transparency and create space for family accountability conversations.

Richard Mwebesa, an author, advises women to observe and acknowledge the insecurity, but relentlessly communicate (in words and actions) about the fact that career success does not shadow her place in the home as a wife.

"Naturally, men have egos, the reason they command submissiveness from their wives. Career success should not shadow this fundamental fact," he says.

Dickson Tumuramy, a relationships counsellor, agrees and is against the feminist gospel that women should be feminists everywhere, every time.

"Come on. You are someone's wife and there is a way a wife should handle herself in her family," he says.

The wife should be submissive to her husband, just like the Bible requires her to be. She should play her roles without competing to be

head the family.

"Even if you have it all, keep calm and build your marriage. He did not marry your position, but a wife," he says.

Esther Namboka, the Executive Director of Gals Forum International (GFI) echoes Tumuramy's thoughts. She believes, men and women should come to the realisation that empowerment is for the good of the husband and wife. Women shouldn't be pushed by success to assume their husbands' position because it's not acceptable biblically.

For example, she says, she is a feminist and women activist, but at home, she is a wife and assistant, thus respecting her husband as the head.

"We should appreciate our positions to achieve positive empowerment," she says.

Dr Pr Wilson W. Muwanguzi, a lecturer and relationships expert, counsels women to control the mixed emotions that come with success. He says some women order their husbands to take on the wifely roles simply because they (women) are managing the financial roles.

Mwanguzi adds that there are facts that will never change. For example, men were biblically created to lead women, meaning some roles will never be taken off women's heads, even if they cross over to the man's world. They must always come back and do their part.

Mwebesa reminds women to be humble and respectful to their husbands because men have it in their DNA to be appreciated, revered and respected. He says, some successful women feel independent, self-willed and intellectually profound, which is a recipe for failure.

Richard Kato Sembatya, a husband and senior technical officer at Uganda Civil Aviation Authority (UCAA), says it is key for such successful women to even be more submissive and communicate better to their husbands.



By **John Odyek**

Sheikh Muhammad Ali Waiswa, the second deputy Mufti of Uganda, equates society to a bird which must have two wings to fly.

"Women and men are these two wings of the bird. They ought to complement each other or fly together," Waiswa says.

"It is also emphasised in religious teachings that those who complement each other will earn meaningful lives. We can forge a forum for a dialogue about the responsibility of women and their contribution to the society," Waiswa says.

Three institutions - Makerere University School of Women and Gender Studies, the Economic Policy Research Centre (EPRC) and Care International Uganda - have kicked off a research project to examine and resolve issues around the norms and practices surrounding unpaid care work in Uganda.

Prof. Grace Bantebya-

KAKANDE SAID A NUMBER OF LOCAL GOVERNMENTS ARE COMING UP WITH MARKETS AND INCLUDING CHILDCARE SPACES.

Kyomuhendo, from the School of Women and Gender Studies, says: "The project is carefully crafted and will build on existing models, such as the care power model. It has been used in domestic violence, but now we are tailoring it to unpaid care to shift the unpaid care work to redress it."

The project is titled *From Promises to Actions:*

SEEKING REMEDY FOR



A mother bathing a child is one of the norms that has been normalised

Shifting Gender Norms and Public Perceptions About Unpaid Care Work in Workplaces and Families in Uganda.

Kyomuhendo said the key focus of the project will be to establish the mechanism for changing the gender, social norms, the public perceptions and the attitudes that are related to unpaid care work.

"The norms that have been normalised, like in our culture, it is women who cook and bathe the children," Kyomuhendo said.

"We will use implementation plan and action-oriented design to inform policy and action to build a better and equitable world," Margaret Kakande, the head of the Budget Monitoring Unit (BMAU) at the finance ministry, said.

Kakande said one of the things done in budgeting



H.E Yoweri Kaguta Museveni
President of the Republic of Uganda



Hon. Amos Lugoloobi
Minister of State for Planning and Economic Development (Planning)



Chris N. Mukiza (PhD)
Executive Director/ Chief Statistician



UGANDA BUREAU OF STATISTICS (UBOS)



Women's Day

The Board, Management and Staff of Uganda Bureau of Statistics (UBOS) congratulate the Women of Uganda on this occasion of the International Women's Day. As we join the rest of the World, the Government and the people of Uganda in the celebration, we take the honour to salute the Government and all partners for the gains made to create gender equality in Uganda.

It is our pleasure therefore, to share with you some selected statistical indicators highlighting Uganda's journey in achieving a world of gender equality.

- Female Total Population is 22.4 million persons (UBOS Mid-Year Population Projections 2015- 2050).
- The percentage of working age population of females aged (18-64 years) is 71.1% (UNHS 2019/20 Report)
- 57% of Women have attained primary school education while 16% have never been to school, (UNHS 2019/20 Report).

- 74% of Women live in rural areas, (UNHS 2019/20 Report).
- 73.1% of Women are involved in agriculture, forestry and fishing for their economic activity (UNHS 2019/20 Report).
- 10.9 of Females are involved in trade for their economic activity (UNHS 2019/20 Report).
- The maternal mortality ratio for women aged 15-49 years reduced to 368 deaths per 100,000 live births in 2016, compared to 438 deaths per 100,000 live births in 2011, (UDHS 2016 Report)
- 60% of pregnant women attend antenatal care (ANC) visits at least four (4) or more times as recommended during their entire pregnancy, an increase from 48% in 2011, (UDHS 2016 Report).
- Life expectancy for Women increased from 52.0 years in 2002 to 64.5 years in 2014, (NPHC 2014 Reports)

Availing Gender issues through quality and reliable official statistics for evidence based planning and decision making.

UNPAID CARE WORK



A mother reading book to children. The key focus of the project will be to establish the mechanism for changing the gender, social norms

equality and women's empowerment through the adoption of several instruments. In particular, the Universal Declaration of Human Rights (1948); the International Covenant on Economic, Social and Cultural Rights (1966); the Convention on the Elimination of all forms of discrimination Against Women (CEDAW) 1975; the Beijing Declaration (1995) and the Millennium Declaration (2000).

Sustainable Development Goal 5 commits all nations to promote gender equality and empower women. Besides, promoting gender equality and equity is central to the achievement of all other SDGs.

ADVANCING GENDER EQUALITY

In Uganda, commitment to gender equality has been demonstrated in the 1995 Constitution as it provides the overall legal framework for gender equality and equity.

The Constitution guarantees gender equality through Objective VI and Objective XI of the National Objectives of State Policy. Objective XV recognises the significant role that women play in society. It guarantees women the right to be accorded full and equal dignity with men, mandates the State to provide facilities and opportunities to ensure the welfare of women and protects women's rights considering their maternal functions.

To further strengthen the legal regime on gender equality, the Government has enacted several laws to promote women's human rights. Some of these include the Equal Opportunities Commission Act, 2007, which was enacted to give effect to the State's constitutional mandate to eliminate discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, colour, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, the National Women's Council Act 1993, the Domestic Violence Act (2010); the Prohibition of Female Genital Mutilation Act (2010); and the Prevention of Trafficking in Persons Act (2009), the Persons with Disabilities Act as amended (2019), and the Child (Amendment) Act 2016, among others.

UGANDA VISION 2040

Uganda's Vision is a transformed Ugandan society from a peasant to a modern and prosperous country within 30 years (Uganda Vision 2040). Ugandans aspire for a future in which men and women are accorded equal opportunities to participate as equal partners in development.

Therefore, gender equality is not only a fundamental human right, but a precondition for sustainable development. Providing women and girls with quality education, healthcare, decent work, access and ownership rights over property and technology, among others. Further, Uganda has made fresh

commitments on accelerating Gender Equality in the National Development Plan (NDP III). This will guide the nation in delivering the aspirations articulated in Uganda Vision 2040.

The plan singles out gender inequalities as fundamental causes of poverty and underdevelopment in Uganda. NDP III seeks to reduce the gender gap index from 0.523 to 0.5 by reducing vulnerability and gender inequality along the life-cycle under Human Capital Development and Community Mobilisation and Mindset Change Programmes by 2025.



Sheikh Muhammad Ali Waiswa

is identifying the issues, and unpaid care work is an issue. She, however, wondered whether the institutions receiving budgets were able to identify unpaid care work as an issue.

"Do people in the water ministry realise there are many people out there spending so much time fetching water, instead of

doing other things?" she asked.

Kakande said many local governments are coming up with markets and including childcare spaces.

"The challenge to us is to discern and understand the issue of unpaid care work," Kakande said.

The project is funded by the International Development Research

Organisation, Canada (IDRC). At present, the female, which is half of the world's human capital, is undervalued and underutilised. As a group, women and their potential contributions to economic advances, social progress and environmental protection have been marginalised. Making use of female human capital,

economic growth would increase in all countries, the number of people living in poverty would decline in all countries, business performance and innovation would be enhanced, the cost-effectiveness of healthcare and social programmes would be raised, government policies would better respond to

the needs of all citizens and environmental damage from unsustainable activities would decrease. (OECD 2019).

Globally, due to the importance attached to gender equality, governments under the leadership of the United Nations have made strong commitments towards the promotion of gender



MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

Simbamanyo House, Plot 2, George Street. P.O Box 7136, Kampala
0414 343572, E-mail: ps@mglsd.go.ug Twitter: @mglsd_UG Facebook: @mglsd



Statement on the Occasion to Mark the International Women's Day, 2022

Theme: "Gender Equality Today for a Sustainable Tomorrow"

Venue: Kololo Ceremonial Grounds



H.E. Gen. Yoweri K. Museveni
President of the Republic of Uganda



Minister for Gender, Labour
and Social Development
Hon. Amongi Betty Ongom



Minister of State for Gender
and Culture Affairs
Hon. Mutuuzo Peace Regis



Minister of State for
Disability Affairs
Hon. Asamo Hellen Grace



Minister of State for
Elderly Affairs
Hon. Gidudu Mafwabi Dominic



Minister of State for Youth
and Children Affairs
Hon. Sarah Mateke



Minister of State for
Labour
Hon. Okello Engola



Permanent Secretary
Aggrey David
Kibenge

Today, Uganda joins the rest of the world to commemorate the International Women's Day, which is observed on 8th March every year. On this day, we take stock and highlight the numerous achievements Uganda has registered on the delivery of gender equality and women's empowerment goals. The day also serves as a call to all of us to exert more effort to accelerate progress towards improved gender equality and enhancing women's empowerment with emphasis on sustainable development.

The Global Theme for this Year is "Gender Equality Today for a Sustainable Tomorrow". The theme recognizes the contributions of women and girls around the world who are leading on climate change adaptation, mitigation and response, to build a more sustainable future for all. Uganda adopted the global theme for the national celebration because of the adverse effects that climate change is currently having on the livelihoods of women and girls in Uganda.

The Government of Uganda is committed to the implementation of international, regional and national frameworks to address gender equality and climate change. Uganda ratified the United Nations Framework Convention on Climate Change (UNFCCC 2016) which calls for respect for human rights and gender responsive climate change actions.

Government signed and ratified the Convention on the Biological Diversity (CBD) in 1992 and 1993, respectively, which calls for conservation of biological diversity, sustainable use of its components and the fair and equitable sharing of its benefits.

The Global Sustainable Development Agenda 2030 (SDG 12, 13, 14 and 15) sets targets for combating the effects of climate change and sustainable management of water resources, land, terrestrial ecosystems, forests and the environment.

In line with the 1995 Constitution of Uganda, Government of Uganda continues to provide a conducive and supportive legal and policy environment for gender equality and women's empowerment. Government has enacted quite a number of laws to strengthen and promote gender equality and women's human rights. In addition to the laws, the Government has developed gender sensitive policies and programmes for environmental conservation, protection and rehabilitation. Uganda's Vision 2040 calls for development of appropriate adaptation and mitigation strategies on Climate Change to ensure that Uganda

is sufficiently cushioned from any adverse impact.

The Water and Sanitation Gender Strategies (2010-2015), (2018-2022) provided for a golden gender indicator which is reported on annually in sector performance reviews; the Environment and Natural Resources Subsector Gender Mainstreaming Strategy (2016-2022); the Oil and Gas sector is implementing the National Strategy and Action Plan (2016). The Third National Development Plan (2020/21 -2024/25) prioritizes natural resources management, environment, climate change, land and water management.

Restoration of fragile ecosystems including demarcation of riverbanks (160km) and restored degraded sites along riverbanks (200 ha) was initiated. Environmental compliance through monitoring, technical backstopping, ensuring environmental assessments and enforcement of the law, including supporting of communities through tree and fruit growing has also been ensured.

Commercial plantations have been promoted with the active involvement of women and girls together with tree planting campaigns and about 3,500 ha of degraded natural forests have been restored and 60,000 ha were allocated to private developers for commercial tree plantation development, out of which 5,400 ha of new plantations have been established.

Gains registered towards achieving gender equality

Uganda has registered considerable gains in achieving gender equality, which range from political, economic and social aspects of life. Some of the key achievements include:

- 1) Ownership of property among women has improved from 12% to 38% of women own a house compared to 54% of men while 31% of women own land compared to 48% of men who own land; which is a significant improvement from 16% of women who owned land in 2000 (JNHS), 2016),
- 2) Currently, there are 32 Senior Ministers, 14 of whom are women (44%) compared to 36% in 2016. Out of 50 Ministers of State, 23 are women (46%). The 11th Parliament has 175 female Members of Parliament (MPs), 146 of whom are District Women MPs. The percentage of female representatives in Parliament now stands at 34%. Out of 34 Permanent Secretaries 17 are women (48.5%).
- 3) Primary education enrolment has increased from 49.9% for girls and 50.1% for boys in 2008 to 50% for both girls and boys in 2015; and completion

from 47% for girls and 51% for boys in 2008 to 72% for both girls and boys in 2015 (EMIS, 2015). The secondary education net enrollment rate stands at 81.1%, 83.5% for girls and 82.3% for boys (UBOS 2019). Enrolment of girls in business, technical, vocational education and training (BTNET) institutions increased from 31% in 2008 to 46% in 2016 (UBOS 2019) while females' enrolment into tertiary education increased from 43% in 2008 to 44.2% in 2015. Literacy rates for women currently stand at 72%.

- 4) Maternal mortality, which decreased from 438/100,000 in 2011 to 338/100,000 in 2021 (UBOS).
- 5) Government has focused on increasing access to safe water from 67% in FY 2015/2016 to 79% in FY 2018/2019 in rural areas and from 77% to 100% in urban areas in the same period. The percentage of Water Source Committees (WSC) with women holding key positions increased to 86% in 2019 from 85% in 2016.
- 6) Women have a strong entrepreneurial presence in Uganda's economy. According to the Uganda National Household Survey by the Uganda Bureau of Statistics (2021), 32 percent of households with informal-sector non-crop farming household enterprises are headed by women. Improving women's economic empowerment requires bringing more women into small and medium enterprises.

Notwithstanding the above progress in Uganda, the gender development index (GDI) value is 0.878, and the gender gap index stands at 0.523, which reflects human development in favor of the male yet women constitute 51% of the total population. This gender inequality is driven by inequality in health, education and income. The male per capita Gross National Income of US\$ 2,075 almost doubles that of the female which is US\$ 1,266. (NDPIII 2020/21-2024/25). These existing gaps present opportunities for the Government of Uganda to do better in advancing gender equality.

Impact of Climate Change on Women and Girls

Amidst the strong legal and policy frameworks as well as programs, there are challenges in the management of natural resources including land, water, and environment coupled with the worsening effects of climate change. Some of these include: (i) poor land use and insecurity of tenure; (ii) limited capacity for climate change adaptation and mitigation; (iii) low disaster risk planning; (iv) rampant degradation of the environment and natural resources, (v) limited environmental education and awareness, (vi) limited research,

innovation and adoption of appropriate technology; (vii) limited access and uptake of meteorological information among others.

The forest cover in Uganda has reduced from 20% in 1986/87 to 9.5% in FY17/18 while wetland cover was reduced from 13% to 10.9% over the same period. This has led to severe weather patterns, prolonged droughts and floods. The implication is increased vulnerabilities and disparities in incomes, loss of livelihoods as well as reduction in GDP growth rates.

The loss of forest cover and wetlands is impact on Uganda's tourism, agriculture, among others; therefore, needs to be addressed urgently. Proper wetland management is necessary to mitigate flood risks, maintenance of aquatic ecosystem, and access to fresh water. Environment preservation is also critical for human health and tourism. In addition, adaptation and mitigation of climate change orchestrated impact of droughts, floods, heat waves and landslides on the livelihood of vulnerable populations is critical for reducing income inequality.

There is need to develop area specific safeguards to climate change hazards and risks to the agriculture, education, health and infrastructure sectors; in addition to strengthening stakeholder collaborations on gender specific coping and adaptive strategies and mechanisms towards climate change and disaster risks.

Climate change has exacerbated the risk of violence against women and girls. In periods of prolonged drought, women and girls make more frequent and longer journeys to obtain food or water, which makes them vulnerable to sexual violence as well as increasing work burden. The heavier burden of care work on girls undermines attendance in school, performance and may even drop out of school.

Related increases in food prices make food more inaccessible mostly for women in poor households. Access to universal Reproductive Health services are largely affected especially when roads and bridges are swept away during floods and landslide seasons affecting women especially expectant mothers and children.

In Uganda, most households depend on biomass; 27% use solar kits for lighting, 19% use grid electricity, 11% use the solar system, 73% use fire wood for cooking while 21% use charcoal (UBOS NH 2019/20). In the face of climate change, the ability of women and men to obtain these indispensable resources is reduced.

Several diseases that are currently endemic in Uganda are likely increase

in prevalence and distribution due to climate change. These diseases include mosquito-borne diseases such as malaria and lymphatic filariasis; soil-transmitted helminthes; trachoma; and waterborne diseases such as cholera and typhoid. Other diseases that Ugandans experience in a more localized or epidemic nature include plague, sleeping sickness, and yellow fever. An increase in the prevalence of diseases will likely complicate women's caregiving for family and community members who are ill.

Climate change adds new complexity to the areas of human mobility and settlement by exacerbating environmental degradation. The gradual process of environmental deterioration is likely to increase the flows of internal human migrations over the next decades. For instance, the landslides in Bududa resulted into migration of people to Balambuli but high cases of sex exploitation on women and girls were reported due to lack of livelihoods. Disasters have led to high cases of sex exploitation on women and girls reported due to lack of livelihoods.

Women's contribution and efforts to mitigate and adapt to Climate Change in Uganda

It is important to note that, women are not only vulnerable to climate change but, are also effective actors of change action.; as innovators and change makers, decision-makers on the daily consumption of resources; play a key role in agricultural production and land conservation; procure and consume water, cooking fuel, and other household resources; and constitute the majority of climate migrants. Women and girls are therefore well suited to find solutions to prevent environmental degradation and adapt to a changing climate.

Women have contributed to restoring the degraded natural forest cover through planting indigenous tree species. 2,233ha of the annual planned 3,000ha (74%) of degraded natural forests was restored through planting indigenous tree species and bamboo. A total of 5,730 beneficiaries were employed through local contracts during restoration planting (75% -were youth, and 25% old persons and 44%-were women, 56%-men.

Women have been at the forefront of adapting to the new conditions of climate in an effort of producing food in their households through adapting to smart and climate resilient agriculture. Government has to leverage on women as model farmers in communities in order to pass on environmentally friendly technologies and practices to their communities.

Women have made significant

contribution on the resource management committees for management and decision making. Data from 14 water catchment management committees (CMCs) from Aswa, Victoria, Albert and Kyoga Water catchments indicates that 79% (11) CMCs have women in key positions, a significant increment from 35% reported in 2019. Similarly, data from the MWE database as of June 2020, indicates that 86% of water and sanitation management committees, 75% of the water user management committees and 49% of dams have women in key positions.

Male engagement in sustainable climate action: Engagement of men in addressing climate change is key. The burden of the effects of climate change can only be borne when both men and women participate. This is basically because men control resources at all levels. Leaderships positions are still dominated by men and when they speak on issues of gender, they are listened to due to their influence in their communities. By utilizing the platforms available to men, gender equality can be promoted in climate action.

Targeting male children and youth is critical to building a future generation that does not subscribe to male dominance but promotes partnership and mutual coexistence.

Moving Forward

- 1) Ensure that girls and women are recognized for their progressive and forward-looking solutions for both people and the planet and have a seat at the decision-making table.
- 2) Gender Equality and Empowerment of Women should be at the center of climate action., including recognizing women's tenacity, resilience, and hard work in food production.
- 3) Women must be supported to participate in leadership and to be able to influence decision-making and climate change policies and programmes.
- 4) The Government of Uganda and development partners need to undertake deliberate efforts to improve women's economic empowerment including bringing more women into small and medium enterprises.
- 5) Investing in further research into developing assessment tools that address gender dynamics in climate change including generation and utilization of sex and gender-disaggregated data to inform programming.
- 6) Adopt a male engagement strategy towards addressing climate change including strengthening partnerships and positive cultural practices for gender responsive climate action.



United Nations Entity for Gender Equality and the Empowerment of Women

Statement by UN Women Country Representative a.i. on International Women’s Day 2022.

As we commemorate International Women’s Day, the world is focusing on achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programs. This year we celebrate and amplify the crucial role of women in leading solutions to the climate crisis.



Sima sami Bahous
UN Under- Secretary - General and Executive Director of UN Women



Ms. Adekemi Ndieli
Country Representative a.i. Un Women

Office is focusing supporting climate smart agriculture technologies in Bugiri, Nwoya, Adjumani and Yumbe districts to strengthen women farmers’ resilience and adaptive capacity to climate variability. We also work with all stakeholders at national level in providing solutions at policy and implementation levels.

UN Women is actively engaged with the private sector to support women to be more resilient to climate change. For example, in partnership with Delight Uganda Ltd we are working with women to build capacity of women small holder farmers to adopt climate smart technologies and provide linkages to available markets.

Climate change is a living reality of women, with two facets, on one hand, women are indeed most affected because of the long- standing gender issues; on the other hand, they are also active agents in addressing immediate and strategic solutions to Climate justice. However, this consciousness has not yet permeated the current discussions and negotiations or the production of knowledge on climate justice.

Women, girls, and marginalized persons need to be involved in the design and implementation of climate response actions to ensure the equal sharing of benefits. The inter-generational knowledge, skills and leadership of women and girl climate defenders and activists need to be fully brought to bear if societies are to succeed in the conservation and sustainable use of our planet’s limited resources. Without women’s leadership, knowledge, and participation in climate response today, it is unlikely that solutions for a sustainable planet and a gender equal world tomorrow will be realized.

Because women possess unique knowledge and experience, particularly at the local level, their inclusion in decision-making processes is critical to effective climate action. A 2019 study found that increasing women’s representation in national parliaments leads to the adoption of more stringent climate change policies, resulting in lower emissions. At the local level, the participation of women in natural resource management is associated with better resource governance and conservation outcomes.

Expanding women’s access to productive resources can increase agricultural production and food security and reduce carbon dioxide emissions. If all women smallholders received equal access to productive resources, their farm yields would rise by 20 to 30 per cent. Increasing farm yields

can reduce the pressure to deforest more land, reducing additional emissions.

As we know now, gender-based violence is intensified by climate and environmental crises and disasters, at home, at work, and in public spaces as revealed by the shadow pandemic during the COVID-19 crisis. The economic and social fallout of the COVID-19 pandemic has impacted women and girls disproportionately, further challenging their ability to withstand the impacts of the climate and environment crises.

Additionally, women’s and girls’ health is endangered by climate and environmental crises and disasters, potentially cutting off access to services and health care, and threatening sexual and reproductive health and rights.

UN Women Uganda Country

At UN Women we believe that gender equality at the center of all climate change solutions. Therefore, increasing financing for gender-responsive climate, environmental and disaster risk initiatives will enable the country to attain a sustainable future. The UN Secretary General has instituted a road map in close collaboration with the private sector to attain net zero emissions by 2030. The global roadmap urges governments, businesses and all stakeholders to step up and drive the global energy transition forward by tripling annual investment for renewable energy and energy efficiency globally as well as global renewable power capacity.

To achieve this, we must all focus on empowering women and girls and addressing past gender inequalities as fundamental drivers of risk in the climate change context, strengthening disaster risk through adoption of environmental policies responding to environmental disasters, scaling up lessons learnt from successful projects, strengthen partnerships with key institutions, and put in place mechanism for tracking progress, not forgetting strengthening evidence base by generating and utilizing research based data and information .

Without gender equality today, a sustainable future, and an equal future, remains beyond our reach.

Happy International Women’s Day.



UGANDA MAKES STRIDES IN WOMEN

By John Odyek

Uganda has registered considerable gains in achieving gender equality, politically, economically and socially. Some of the achievements include improvement in the ownership of property among women. According to the Uganda National Health Survey 2016, about 12%-38% of women own a house, compared to 54% of men; 31% of women own land, compared to 48% of men; which is a significant improvement from 16% of women who owned land in 2000.

EQUAL PARTICIPATION

The Government has significantly increased its focus on the promotion of women's full and equal participation in decision-making in all areas of public, political and professional life. Currently, there are 32 senior ministers, 14 of whom are women (44%) compared to

36% in 2016.

Out of about 50 ministers of state, 23 are women (46%). The 11th Parliament has 175 female Members of Parliament, 146 of whom are district Woman MPs. The percentage of female representatives in Parliament now stands at 34%. Out of the 34 permanent secretaries 17 are women (48.57%), according to the gender ministry.

Uganda has witnessed progress in equal opportunities in the public service. Currently, women in government ministries constitute 40.1% of the total staff in the 21 ministries, 37.7% in public universities, 58.1% of staff in public hospitals and 37% of all district local government staff.

Uganda has achieved gender balance in pre-primary enrolment, with 49.5% boys and 50.5% girls (EMIS, 2015). Primary education enrolment has increased from 49.9% for girls and 50.1% for boys



Ogwal said women should be supported to achieve their ambitions

in 2008 to 50%, for both girls and boys in 2015; and completion from 47% for girls and 51% for boys in 2008 to 72% for both girls and boys in 2015, states the Education Management Information System, 2015.

The secondary education net enrolment rate stands at 81.1%, 83.5% for girls and 82.3% for boys (UBOS, 2019). Enrolment of girls in business, technical, vocational education

and training (BTVET) institutions increased from 31% in 2008 to 46% in 2016 (Uganda Bureau of Statistics 2019), while women's enrolment into tertiary education increased from 43% in 2008 to 44.2% in 2015.

Notwithstanding the above progress in Uganda, the gender development index (GDI) value is 0.878, and the gender gap index stands at 0.523, which reflects human

development in favour of the male, despite women constituting 51% of the total population.

GENDER INEQUALITY

This gender inequality is driven by inequality in health, education and income. The male per capita Gross National Income of \$2,075 (sh7.4m) almost doubles that of the female, which is \$1,266 (sh4.5m). (NDPIII 2020/21-2024/25). These existing gaps present opportunities for the Government to do better in advancing gender equality.

Parliament last month passed the long-awaited Succession (Amendment) Bill, 2021. The Bill also provides for the distribution of estates of the intestate in accordance with Article 33 of the Constitution, protecting the rights of women; Article 32 affirmative action in favour of marginalised groups; guardianship of minor children of deceased persons and provision for discretion of courts in the

grant of probate and letters of administration.

The Bill also provides for the requirement of the consent of spouses and lineal descendants prior to disposal of estate property by administrators and also joint administration of executors and administrators of estates.

The Bill enables women to write their Wills and share their property according to the law, unlike before, where it was a male affair.

The acting Minister for Constitutional Affairs, Wilson Muruli Mukasa, says the Bill would greatly help the country in solving family conflicts arising out of sharing the property of the deceased.

DISTRIBUTION OF PROPERTY

The Bill revises percentages for the distribution of an estate. Where an intestate is survived by a spouse, a lineal descendant, a dependent relative and customary heir, it increases the percentage of the spouse from 15% to



UGANDA NATIONAL COUNCIL FOR SCIENCE AND TECHNOLOGY

Vision: A Science and Technology-led Ugandan Society



INTERNATIONAL WOMEN'S DAY MESSAGE

The Governing Council, Management, and Staff of the Uganda National Council for Science and Technology (UNCST) join all Ugandans in celebrating International Women's Day 2022. UNCST recognizes that women are agents of societal transformation, and ensures that they participate and their interests are addressed in decision making and programme implementation.

In the area of research UNCST ensures that: there is equity in access to opportunities for research funding, research interventions involve and consider the needs of women, excellence and contribution of both Ugandan women and men to scientific and technological development endeavors is recognized, and that the rights and interests of human research participants, especially women among other vulnerable groups, are protected during research endeavors. UNCST's youth mentorship programmes seek to address science-gender bias, and we are working with lead institutions in gender, research and higher education, to mainstream gender equity in research, through the initiative on Gender Equity in Research (GERA).

Records at UNCST indicate that women constitute 42% of principal investigators of ongoing research in Uganda, and of the female-led research, 62% are Ugandan. Majority (62%) of female-led research is in medical and health sciences, followed by social sciences and humanities (26%),

while only 1.5% of research led by women is in engineering and technology.

UNCST's technology transfer initiatives, (including ongoing identification of climate-smart technologies to support Uganda's climate change mitigation and adaptation actions), take cognizance of the differentiated roles and needs of women, as well as the barriers to women's access to technologies, and endeavor to meaningfully engage them in selecting the most appropriate options. UNCST further generates gender-disaggregated data on women's access to and usage of technology and their participation in science, research, and development. This provides evidence to inform science, technology and innovation (STI) policy and actions.

UNCST's flagship skilling and infrastructure development initiative NSTEI-SEP, aims at among others, enabling women and girls: commercialize their innovations, create technology-oriented businesses and create gainful employment. It is envisaged that over 1500 Ugandans will be skilled annually, with the textile design and finished leather incubators targeting mostly the youth and women.

UNCST continues to support Government of Uganda efforts to empower women.

We salute the Women of Uganda! Happy Women's Day!



(Top and Bottom) Girls make presentations in during School Science Fairs.



A female member of Hoima District Farmers' Association demonstrates how to fabricate a briquetting kiln, during a training by UNCST.



Members of the Gender Equity in Research Alliance (GERA) – Eastern Region during a meeting at Busitema University.

EMPOWERMENT

PAN AFRICAN WOMEN

MP Cecilia Ogwal thanked President Yoweri Museveni for reviving the Pan African Women Movement that is now active. "As a specialised organisation for women, we are going to get involved in the conflict resolution agenda. We are happy that Parliament has put aside some money to establish an office of the Secretary General of the Pan African women organisation Uganda chapter, just like what South Africa and other countries have done," she said.

NRM HAS DONE MUCH BETTER

20% and reduces that of dependent relatives from 9% to 4%, but maintains the percentages of the lineal descendants at 75% and the customary heir at 1%.

The Bill introduces a provision that 20% of a deceased's estate shall not be distributed, but be held in trust for the education, maintenance, and welfare of the minor children – children above 18 years, but below 25 years, if at the time of the death, these children were undertaking studies and were not married; children with disabilities who are above 18 years if at the time of the death, these children were not married and were wholly dependent on the intestate for their livelihood.

JOINT TENANTS

On residential holdings, the Bill provides that the residential holding of a deceased person shall devolve equally to the surviving spouse and lineal descendants, who were normally resident and any person who evicts or attempts to evict them, commits an offence and is liable to a penalty.

The descendants shall be deemed to hold the property as joint tenants. The provisions of the act remove discrimination on the basis of sex. It accords equal treatment in the division of property between male and female.

The Bill that awaits the assent of President Yoweri Museveni will transform the law of succession in Uganda, it will provide for gender equality and repeal provisions that were declared unconstitutional. It will solidify principles for the distribution of the estate of the deceased persons in Uganda, which was a cause of friction and put women at a disadvantage.

The Dokolo District Woman MP, Cecilia Ogwal, thanked President Yoweri Museveni for the number of appointments in big cabinet positions allocated to women, during the NRM's weekly ideological clinics at the party headquarters in Kampala, where she was invited to give a lecture.

"We need to set the women free by putting in place good policies that give them some freedom. We need to support them to achieve their ambitions. I also urge the NRM party

Richard Todwong, the National Resistance Movement (NRM) secretary general, said the party has done much better than all the previous governments in terms of implementing affirmative action and accommodation of the girl child in school. "We have powerful women now who are senior doctors and military officers, including in business and leadership. This is because the NRM implements the affirmative action protocols and the emancipation agenda," he said.



to do their best in lobbying the world for women to get equal rights with men. There's a lot of work to be done, either through sensitisation or legislation," Ogwal said in a statement.

"Women need to go through a revolution, a paradigm shift," she said. She added: "A woman must be respected. It is our responsibility as women to fight for our rights, but with a willing government. "Women have fought many silent battles in their homes, especially in marriages, where patriarchy dominates. We need to manage the society in a manner that accommodates everybody, regardless of gender."

"Because of world history, where women were treated with contempt, affirmative action to tackle that belief saved us a lot. When you look at our Parliament and the Cabinet today, women are at the helm of leadership," she added.

A woman with a voice is, by definition, a strong one. Women's empowerment is about promoting women's sense of self-worth, their ability to determine their own choices and their right to influence social change for themselves and others.



#WomenInCoffee

Happy Women's Day

Recognising and rewarding the role played by women in the coffee value chain is key in ensuring a sustainable coffee industry.



Uganda Coffee Development Authority

Uganda Coffee Development Authority (UCDA)

Tel: +256-312-260470/ Toll-Free Line: 0800 35 35 30 | Email: info@ugandacoffee.go.ug

Website: www.ugandacoffee.go.ug

Follow us on social media





A WOMAN OF TRANSFORMATIVE CAPACITY FOR KAMPALA

By Joseph Bahingwire

At a time when some politicians tend to hijack government programmes and personalise them for popular support, the appointment of Hajati Minsa Kabanda as Minister for Kampala by President Yoweri Museveni seems to have been meant to change that narrative. Those who have interacted with Kabanda, know her as a person who does what is right, irrespective of what people want.

Born on February 18, 1964, Kabanda studied at Buloba Primary School, St Joseph's Secondary School Nsambya, Nsambya School of Nursing, Mengo School of Nursing and ECUREI Institute, before working at Mengo in the maternity ward and Nsambya hospitals as a researcher in HIV. Through sensitisation campaigns and research she fought hard to stop mother-to-child HIV transmission.

"I worked at Nsambya Hospital in the paediatric ward, outpatients and in the research unit at a time when Anti-retrieval medicines were not available to ensure that mothers do not pass HIV to their unborn babies. This gave me a lot of joy because I realised that I was adding something to the community that had raised me and given me a chance to practice," Kabanda says.

Her desire to serve ordinary people inspired Kabanda to run for political office. From 2001 to 2006 she served as the LC1 secretary for finance for Mbiro Zone in Kisenyi, as well as councillor for Kisenyi II parish at the Kampala Central Division. In 2007, she was the regional co-ordinator during the referendum for the return to multi-party politics, something that made her win the hearts of the electorates in Kampala.

After convincing the people to vote for multi-party, the voters rewarded her with two terms as the councillor at the central division and one term as the district councillor, where she came from to compete with men for the 2016 Kampala Central parliamentary seat.

"Although I did not go through, I came second and this proved to me that despite being a woman, I was capable of challenging any man at any position in this country. I encourage women out there to pick the courage whenever they can and compete with men at all levels, be it in politics or other positions in government or the private sector," she advised.

She added that the belief in herself inspired her not to contest in 2021, but to campaign and

"OUTSTANDING WOMAN"

She owns Mengo Doctor's Clinic, a facility with 30 beds, a theatre, inpatient and outpatient services and a pharmacy, located in Kisenyi, Kampala. It is because of this health facility that in 1999, the French Embassy in Uganda gave her a medal as an outstanding woman in the fight against the cholera epidemic in country.

During the 1999 cholera epidemic, Kabanda, through her Doctor's Clinic that was located

in a slum where the disease was rampant and claiming many lives, spearheaded the campaign of prevention and treatment, the reason for her being awarded.

"After the award, the French Embassy also gave me a fully paid trip to France so that I gain more knowledge from their health facilities that I could bring back to transform Uganda's health sector," she revealed.

mobilise for her party flag-bearer, President Yoweri Museveni, by co-ordinating the zoom programmes in Kampala, Masaka and Mityana, where people could easily interact with the President despite the political challenges at the time.

"It is after the elections that I heard from the news that President Museveni had entrusted me with the office of the Minister for Kampala City and Metropolitan Affairs. I think his decision was based on the hard work I have put in mobilising for the party I love and have supported with all my heart," she added.

"My power lies in the people and my desire to serve them is undisputable, I am happy that I was appointed to serve the people I have known for many years and I will ensure that I leave Kampala a better city than I found it," Kabanda added.

ON SERVING ISLAM

Being a devout Muslim, Hajjati Kabanda believes that God must be put first. She has thus been involved in many activities and programmes to support and promote the Islamic faith both in Uganda and out of the country.

Since 2002, she has been on the health committee responsible for taking Ugandan Muslims to Mecca Saudi Arabia and ensuring that, while there, their health is taken care of. According to her, associating with the Hajji Islamic Federation has been vital in raising her status to where she is now.

Kabanda also appeals to the Muslim community to appreciate what the NRM government has done for them and continue supporting government projects so as not to be left out of the country's development process.

"I want my fellow Muslims to know that President Museveni has worked for and still has the Muslim community in his plans. Several Muslim schools and institutions have been set up and are being supported. Let us embrace every government programme for the good of our faith and the country at large," she remarked.



Hajati Minsa Kabanda, the Minister for Kampala City and Metropolitan Affairs

KAMPALA AS A SMART CITY

Kabanda further stressed that as a person who has been in Kampala city for long, she has the desire to transform Kampala into a smart and modern city, despite the fact that as development comes, some people have to be affected.

She said her mission is to put Kampala in order, so that people start appreciating it, just as they admire cities in other countries. This, she said, will be by ensuring proper health care for city dwellers, a better education system by constructing and facilitating schools, re-organising and properly planning the markets and traders, among others.

"We are going to support and equip all schools in Kampala Metropolitan with all the necessary requirements, including good teachers to enable them effectively compete with private schools so as to better the education standards in our city. On the side of the hawkers, they should occupy the existing markets as we invest more money into the construction of new markets," she appealed.

Kabanda noted that they have asked for a supplementary budget of sh50b to construct more markets and rehabilitate the existing ones, which she believes once approved, the issue of limited market space will be solved.

"We shall come up with a programme to enable them work on Sundays and how they will ensure that the city remains clean. There is a new Bill coming up on how to manage these markets, to ensure that they have the services needed for a modern market," she added.

Kabanda concluded by saying her ultimate goal is to win back Kampala for the NRM government, so that by 2026, no opposition political party will be able to challenge them. This, she says, will be through the initiatives and programmes that the Government has introduced and will continue to roll out in the coming years.

Such programmes introduced so far include Operation Wealth Creation, Youth Livelihood Programme, the Emyooga scheme and the newly introduced Parish Development Model.



MINISTRY OF HEALTH

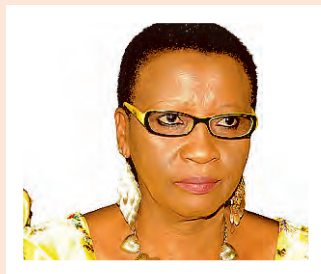
P.O. Box 7272, Kampala Uganda, Plot 6, Lourdel Road, Nakasero,
Tel: +256 417 712260, Email: info@health.go.ug



H. E. GEN. YOWERI KAGUTA MUSEVENI
President of the Republic of Uganda



Hon. Dr. Jane Ruth Aceng
Minister of Health



Hon. Anifa Kawooya Bangirana,
State Minister for Health in charge of General Duties



Hon. Muhanga Margaret
State Minister for Health (Primary Healthcare)



Dr. Diana Atwine
Permanent Secretary



Dr. Henry G. Mwebesa
Director General Health Services

HAPPY WOMEN'S DAY

MITIGATING PREVENTABLE MATERNAL AND NEONATAL MORTALITY



URMCHIP STAFF QUARTERS

As we commemorate International Women's day, it is important that we critically analyse the health care and services the government of Uganda has put in place to improve the safety of mothers and care for their babies until they become adults.

One of these interventions by government is the Uganda Reproductive Maternal and Child Health Services Improvement Project (URMCHIP) which the Government of Uganda is implementing with financing from the World Bank, the Global Financing Facility (GFF) in Support of Every Woman Every Child (EWEC); and the Swedish Government to (GFF). The Project was declared effective for implementation on 26th May 2017 and implementation is

now on course. It's objective is to improved maternal and child health facilities, and to Avail and ensure proper utilization of required medical equipment for Reproductive Maternal, Neonatal and Child Health.

One of the key interventions is called the **Results-Based Financing (RBF) for Primary Health Care Services**. The objective of this component is to scale up and institutionalize RBF with a focus on Reproductive, Marternal, Neonate, Children and Adolscent Health (RMNCAH) services. Based on the National RBF Framework, the RBF design for the project aims to incentivize the District Health Teams (DHTs) and HC III and IVs to expand the provision of quality and cost-effective RMNCAH services. Health facilities have been

selected using a tool adapted from the Health Facility Quality of Care Program. The project is being implemented in 79 districts. The incentive is paid to health workers depending on the services provided. This has encouraged them to encourage more mothers to come for these services and to ensure availability of essential drugs to enable them offer quality services that the project encourages them to offer.

The RBF package comprises of RMNCAH interventions at health facilities and the community level including ANC, safe delivery, comprehensive emergency obstetric care, essential newborn and postnatal care services, post-abortion care, FP and community-based RMNCAH services including



THE REPUBLIC OF UGANDA

MINISTRY OF HEALTH

P.O. Box 7272, Kampala Uganda, Plot 6, Lourdel Road, Nakasero,
Tel: +256 417 712260, Email: info@health.go.ug



URMCHIP PHOTO OF MATERNITY WARD



URMCHIP

nutrition, prevention and treatment of common childhood disease and provision of adolescent health services.

To offer this quality service, capacity Building of Frontline Health workers through the Ministry of Health / Reproductive, Maternal, Neonate, Children and Adolescent Health (RMNCAH) Mentorship Program is critical to mitigating preventable maternal and Neonatal mortality.

The health status of Women, Neonate, Children, and Adolescent is showing some slight Improvement in Uganda. Maternal Mortality Ratio (MMR) now stands at 336/100,000 live births (UDHS 2016), Neonatal Mortality Ratio (NMR) stands at 27/1,000 live births and skilled birth attendance has only recently improved to 75%. Women, neonates, children, and adolescents still experience various delays or failure in accessing quality care at various levels of the health system. Access to proven and cost-effective interventions especially skilled care before, during, and after birth is crucial to saving the lives of women and children.

To achieve the coverage that is required to result in significant reduction in maternal and perinatal mortality, skilled health professionals ranging from midwives, nurses and doctors must be available at every level of health care. Such professionals include obstetricians, paediatricians, neonatologists, obstetric/neonatal / paediatric nurses, clinical officers, anaesthesiologists, and pharmacists. The Ministry of Health with World Bank support through the Uganda Reproductive, Maternal, Child Health Services Improvement Project (URMCHIP) has invested resources in a comprehensive hands-on clinical skills mentorship across Uganda. The overall goal of the mentorship is to improve the clinical skills of health workers to deliver quality services.

The mentorship is implemented in partnership with different civil society organisations country wide; in West Nile through JHPIEGO, Lango-Acholi through SDA Africa, Karamoja through CUAMM, Teso-Bugisu through ACHEST, Busoga-Bukedi through SAMASHA, Central North Buganda through Zenith Solutions, and Ankole-Kigezi through AMREF.

Skills aim at improving health workers' competence in provision of critical services such as safe caesarean section, Safe Obstetric anaesthesia, Safe delivery and management of obstetric complications such as birth injuries or excessive bleeding after childbirth (PPH) or pre-eclampsia and eclampsia, new-born care and care of the very small and sick new-born.



with a sustainable financing mechanism like Results Based Financing, and Improving access to quality care through construction and equipping of Health Centre IIIs at every Sub-county and HC IVs at every county will result in tangible reductions in maternal and perinatal mortality ..."

The mentorship is also designed to skill health providers in adolescent health care and provision of family planning methods. The mentorship program that started in January 2021 has reached over 3000 health workers across the country. The mentorship program is building the capacity of Regional Referral Hospitals as well as several regionally or district based mentors to sustainably continue implementation. This mentorship program together with other interventions high impact intervention in

RMNCAH, with a sustainable financing mechanism like Results Based Financing, and Improving access to quality care through construction and equipping of Health Centre IIIs at every Sub-county and HC IVs at every county will result in tangible reductions in maternal and perinatal mortality and put Uganda on course to achieve the sustainable development Goal by 2030.

To offer these services, certain equipment and an enabling environment is required. To achieve this, the essential equipment package at Health Centre III and Health Centre IV has been updated. Equipment retooling for operational HC III based on the received and analysed inventories of existing equipment and Equipping the 81 health units to be upgraded under the project are intervention undertaken.

The construction of OPD Blocks, one staff house block, Maternity Ward, two 4-stance VIP toilets and one 2-stance VIP toilet, placenta pit, medical waste pit and incinerator are on-going; with some of them at 65% completion.

MATERNAL AND CHILD HEALTH

As indicated above, antenatal care attendance and health facility deliveries have greatly improved from 42% in the year 2000 to 60% in 2016, and 37% in 2000 to 73% in 2016 respectively. This has been due to several high impact and health system interventions implemented, with support of Government of Uganda and Donor agencies/ implementing partners. This reduction in numbers of maternal deaths is attributed to improved access to emergency obstetric and new born care services, especially at the sub-county level (HC III). The Ministry of Health has strengthened implementation of high impact interventions to accelerate reduction of maternal deaths in the country.

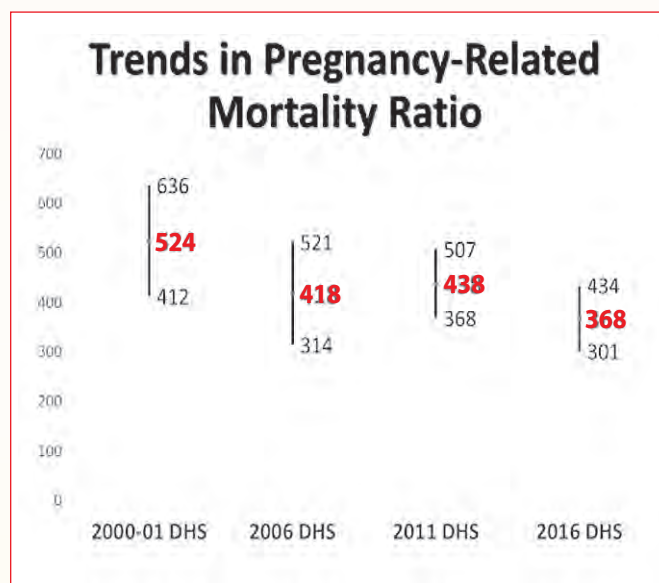
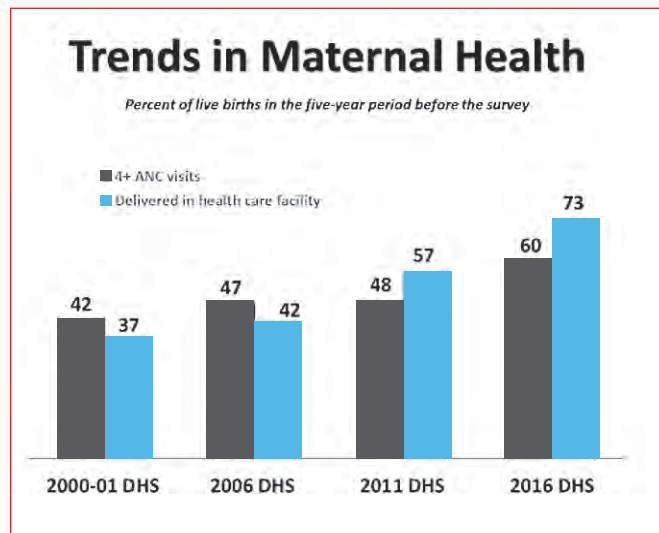


MINISTRY OF HEALTH

P.O. Box 7272, Kampala Uganda, Plot 6, Lourdel Road, Nakasero,
Tel: +256 417 712260, Email: info@health.go.ug

Key Performance Indicators

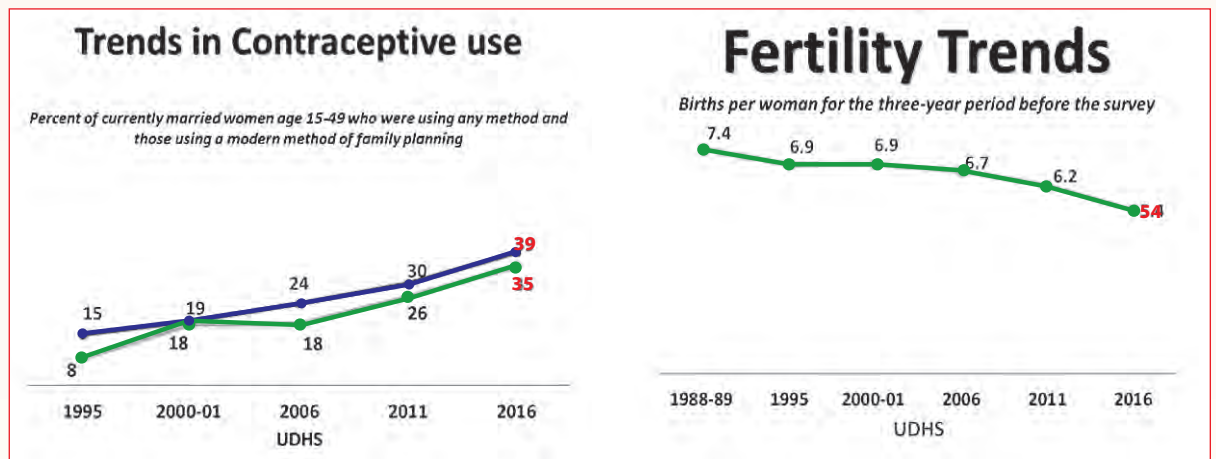
Maternal Health: Increasing Trends in Antenatal care attendance, Health facility deliveries and Reduction in death rates



Family Planning uptake: Increasing Trends in Contraceptive use and Fertility rates

Over the past 20 years, there has been a significant increase in contraceptive use which has resulted into reduction in the country's total fertility rate (number of children that a woman ever produces in her life time). The percentage of married women using a family planning method has increased from 15% in 1995 to 39% in 2016.

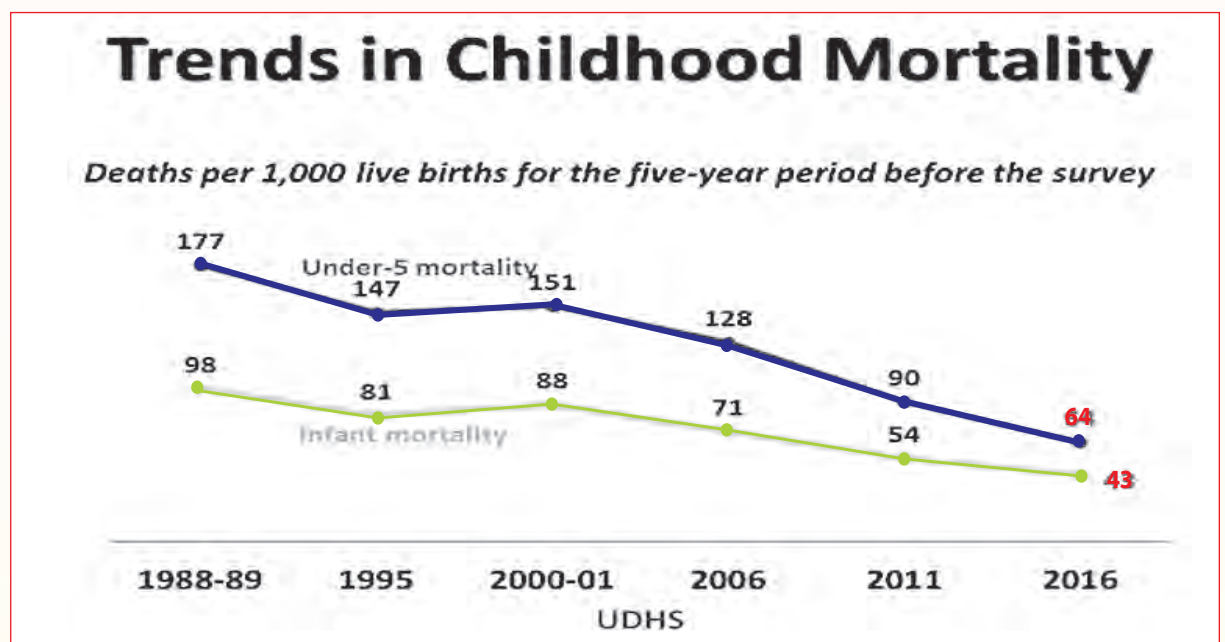
In 1988, the Ugandan woman was producing an average of eight children in her life time; one of highest fertility rates in the world. As a result of various interventions to improve family health at the household level, the Ugandan woman currently produces about five to six children in her lifetime. In 2014, Government of Uganda re-affirmed its commitment to increase funding for family planning interventions to ensure manageable families for improved quality of life of Ugandans.



Child Health: Reduction in Infant and Under five mortality rates

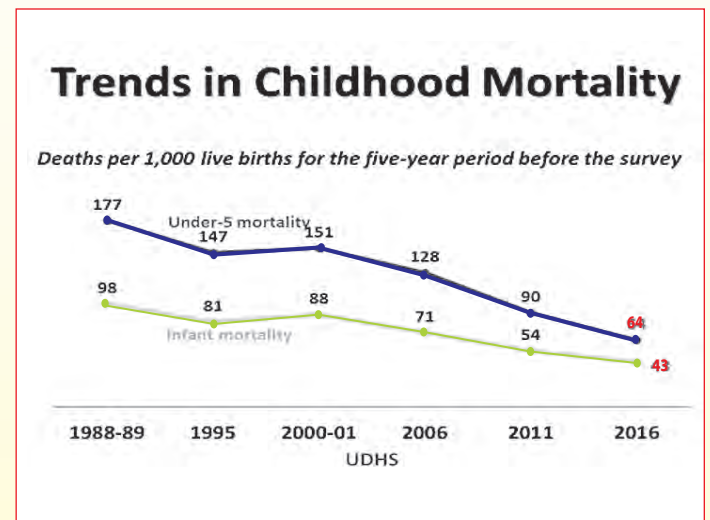
Since 1986, the country has made significant progress in reducing infant and child deaths. Infant (children under one year of age) deaths have reduced from 98 per 1,000 live births in 1988 to 43 per 1,000 live births in 2016, while deaths among children under five years have reduced from 177 per 1,000 live births in 1988 to 64 per 1,000 live births in 2016.

This remarkable achievement has been due to strengthened interventions in addressing the known leading causes of infant and child deaths in Uganda. These include; Malaria, lung infections, Diarrhoea, HIV, among other preventable childhood illnesses.



Nutrition: Trends in Nutrition status of Infants and Children

The country has made great progress in improving nutrition status of children under five years. Stunting levels have remarkably reduced from 45% in year 2000 to 29% in 2016. This has been as a result of improved nutrition education during pregnancy, emphasis on breastfeeding practices, nutrition within the first 1000 days of life, growth monitoring interventions, nutrition assessment counselling and support (NACS), vitamin A supplementation during child health days and food fortification, among other interventions





MINISTRY OF HEALTH

P.O. Box 7272, Kampala Uganda, Plot 6, Lourdel Road, Nakasero,
Tel: +256 417 712260, Email: info@health.go.ug

INTRODUCING - EMERGENCY CHILDREN'S SURGICAL HOSPITAL



H. E. Gen. Yoweri Kaguta Museveni officially opens the Children Surgical Hospital.

Situated on the banks of Lake Victoria, the earth-friendly EMERGENCY's Children's Surgical Hospital, which was constructed using innovative solutions to minimize energy consumption, provides free high-quality surgical care to children with a range of conditions from across Uganda, and will become a referral point for surgery children patients across the African continent.

The Ministry of Health decided to build this hospital to reduce the mortality rate of children under five years in Uganda, which is currently at 49 per 1,000 live births, and 30% of which are due to a lack of adequate

surgery. The facility will also be dedicated to training local staff, who will play an integral role in improving paediatric surgery and medical care in the country.

By the time of official commissioning by His Excellency Yoweri Kaguta Museveni on 5th November, 2021, the hospital has been operational for six months, and in that period, it had admitted 345 patients, treated 1,185 patients as outpatients and carried out 355 surgical operations for children aged five years and below. At full capacity, the hospital will employ 385 local people, of which 179 will be medical workers.



Play area at Pead Hospital in Entebbe

This response confirmed that there is a strong need of paediatric elective surgery not only in Uganda, but in the region. This hospital is rapidly becoming a referral point for paediatric elective surgery, in Uganda and beyond, and there are plans to open the doors to provide free of charge surgical care to children from neighbouring countries too.

The hospital consists of 100,000 square feet (9,700 m²) of floor space, three operating theatres, 72 beds – six for intensive care and 16 for sub-intensive care – an observation and stabilisation ward, six clinics, a radiology room, laboratory with a blood bank, CT scanner, pharmacy, administration, auxiliary services, a guesthouse for patients from afar, reception, medical training rooms, and an outdoor play area.

The government of Uganda contributed land for the hospital and funded 20% of its running costs, and the rest of the funding was done by EMERGENCY, an International non-governmental organization organisation. This facility is open for all children that require surgical health services.



Reception for Pead hospital



The Children Surgical Hospital.



Refugee Law Project

School of Law, Makerere University
A Centre for Justice and Forced Migrants



Sustainable tomorrow without a guaranteed today?

A call for renewed commitments towards gender equality in a time of existential threats

HAPPY,
Women's
DAY

It's 8 March 2022, and it's International Women's Day. First commemorated by Uganda in 1984, IWD garners support for women's rights and re-affirms the country's commitments to ensuring that all women and girls within its borders lead dignified lives.

Uganda's commendable milestones in advancing women's rights politically, socially, and economically, include Uganda's Parish Development Model, which ringfenced 30 per cent of resources towards women's enterprises. But as we commemorate IWD 2022, it is important to recognise several dynamics that must be addressed to achieve the much desired sustainable tomorrow.

Key overarching issues

The 2022 International Women's Day theme,

"Gender equality today for a sustainable tomorrow"

comes at a time when the world is relentlessly struggling existential threats;

Firstly, **planet earth is battling environmental and climate change-related existential threats.** Due to global temperature rise and resultant floods, droughts, earthquakes, wildfires and species loss, humanity is already experiencing disasters on a greater scale than previously thought possible. With women and girls at the epicentre of daily struggles for subsistence and fuelwood, they are also heavily impacted by all these dynamics.

Secondly, **the world is recovering from COVID-19 induced lockdowns,** during which the family as a core institution was tested to breaking point as households wrestled with associated physical, psychological, and economic stress. Early pregnancies create obstacles to returning to school and reduced involvement of young women in debates about a sustainable tomorrow.

Thirdly, **increasing tensions and clashes between refugees and their hosts over scarce natural resources.** Refugees and hosts alike depend on natural resources for fuelwood, shelter, agriculture, and income. The increase refugee numbers in Uganda increases competition over land, water, wetlands, vegetation and forest products, and aggravates cases of physical and Sexual Gender-Based Violence.

Fourthly, this year's commemoration coincides with **a world struggling to pull back from the brink of a third world war, but already confronted with a mass exodus of civilian women and girls on the one hand, and mass arming of untrained men and boys on the other.**

What IWD theme means for refugee women and girls in Uganda in 2022

This year's theme aligns with the 66th Commission on the Status of Women, which is keen on *"Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes"*. Besides adopting the international theme, Uganda emphasises engaging men and boys in promoting gender equality and women's empowerment in climate change, environmental, and disaster risk management.

Realising Gender Equality today for a sustainable tomorrow requires that people, government stakeholders, civil society, private sector, development and humanitarian actors, as well as the international community, wrestle with critical questions and priority areas such as;

Land: IWD 2022 should push us to retabulate decades-old conversations and struggles on access to land and other productive resources for women and girls, and to add in the hard reality that the 30x30m of land offered to refugees in rural settlements cannot sustain food crop production, let alone support climate change mitigation and disaster risk management. While adding land for refugee women might be part of the solution, such measures must also address issues of power and control between men and women when it comes to this primary factor of production and the harvests produced on it.

Livelihoods: Settling refugees in environmentally marginal locations with few available services, and at the same time reducing distributions of food and non-food items – particularly in a time of pandemic lockdown – has inevitably pushed refugee women with limited options to scouting nature for survival. Unless incomes are diversified or alternative sources of livelihood and fuelwood availed, rural-based vulnerable refugee women have limited options besides clearing above the ground bio-mass. It is important that they be introduced to livelihood practices that harness resources sustainably.

Male involvement: The 2022 theme emphasises 'engaging' men and boys in proactive climate change mitigation, adaptation, and responses adds to the conventional male engagement pillars of; ending violence against women and girls, HIV/Aids prevention and response, Sexual Reproductive Health Rights, unpaid care work, children's upbringing. **It is important that this is one in ways that address**

questions such as: does engaging men undermine the agency of women and girls, reinforce patriarchal powers of men over women, reduce already meagre resources for women's empowerment, and further frustrate hard-earned gains in women's empowerment?

Legislative and Policy reforms: Uganda's Constitution grants equal access to essential resources for all people within its borders. However, besides registered and titled land, most land in refugee hosting areas is customarily owned, with men as primary custodians and most women and girls still access land through their husbands and sons. IWD 2022 reminds us to amplify advocacy, awareness, education, and engagements, especially with cultural leaders, to realise transformative changes women's and girls' enjoyment of their constitutionally granted rights.

Besides adopting the international theme, Uganda emphasises engaging men and boys in promoting gender equality and women's empowerment"

Climate Change is Science, NOT Politics! Where are women and girls in this debate?

Uganda's pursuit of a middle-income economy recognises the importance of education and in particular, science and technology. In 2022 we must ask whether Uganda's women and girls are equipped with the science needed for environmental discourse. According to UNICEF and UNFPA's 2022 report titled *"Teenage Pregnancy in Uganda: The Cost of Inaction"*, 18% of annual births in Uganda result from teenage pregnancy. Inactivity on teenage pregnancy could see 64% of teenage mothers unable to complete primary education. This report adds to Uganda's 2016 Demographic and Health Survey, which revealed that 1 in 4 adolescent girls between 15 and 19 are already mothers or pregnant with their first child.

How should we guarantee a sustainable future if children become mothers and drop out of school, and if national policy reinforces these dynamics? In 2022, Uganda's Ministry of Education and Sports issued guidelines demanding that school-girls undergo mandatory periodic pregnancy tests and, when found pregnant, be granted mandatory maternity leave at three months. The guidelines allow pregnant girls to sit for final examinations, but not to attend classes.

Health. To what extent are refugee women able, ready, and willing to engage?

Livelihood and self-sustenance are pillars of key policies, including the Refugees and Host Population Empowerment (ReHoPE) and the Comprehensive Refugee Response Framework (CRRF). Intended to empower and skill refugees including refugee women to supplement humanitarian handouts, these laudable programmes, however, exclude many vulnerable women and girls whose profound physical, psychological, psychosexual, psychosocial, and political harms suffered before, during, and after flight are not attended to. These war-related injuries require timely and professional care if women and girls are to be able to contribute fully.

Refugee Law Project's Intervention

As a Centre for Justice and Forced Migrants, Refugee Law Project (RLP) recognises the impact of changing climate on women and girls irrespective of their legal status, and their contribution in environmental protection. One of the project's objectives is to enhance durable refugee-host relations through engaging host communities in mitigating impacts of sudden overpopulation and resultant environmental degradation through income generation and reforestation activities. With funding support from the Ministry of Foreign Affairs of the Kingdom of the Netherlands, RLP has embraced mitigation and adaptation strategies, including tree growing in Adjumani, Lamwo, and Kiryandongo districts. 205 acres of land have been 'greened' with a variety of trees with nutritional and climate change values. We have promoted community dialogues, engaged younger generations through school debates, facilitated learning and exchange visits for university students and tree growers, conducted training of relevant stakeholders, and supported institutions to run nurseries raising over 400,000 seedlings.

Call to Action

For people heading to Yumbe district, where the national event will be held, let's be reminded that IWD 2022 calls us all to transition from rhetorical proclamations to actionable commitments. Realising Gender Equality today for a sustainable tomorrow cannot be achieved from a one-day event, but requires continuous rigorous actions by all.

Our actions and inaction are equally loud! We implore community members, government stakeholders, civil society, private sector,

donor community, diplomatic missions, and the international community to;

- Expedite the National School Health Policy to address the issues of teenage pregnancies and allow girls, who are also victims of institutional failure to protect the younger generations, to return and stay in schools
- Engage schools and communities in understanding the 2020 revised guidelines for prevention and management of pregnancy in school settings in the context of refugee and forced displacement alongside measures aimed at changing attitudes towards pregnant girls
- Encourage realization of the parliamentary resolutions to end teenage pregnancies
- Fast track implementation of the 2015 National Strategy on Ending Child Marriage and Teenage Pregnancies in Uganda to save vulnerable girls from child marriage and teenage pregnancies
- Invest in community women's groups and organisations engaging women and girls in environmental protection projects through direct funding, capacity building, partnerships, and exchange learning visits
- Invest in physical and mental health for vulnerable refugee and host women who have experienced unspeakable and inhumane acts of sexual violence before, during, and after conflicts.
- Support initiatives such as the Koboko Action Plan to promote commercial agriculture for refugees and host women.
- Ensure refugee and host women's participation in Environmental and Social Impact Assessments (ESIA) for environmental management and site planning.
- Support refugee women's participation in district environment protection committees
- Translate relevant laws and policy documents into refugee-friendly languages, including the Climate Change Act and the 2019 water and environment sector response plan for refugees and host communities in Uganda.
- Review and re-align policies and legislative frameworks designed before COVID-19 to match current realities. For instance, Refugee Integrated Response Plan developers did not envisage pandemics such as COVID-19.



ONE OF THE GREATEST CHALLENGES IN OUR ECONOMY IS THE STRAIN WOMEN GO THROUGH TO ACCESS CREDIT

UWEP IMPROVING WOMEN'S LIVELIHOODS

By David Lukiiza

They say if you want a country's economy to grow fast, invest in the education and the health of women, in addition to offering them employment opportunities.

Since 1986, many pro-women reforms have been initiated by the National Resistance Movement (NRM) government. As Uganda joins the rest of the world to commemorate the International Women's Day under the theme, *Gender Equality Today for a Sustainable Tomorrow*, one such programme is the Uganda Women Entrepreneurship Programme (UWEP), which was sanctioned by Cabinet in 2016.

According to Frank Mugabi, the communications specialist on the UWEP programme, the programme addresses limited access to affordable credit from financial institutions, limited technical knowledge and skills for business development, limited access to markets, as well as information regarding business opportunities.

"One of the greatest challenges in our economy is the strain women go through in accessing credit, which is a dilemma for many women. It gets worse for the vulnerable members of society, particularly women in rural areas. The good news is that the Government came up with programmes at all levels, which have helped vulnerable women through the local government structures to mobilise, sensitise, select members, and monitor, among others," he says.

Mugabi further explains that at the national level, technical guidelines, capacity building, financing and co-ordination is done to ease the financing process.

WHAT WOMEN SAY

Aidah Naigaga, a resident of Namulesa village in Jinja district, says it was hard to expand her second-hand clothes business in Jinja



UWEP gives women financial assistance to boost their businesses

LOAN REPAYMENT

According to Winifred Masiko, the UWEP national programmes co-ordinator, the repayment of funds is ongoing across the country, with about sh30b expected to be recovered. Over sh21b of the funds have been recovered from the women groups so far, representing a recovery rate of 72.8%.

The best three performing districts in terms of recovered funds are Sembabule, Kasese and Kyegegwa.

Central market using credit from financial institutions because their interest rates were always high.

The single mother of three, however, says her story changed after she was introduced to the UWEP programme. Through her group, she was able to access sh5m, interest free. She invested the money in her second-hand clothes business and also set up a poultry farm.

"Though I live on a small piece of land, I have set up a makeshift structure where I rear 300 layers for eggs. The funds have also helped me to expand my second-hand clothes business," she says.

Naigaga says she now earns up to sh850,000 weekly from just selling eggs.

Naigaga is not alone. There are several other women like her with similar

stories of hope.

HOW UWEP OPERATES

According to Mugabi, the programme is based on the Community Demand Driven Development (CDD) model, where women are provided with loans at no interest rates. Loans given out go up to sh12.5m, depending on the enterprise chosen by the group.

"These funds are disbursed to women in groups of about five to 15 members and such members do not require any collateral as security to receive the funds," he says.

Mugabi further explains that the whole idea of the programme is to empower women to improve their income levels as this later contributes to economic development.

"The project further looks at strengthening the capacity of women involved

THE FUNDS ARE DISBURSED TO WOMEN IN GROUPS OF ABOUT FIVE TO 15 MEMBERS AND SUCH MEMBERS DO NOT REQUIRE ANY COLLATERAL AS SECURITY TO RECEIVE THE FUNDS

in entrepreneurship through providing affordable credit and support access to finance to enable them establish and grow their businesses," he says.

Mugabi says women tend to have business enterprises without knowing where to find market for their goods and services. Therefore, the programme facilitates women's access to markets, as well as accessing appropriate technologies for their

goods and services.

UWEP BENEFITS WOMEN

The major role of UWEP is to ensure that women are financially stable between the ages of 18 and 79. However, those beyond this age are considered for the Social Assistance Grants for Empowerment (SAGE) programme.

Mugabi explains that some of the categories of women that benefit from this programme include unemployed women, vulnerable groups, such as single young mothers, widows and gender-based violence (GBV) survivors, women with disabilities, women living with HIV/AIDS, single mothers, Women living in slums and those in hard-to-reach places.

The programme has so far benefited 191,476 women who work with 16,542 enterprises, giving them startup capital of over sh105b across the country.

Winifred Masiko, the UWEP national programmes co-ordinator, says many women, through this programme, have been able to borrow funds as capital to start small-scale business ventures.

She says they are enforcing farming, poultry, dairy production, tailoring,

KEEPING THE PROGRAMME AFLOAT

According to Winifred Masiko, the UWEP national programmes co-ordinator, teams have been put in place to ensure proper functioning of the programme.

"We have paid abrupt visits to our members in their home districts and this has created honesty and proper management of funds by our members, whereby through our technical support teams, we have been able to offer guidance to leaders for proper implementation," she says.

Masiko, however, explains that they also implement district and regional review meetings, which offer opportunity for stakeholders to reflect and share their experiences with the UWEP programme.

baking, liquid soap making, wine processing, briquettes, confectioneries, groundnut processing, paper bag making, shoe making, wine making, production of ice cream and juice making, among other business ventures.

"I have heard testimonies of women with good business ideas who were once stuck for lack of capital," Masiko says.

She further explains that through the programme, they discovered that women have enterprising ideas, but lack training in quality control of their products before they come on to the market.

"We have also partnered with institutions, such as the Uganda Industrial Research Institute (UIRI), which trains women in value addition," Masiko says.

According to her, 132 women groups from the districts of Bunyangabu, Oyam, Bundibugyo, Kasese, Kalungu, Serere and Pader have so far been trained in branding, quantity and quality assurance on their products, value addition, branding, as well as product packaging, all aimed at enhancing their product marketing, at the same time meeting the standards of the National Bureau of Standards.



MINISTRY OF INTERNAL AFFAIRS THE REPUBLIC OF UGANDA



H.E Yoweri Kaguta Tibuhaburwa Museveni
President of the Republic of Uganda



Major Gen. (Rtd) Kahinda Otafiire
(Minister of Internal Affairs)



Gen. David Rubakuba Muhoozi
(Minister of State for Internal Affairs)



Lt Gen. Joseph Butamanya Musanyufu
(Permanent Secretary,
Ministry of Internal Affairs)

Happy Women's Day Celebrations to all Ugandans!

The Minister, Minister of State, the Permanent Secretary, Management and Staff of Ministry of Internal Affairs Congratulate H.E Yoweri Kaguta Tibuhaburwa Museveni, President of the Republic of Uganda, Cabinet, Parliament, the Judiciary and the people of the Republic of Uganda as we celebrating the International Women's Day.

The Ministry is comprised of various autonomous and semi-autonomous institutions whose functions complement each other to execute the Ministry's Mandate as we ensure a peaceful, secure and stable Uganda.



**UGANDA
POLICE
FORCE**
Protect & Serve

Emergency: 999/122



Uganda Prisons Service

Vision
A centre of excellence in
providing human rights based
correctional services in Africa.



NIRA

National Identification and
Registration Authority

Uganda - My Country My Identity



IMMIGRATION UGANDA

FACILITATING LEGAL & ORDERLY IMMIGRATION



DGAL
Directorate of Government Analytical Laboratories



**NATIONAL BUREAU
FOR NGOS**

+256 313 287 300



MINISTRY OF INTERNAL AFFAIRS
DOS
DIRECTORATE OF COMMUNITY SERVICE



THE AMNESTY COMMISSION
PEACE AND
RECONCILIATION



**Focal Point for Small Arms
and Light Weapons**

**Coordination Office for Prevention
of Trafficking in Persons**

**Government Security Office
(GSO)**



**MINISTRY OF DEFENCE AND VETERAN AFFAIRS (MODVA)
Uganda Peoples' Defence Forces (UPDF)**



Happy Womens' Day Celebrations to all Ugandans!

UPDF (the Peoples' Army) Celebrates the Women in Uganda.



2017 Womens' Day parade in Dokolo District.

**To all Female
Combatants, we are
proud of your dedicated
service to your Country.**



Female Soldiers at one of the Womens' Day Celebrations.



UPDF female officers who were decorated with medals at one of the functions to commemorate Womens' day with the Commander in Chief, H.E President Yoweri Kaguta Museveni.

INTERNATIONAL
WOMEN'S DAY
MARCH 2022

Here's to some of the women who walked...



...so that we could drive.

Get or renew your licence today.



Located at Uganda Railway Station, Plot 57, Nasser Road, Kampala
@UDLSOfficial Toll Free: 0800 211 002 www.udls.co.ug

CELEBRATING WOMEN ACHIEVERS

A research points to the fact that when women are empowered, they can excel in any given field. In no particular order, Ibrahim Ruhweza profiles some high-flyers in ICT and one in the field of nursing.

Dr Grace Namboze (PhD) Faculty of Medicine, at Mbarara University of Science and Technology: Namboze, who lectures in the Department of Nursing at MUST, developed a concept on training in-service intensive care nurses who can be deployed countrywide to provide critical care nursing. The concept and work plan was approved by the health ministry and she has since been appointed the national co-ordinator in-service intensive critical care training programme.



Annabella Habinka: Habinka is a board member of the National Information and Communications Technology Authority. She rose through the ranks while at Mbarara University of Science and Technology between 2005 and 2016, to become the faculty dean of computing and informatics. In July 2020, she moved to the Ministry of Science, Technology and Innovation where, among other things, she focuses on innovations.



Viola Nuwaha: Nuwaha previously worked as the head of talent sourcing at Tunga, where she ensured a successful developer-client match. She holds a Master's of Science in Information Technology from Carnegie Mellon University. She is an information technology professional with seven years' of experience in implementing mobile and web-based technological solutions for private, not-for-profit and government entities across Africa and Europe.

Julianne Susanne Otim: She is a senior lecturer in the department of networking in the College of Computing and Information Science at Makerere University. From 2003 to 2020, she led a team that worked on a project to improve the accuracy and access to weather information by communities in the East African region, through ICTs for the purpose of increasing productivity in the agricultural sector.



Sherifah Tumusiime: Tumusiime is a tech entrepreneur and the founder and CEO of Zimba Women, an organisation that works to create opportunities for people to participate fairly and actively in the economy. Providing access to skills and training for women. Her dream is to help women build themselves and, by 2025, she wants to bring five million women to trade online after attaining computing and technology skills.



Dr Angella Musiimenta (PhD) Faculty of Computing and Informatics, Mbarara University of Science and Technology: Musiimenta is the principal investigator of a collaborative project between MUST and MGH (USA), RAND Corporation (USA), Wisepill Technologies (South Africa), Angels Compassion (Uganda) and Stream (Uganda), which won a five-year grant for 'My Mobile Wallet' from the US National Institute of Health. It employs a mobile technology-based behavioural and economic intervention to support Tuberculosis care and treatment adherence in Uganda.



Peace Kuteesa Nassanga: She is one of the young women making an impact in security systems. Kuteesa understands that when she is using technology, she is not a traditional woman. She worked as a security systems administrator for the National Water and Sewerage

Corporation from 2005 to 2009, and as a security systems administrator for the American embassy from 2009 to 2015. Together with Sherifah Tumusiime, they developed an e-commerce platform for women to trade online called Zimba Women Uganda. Zimba provides platforms, business

training and mentorship to improve the livelihoods of women-led SMEs, enabling them to manage and scale their businesses more professionally. Kuteesa is a computer engineer with a Master of Business Administration in IT Management and co-founder of Zimba Women.

Happy Women's day!

The Board & Management of Uganda Electricity Distribution Company Limited (UEDCL) celebrates with Government of Uganda (GoU) & the globe at large on the triumphs of women in all spheres of modern-day society.

UEDCL - National Electricity distributor is cognizant of an enabling policy environment created by GoU that has actively driven women to participate in the National development programmes.

The UEDCL Board, management, and operations espouses an all-gender inclusive business structure. This day also offers an occasion to draw humanity's attention towards the positive changes that can bring about equal opportunity for all women on this earth.

Toll Free: 0800203088 | @UEDCL | @UEDCLLTD | www.uedcl.com

National Population Council

COMMEMORATION OF INTERNATIONAL WOMEN'S DAY 2022

H.E Yoweri Kaguta Museveni President of the Republic of Uganda
Hon. Matia Kasajja Minister of Finance Planning and Economic Development
Hon. Amos Lugolobi Minister of State for Finance Planning and Economic Development (Planning)
Prof. Fred Wabwire-Mangen Chairperson, National Population Council
Dr. Jotham Musinguzi Director General, National Population Council

Vision
A hub of distinction for promoting and coordinating Population Policies and Programmes in Africa

Mission
To improve the quality of life of the people of Uganda by influencing Government Policies and Programmes to address Population patterns and trends in a sustainable and inclusive manner

Functions of National Population Council

- 1) The main function of the Council is to formulate policies and give strategic direction on the implementation of the National Population Policy.
- 2) Support the integration of Population factors in development planning at national and lower Local Government levels in accordance with the agreed framework under the National Development plan.
- 3) Advise the President on population matters.

International Women's Day Message

Every year on 8th of March, Uganda joins the rest of the world to Commemorate International Women's Day. International Women's Day is a United Nations designated awareness day that provides an opportunity for governments and other stakeholders to take stock of achievements in the journey to empower women and to draw attention to women's issues worldwide. This year's IWD will be commemorated under the theme "Gender equality today for a sustainable tomorrow"

The mid-year population projection of Uganda for 2021 was 43 million people where females constituted 51%. Neglecting issues of this group will hinder the country from benefiting economically from this huge population. This year's theme provides us with an opportunity to reflect on the gender quality of life of women and girls, paying attention to their needs and rights.

Women have fewer opportunities for economic participation than men, less access to basic and higher education and greater reproductive health risks. Guaranteeing the rights of women and giving them opportunities to reach their full potential is critical not only for attaining gender equality, but also for meeting Sustainable Development Goals (SDGs).

Women's empowerment is a critical aspect of achieving gender equality. Empowered women and girls contribute to the health and productivity of their families, communities, and the country, creating a ripple effect that benefits everyone. Women's economic empowerment is key for gender equality. Education is another key area for gender equality. Although Uganda is making progress in achieving gender parity in education, girls still make up a higher percentage of out-of-school children than boys, yet this is a very critical for harnessing Uganda's Demographic Dividend.

To achieve the Demographic Dividend therefore, there is need to invest in women, keep children especially girls in school for at least 13 years.

We wish you a happy International Women's Day!



WOMEN EXCELLING IN MALE

In the past, professions in the technical education field were regarded a preserve for men. These included construction, mechanical, electrical, plumbing and welding, among others.

However, due to the growing unemployment gap among the youth, especially the girls, the education ministry has embarked on a campaign to interest more girls into acquiring practical skills through technical and vocational training.

Though girls' enrolment in core technical education fields is still low, it is said to have improved from 3% in the 1990s to 25% at the moment. In business and agriculture-related courses, girls' enrolment has improved from 15% to 45% according to the department of technical vocational education and training.

In order to interest more women in the technical world, the ministry has lined up some women who started off with junior and craft certificates at technical and vocational institutions to those who started off with ordinary diplomas, to act as role models and mentors for other younger girls and women, writes **PROSSY NANDUDU**



ENG. ZIRIA TIBALWA WAAKO, THE CHIEF EXECUTIVE OFFICER AT THE ELECTRICITY REGULATORY AUTHORITY (ERA)

Waako made up her mind to become an engineer in S2. This was partly influenced by the selection process at school for students to be promoted to the best streams in Senior Three, where the best performers were taken to Stream A and B, thereby taking up science subjects.

"Because sciences were seen as a boy's area and for bright students, I worked hard and succeeded in joining the best stream. That is when the subjects I chose started shaping my future," she recalls.

SET BACK?

While pursuing her dream, she encountered family gender biases. After her O'level exams, the family wanted her to pursue mathematics, economics and geography (MEG) to become a banker, presumed to be a better profession for women. She wanted physics, chemistry and mathematics (PCM) to become an engineer.

When they went for admission at Iganga SS, her brother insisted she goes for MEG, but she insisted on PCM.

However, after the Senior Six exams, she could not be admitted to university for engineering.

"When I was admitted for another course, I requested my family to allow me repeat Senior Six, but they declined because of the choice I made. I enrolled for an Ordinary Technical Diploma in Electrical and Electronics Engineering at the Uganda Polytechnic Kyambogo, now Kyambogo University," she adds.

She completed the Ordinary Technical Diploma, enrolled for a Higher Technical Diploma in Electrical and Electronics Engineering and performed well in both.

With her two technical diplomas, she was admitted to Makerere University to undertake a Bachelor of Science in Electrical Engineering.



"That is when I started disproving anyone who believed that after failing to become a banker, I wouldn't make it in life," she adds.

She continued with studies and attained a Master of Science in Electrical Engineering, an MBA and a post-graduate diploma in Advanced Management Leadership, among others.

She is also a registered engineer with the Uganda Institute of Professional Engineers and the National Engineers Registration Board and a Member of the Institute of Electrical and Electronics Engineers (IEEE) of New York.

Towards the end of her Higher Technical Diploma, she joined the industry and was among the pioneer technicians who worked in the Supervisory Control and Data Acquisition (SCADA) in 1993 at the Uganda Electricity Board (UEB). It was a new computerised system for monitoring and controlling power system network.

She served in the SCADA, until 1999,

when UEB was moved to the Uganda Electricity Transmission Company (UETCL); in the planning department.

She rose through the ranks to senior and later to Principal Engineer, at the same time interacting with the design of the national and regional transmission network for the whole country, as well as the East African region.

In 2012, she crossed to Electricity Regulatory Authority (ERA), as director technical regulation. She also headed the technical reviews of licences, permits, tariff reviews and investment requirements within the electricity supply industry, among others.

She led the ERA technical team in the implementation of the Global Energy Transfer tariff programme that saw an addition of 157MW to the national grid to bridge the national power generation/supply gap ahead of the commissioning of Isimba and Karuma hydropower projects.

In 2016, she served as the acting chief executive officer of ERA for six months and later emerged the best candidate for the position she holds to date.

CAPT. PORTIA REBECCA TWINOMUJUNI, ARMY OFFICER, CIVIL ENGINEER

Although Twinomujuni had no idea what course to take after Senior Six, with the guidance of her mentor, Commissioner TVET Loy Abaine Muhwezi, she was able to develop interest in technical work, in particular civil engineering.

Twinomujuni completed her Diploma in Building and Civil Engineering from Uganda Technical College Kichwamba, through Kampala Polytechnic Mengo. She also holds a higher diploma in civil engineering and a bachelor's degree in the same field and is now completing her master's in water and sanitation engineering.

Upon graduation with a diploma in civil engineering, she was one of the few women who joined the army, that was recruiting professionals and the only female with a diploma in civil engineering.

She underwent basic military training for four months in Bihanga Training School, to become a private soldier. After three months in service, she was sent to Jinja for a pre-cadet course, before moving to Tanzania Military Academy, where she did her officer cadet course.

Upon completion as a 2nd lieutenant, she returned to

Uganda, where she worked as an instructor at the Uganda Military Academy for about one-and-a-half years.

Now an engineer at Singo Barracks in Kapeeka, in charge of barracks maintenance, new constructions, and rehabilitation, Twinomujuni is one of the qualified civil engineers in the Uganda People's Defence Forces (UPDF).

At 35 years, she is among the young people in her section. She recalls during one of the industrial training sessions, where she had to learn how to use all the tools at the site.

"If it meant using a trowel, I had to do it. I would carry mortar on a wheelbarrow on the site. Basically, it was a hands-on, it appears to be hard work, but makes life easier when practicing or supervising workers and when pursuing further studies," she adds.

As an engineer, she has worked on the Kololo Independence Memorial Ground, where she was in charge of the parade ground; and the Kampala Northern Bypass, Entebbe Expressway, worked on 54 housing units for non-commissioned officers and recently renovated Tabakonyi Primary School in Bulambuli during the Tarehe Sita celebrations.

DOMINATED PROFESSIONS

ESTHER MIREMBE, AN INSTRUCTOR AND HEAD OF DEPARTMENT AT NAKAWA VOCATIONAL COLLEGE, IN THE DEPARTMENT OF WELDING AND FABRICATION

Mirembe holds a bachelor's degree in mechanical and manufacturing engineering, diploma in vocational training instruction, diploma in technical and institution management and also a licensed trainer and assessor for Engineering Construction Industry Training Board in Non-Critical Welding Level II. Her initial dream was to become a lawyer.

This changed upon the advice of her elder brother, who is a mechanical engineer. Since he was the caretaker of the family, he advised Mirembe to go for machining and fitting so as to get a job faster. Because Mirembe's other brother is a motor vehicle engineer and she had seen him earn while still at school, she decided to give it a shot.

She was then taken to Nakawa Vocational Training Institute for training in machining and fitting, where she acquired a certificate in mechanical Engineering Craft Practice II. However, when she joined the institution, she had little knowledge of the course and its details.

"I only knew motor vehicle mechanics and not what I found when I joined the course; this confused me the more," she recalls.

She later learnt that the course had more of machining parts, and other course units that she did



Mirembe with one of the students in the welding class

not have in mind. "I was not settled at all," she said.

MISPLACED?

The head of department had noticed that she seemed disturbed. He, therefore, took Mirembe aside to find out what her problem was, Mirembe had to open up; he explained the details of the course and where it would have led her.

He did not stop at that, but, once in a while, he would invite former graduates (women), who were already excelling and employed in industries to interact and inspire her.

"I remember one of the girls I interacted with was working with Century Bottling Company (Coca Cola), I liked how she presented herself dressed in her safety wear and there was no doubt she was earning. This was my turning point," she adds.

RENEWED FOCUS

After the visit, Mirembe regained focus.

"I decided to put in extra effort, and since there were only three girls out of 20 students, I wanted to compete with the boys more, by the Grace of God I learnt a lot".

That helped her gain the attention of the head of department who started pairing me up with boys to handle work for some clients.

"I would sometimes at the end of the day go back to the hostel with some money and not bother my brother or mother for money," she says.

Because she understands the nature of her work, Mirembe has not faced any challenges as a woman mechanic. She encourages the girls to join technical education because at the end of the course, you are assured of a job.



HILDA MUSENERO, ELECTRICAL ENGINEER, LECTURER AND DEPUTY PRINCIPAL BUTALEJA TECHNICAL INSTITUTE

Musenero lost her father when she was in her Primary Seven vacation, but a relative offered to support her education, not in a secondary school, but a vocational institution. When asked to choose a course of her choice, she settled for electrical engineering.

WHY ELECTRICAL ENGINEERING?

In her village in Kibuku district, then area Member of Parliament, Reina Kafiire had secured a grinding mill for the village. However, there was no electricity. She brought people who worked on the mill.

"I watched them climbing poles, connecting cables, which was interesting to me. I kept asking questions, to which they responded," says Musenero.

To realise her dream, she joined a vocational school at Nagwere Technical School in Pallisa, where she obtained the Uganda Junior Technical Certificate, an equivalent of Senior Four, now called Uganda Community Polytechnic Certificate.

She attended Kasodo Technical Institute for a certificate in electrical installation craft course part II and, later, Ahmed Seguya Memorial Technical Institute for advanced certificate in electrical installation from where she learnt of

Uganda Electricity Board as a place for electrical engineers.

She also learnt that UEB office was in Tororo. She decided to visit her brother, working in Tororo during holidays, with the aim of getting to UEB offices. At her brother's place, she took care of the children for neighbours, where she made friends with the mothers of children that she was taking care of.

The women helped in directing her to UEB offices, where she was directed to the headquarters in Kampala.

"In Kampala, I was welcomed by the secretary to the human resource manager's office. He was called Kobera William, I asked for industrial training; he gave me a chance," she recalls.

During industrial training, she was first placed in the overhead section that deals with the erection of power distribution lines.

She later joined the Benedictine Fathers in Tororo, who were in need of an instructor with an Advanced Certificate in Electrical Installation, to teach domestic and industrial electrical installations,

She then enrolled for an Ordinary Diploma in Electrical Engineering at Uganda Technical College Elgon.

From Ordinary, she enrolled for a higher diploma in electrical engineering at UTC Bushenyi and became a part-time lecturer at UTC Elgon. Later, she joined Ndejje University for a bachelors' degree. She is now the Deputy Principal at Butaleja Technical College.



LOY ABAINÉ MUHWEZI, COMMISSIONER FOR TECHNICAL VOCATIONAL EDUCATION AND TRAINING (TVET)

Muhwezi is a civil engineer and computer scientist. Prior to joining the education ministry, Muhwezi worked in private companies, such as SOGEA Uganda, Associated Architects and development partners' projects, such as TDMS under IDA III of the World Bank.

Muhwezi developed interest in becoming an engineer, and specifically a mechanical engineer, at an early age because she loved vehicles. In A'level, at Bweranyangi Girls, she studied physics, chemistry and maths. While choosing the higher institutions of learning to join, she applied for mechanical engineering at Makerere University and also applied for a diploma at Uganda Polytechnic Kyambogo (UPK).

She was later admitted to UPK for an ordinary diploma in architectural craftsmanship. At the end of the first year, she had industrial training and was retained, as a working student.

At the end of the second year, she immediately enrolled for the Higher Diploma

in Civil Engineering. With a Higher Diploma, she worked in different positions while waiting for Kyambogo to become a technology university to pursue her dream.

In 2001, she joined Makerere University for a Bachelor of Computer Science and completed with a First-Class Degree. She was awarded a Nuffic Scholarship to Roudboud University in the Netherlands, to pursue a Master's in Computer Science, specialising in security of systems.

On return, with her two diplomas and two degrees, she joined Ndejje University for a Bachelor's in civil engineering, where she attained a second class upper and recently enrolled for her PhD in TVET.

CHALLENGES ENCOUNTERED

While enjoying her work in the male-dominated field, she encountered few challenges with the men (prisoners) at Makindye barracks. She was heading a team that was to take measurements of the cells for renovation.

"At the barracks, the army men denied me entry, meanwhile, the prisoners were all shouting, just to see a girl moving into their territory; that is when I realised that being a woman in this profession was still a challenge," she recalls.

Another encounter was at the Moroto Primary Teachers College and Teacher Development and Management System Project, where she led a team to inspect a leaking roof. Because the building was too tall, she had to improvise wooden ladders to go up the building, to make an assessment. However, when she looked down, she got scared of the distance and also began doubting the strength of the ladders.

Muhwezi's dream is to ensure that girls get appropriate skills and join technical and vocational education and training.

She is advocating decent accommodation and learning environment for girls in technical and vocational education and, if possible, appropriate sponsorship for them to access both formal and non-formal training.

MINISTRY OF EDUCATION & SPORTS



**First Lady Hon.
Janet Kataaha Museveni**

After a long unprecedented season of the Pandemic, and its adverse effects on the entire globe, here is yet another opportunity to celebrate the gift of life, the gift of womanhood. It is also a time to thank God, as women for this far that He has brought us.

This year, Uganda is celebrating the International Women's Day under the theme **"Gender equality today for a sustainable tomorrow"** This is a very important theme that requires to be clearly understood because my understanding of the topic of equality between men and women is to really affirm the principle that is commonly known as the Golden Rule, namely "Do unto others as you want them to do unto you." The Golden Rule is the principle of treating others as one wants to be treated. It is a maxim that is found in most religions and cultures. In the Judeo-Christian faith, Jesus summarized the entire law in a single phrase: "Do unto others as you would have them do unto you. This principle makes it so easy for all people to understand what it is we are addressing when we talk about gender equality.

When one considers that before the Women Rights Convention and the struggle thereafter, the status of women was so bad that most of the laws did not cover women in any human society anywhere in the world. Under Laws such as the marriage laws, women had no property rights. In some societies women were not allowed to vote. Most occupations were closed to women. Even in churches, women were not allowed to participate in leading roles. Education was a no-go area for most women in most countries or at least Higher Education. Some societies had hostile practices like widow burning, widow inheritance, female

"Do unto others as you would have them do unto you"

Happy Women's Day to all the women of Uganda!

I salute you the mothers of Uganda, grandmothers, sisters, daughters, aunts; all the women of our motherland. Thank you for giving life, nurturing our children, bringing beauty and order to the world and creating safety nets for the families especially in the times that we live in.

genital mutilation to mention but a few.

Therefore, the global community has come a long way to begin to realize that for the human family to live in a balanced world, we all need to practice the Golden Rule indeed; for one to do unto others as they would want others to do to them. It is time to realize that men need women just as women need men in their world. When that is comprehended and accepted on both sides, there is peace and contentment.

However, there are still many self-centered people who don't see the need of fairness; that is why there is so much domestic violence at the home front. Unfortunately, this does not help anybody; it is certainly not good for women because most of the time they are the ones who suffer and the children suffer even more. But I dare say that even men suffer when a home is at war.

The marriage and property laws are good for nations to govern communities but they are not enough as we can testify that here in Uganda, we have good laws but they have not stopped domestic violence and fighting - some of which end in murders and death.

Therefore, gender equality will only come about when people take time to find out what God has to say

about gender equality. God instructs the man to love his wife as he loves his own body meaning to nurture her and treat her kindly. This is talking about a marriage setting. But in general life setting, it says in Genesis that: "God created man in His own image, in the image and likeness of God He created him, male and female He created them" And God blessed them, and said to them "be fruitful, multiply and fill the earth and subdue it."

This certainly does not show any of the two people being more important than the other. God is talking to both men and women equally giving them instructions to live fruitful lives, which if followed, people can live together in peace and harmony. And there are examples of many people who live happy successful lives under God's instructions.

When we follow God's instructions and precepts, we shall build strong families and in turn build a strong nation because a nation is as strong as its families.

Unfortunately, today, we are grappling with the increasing rates of teenage pregnancies, defilement and early marriages which are denying our girls a future.

As we celebrate the International Women's Day, this year, can we as mothers raise an alarm for

our girls. Can we all hold hands in this battle for the future of our children. Can we create a safety net for our children? Please join me in the national campaign codenamed "Protect the girl, save the nation" whose main aim is to mobilize the entire country against these vices. The effects of teenage pregnancies on our children range from serious health complications, deaths, failure to complete education and contribute to the vicious cycle of poverty in our communities. I call upon fathers, brothers, relatives, cultural leaders, law enforcement agencies, religious leaders and all Ugandans to honour the women in our lives by protecting the girl child in our space.

In conclusion, I am particularly happy to report that Uganda as a country is trying to build a society with gender equality and the NRM government has passed the test of time. The status of women in the country shows, be it in Government or Education Institutions and the percentage of girls completing higher education has steadily grown. At its 70th Graduation ceremony, Makerere University registered 51% female graduands. Therefore, going forward, I can confidently say that at least at a national level, there is a deliberate trend of growth of equality today working for a sustainable tomorrow.

Please join me in the national campaign codenamed "Protect the girl, save the nation" whose main aim is to mobilize the entire country against these vices.

LIFTING WOMEN TO THE TOP

Today, there are more women in positions of leadership than 10 or so years ago. For example, out of the 529 MPs in Parliament, 174 are women. Of the 174 seats, 15 are constituency representatives, meaning they competed against men. In the Cabinet, the number of female ministers has also increased from 28 in 2016/2020 to 38 currently. However, the number of women who are board members, leaders of an organisation, departments and businesses, compared to men, are still few. To enable more women to aspire and scale the leadership heights, experts say they need support from those who have made it in form of mentorship. **JACKIE ACHAN** interviewed some young women in positions of leadership about their experiences with mentorship.

Catherine Namara Mulumba - Electrical engineer

An electrical engineer, Mulumba was stuck for 10 years in an entry-level job. Mulumba trusted her academic brilliance and hard work to go up the corporate ladder, but instead, she got frustrated. In her 10th year in the same position, Mulumba learned about Project Girls for Girls, a Harvard-founded mentorship programme for girls.

"That was one of the best decisions I ever made because I learned that visibility is almost as important as expertise and knowledge. I was a star performer at work, but no one knew me.



"I preferred to work and never own my work. In a busy world, we must be seen and be heard. My courage to apply for audacious roles was ignited and I got a new exciting role in strategic planning," Mulumba says of how mentorship benefited and lifted her career.

"Mentorship illuminates and expands one's possibilities. The impostor syndrome is a menace that keeps us feeling lesser than others. Through mentorship, you get encouragement and zeal to fight the impostor syndrome," she says. Mentorship greatly reduces attrition in industry, especially for women in science, technology and engineering.

Grace Linda - Private counsellor

Grace Linda, a private counsellor, says women need mentorship to get ahead in all spheres of life.

"With mentorship, you hold hands with each other. Mentors hold our hands for us and give us direction to success. But also, after getting mentored, you must hold other people's hands too and give them direction to success too," she says.

Linda says mentorship is a chain. "You encourage one another, people who see what you are doing also do it."

"If you just keep to yourself and you are not going out and finding the support, you will struggle. But if you are out getting

the support you will pick yourself up," Linda says.

She makes mistakes as they did. "Whatever mistake you make is not a new one. Instead of going in circles and making mistakes that can be avoided, a mentor will help you because they went through the same, came out and succeeded."

"They don't want you to make the same mistakes, so mentorships aligns you," Linda added.

Quoting a former prime minister of the United Kingdom, Linda said: "The greatest good you can do for another is not just to share your riches, but to reveal to him his own."



Lillian Oryema - Lecturer, Department of Geomatics and Land management, Makerere University

Lillian Oryema's journey into mentorship was almost accidental. "I got to know Joan Mugenzi, my mentor who happens to be a life coach, on facebook. She had just shared on her facebook wall, that she had left her job and wanted to train people to discover themselves and their potential. I eventually became part of her first cohort of mentees."

Oryema had land and wanted to do something with it, but she did not know how to go about it. "Mentorship is good because it helps you find direction. Sometimes you know what you want, but not how to achieve it," she says.

"There is a need for commitment when you get into a mentorship arrangement. Sometimes one is stuck not for lack of money but an idea failing to materialise," Oryema adds.

She says there is need to find help from people looking in the same direction even if they are from different fields.



Klaire Komakech - Business Development Manager

Mentorship is not taught in school. If women are to make progress and ascend to positions of leadership, then mentorship is key, Klaire Komakech, a business development manager at Vision Group, says.

"We begin to rise by lifting others up. For me, mentorship is a key thing in leadership. Everything rises and falls on leadership," Komakech says.

A few years ago, Komakech whose expertise was in graphics design, wanted to crossover to sales, for which she had no previous experience. She decided to seek a mentor, something that women rarely do. It paid off and she has risen through the ranks over the years.

Komakech says she has received mentorship not only in her career and business, but also in her spiritual life. "I am surrounded by women who have different life stories from which I learn," she says.

Today, she is a mentor under Project Girls for Girls, which seeks to empower girls to aspire for positions of leadership.

"Mentorship is very important because you are talking to people who have gone ahead of you. I believe experience is still the best teacher. People tell you their mistakes and that's what helps," Komakech says.

"Teach someone else skills to rise, that is the key thing that will help us in this fight. My passion is to help and encourage girls to become leaders, because I believe that if the girls or women get a seat at the table, they can be able to make decisions apart from us sitting on the sidelines and watching decisions being made for us," Komakech says.





Among (right) interacting with some citizens



Among meeting women Members of Parliament from Sierra Leone with the Prime Minister, Robinah Nabbanja

HOW AMONG WEARS

By Vision Reporter

Anita Annet Among is the second female Deputy Speaker in the history of Uganda's Parliament, after Rebecca Alitwala Kadaga, who served in the same position for two terms before rising to the position of Speaker for another two terms. As we mark Women's Day, Among is currently shouldering responsibilities for both positions, yet keen on ensuring that Parliament delivers on its mandate.

On March 1 – a bright Tuesday morning, Among, also Bukedea District Woman Representative, walks into her office at Parliament House.

The two waiting rooms, the boardroom and the adjacent offices that house her staff are all filled to capacity, the crowd ranging from Members of Parliament to other citizens from all walks of life.

Among wears a smile as she says hello to those she finds along the way and walks into her office, flanked by her Aide-De-Camp.

As she settles at her desk, several staff are standing in the office, waiting to give her briefs on different issues as her mobile phones and the office line ring endlessly. She has to juggle between the phone calls and the briefings.

TIGHT SCHEDULE

A busy day awaits her – she has to meet the guests, handle Parliamentary business and prepare to chair proceedings of

the House at 2:00pm and this forms part of her daily routine.

It has been a tough welcome for her on the job. Shortly after being elected as Deputy Speaker, her boss, the Speaker of Parliament, took leave from office and she had to take on the mantle of running the legislative assembly.

"I prayed to God to be Deputy Speaker; I did not ask for two offices at the same time," she jokes as a guest is ushered into her office.

Asked about how she plans to handle the affairs of the institution together with the Speaker in order to avoid any tension between the two offices, Among smiles and then, in a serious tone, says: "There is one boss in this building and that is the Rt Hon. Jacob Oulanyah.

"We agreed from the word go that we would not waste time on useless fights, but focus on working to make our country better. We have lived to that promise," Among notes.

She says they agreed that they would work on rotational basis with one Speaker taking lead at a given time.

"Jacob is principled and a man of his word; that is why you have not heard about rumblings within the august House," she adds.

GRASSROOTS APPROACH

Among says since the elections for the leadership of the House, they have focused more on taking Parliament to the people and interacting with citizens at the grassroots.

"I am sure you have seen

BILLS

THERE IS A HIGH LIKELIHOOD THAT WITHIN THE FIRST YEAR OF THE 11TH PARLIAMENT, THE HOUSE WILL HAVE TRANSACTED MORE BUSINESS THAN ANY OTHER PARLIAMENT IN UGANDA'S HISTORY IN A SINGLE YEAR

Rt Hon. Oulanyah and myself in Busoga and other parts of the country, interacting with communities and listening to them. It is only when you know what the people want that you can properly address their needs."

Among says staying in Kampala means that many times one misses what is happening to the people in the countryside – the reason she is passionate about the oversight work in the villages.

When asked about her work method, Among says she believes in consensus building, even in legislation, so that Parliament and country, by extension is not polarised.

"Many times when Bills are in their early stages, I encourage the two sides of the House and the independents to engage on

the contentious clauses so that national interest takes centre stage. Many times, this has helped to lessen the tension in the House."

FOCUS ON CAPABILITY

Asked about what it takes for a woman leader to run Parliament, the Deputy Speaker says world over, women are taking their rightful places at the leadership table and Uganda is not an exception.

"Our country needs to focus on capabilities rather than gender. As leaders, we need to create an environment in which women are able to realise their full potential.

"As leaders in Parliament, we understand the fact that all our legislative reforms must place women and young people at the centre. That is why when we were considering Bills like the Mining and Minerals Bill, the Succession (Amendment) Bill and the many other motions, the issues that affect women were given thorough scrutiny, so that they are not left out of the places that matter," she notes.

Among says as a woman leader, her door is always open to all actors willing to share ideas on how best "we can make the country a better place for all."

Among, however, says as attention is given to the issues that affect the girl child, the boys need to be adequately prepared to fit in a world where they can co-exist peacefully with the girls and look at them as equals.

She adds that Parliament has to deal with the issues that affect the well-being of women.

Speaking during plenary on March 3, Among noted with concern that many women are still losing lives during child birth because of the absence of experts to attend to them.

She argued that Government and Parliament need to do what is necessary to address the gaps in the health sector, especially the dangers that mothers face daily.

Among believes that attention needs to be paid to how women can become major players in the economy.

GOVERNMENT INITIATIVES

Among says all government initiatives, including the Parish Development Model, need to have special components that address specific needs of the women.

According to the Deputy Speaker, at planning level, deliberate efforts must be made to address women-specific issues.

Among adds that in the few months she has been in charge, the legislature has had a candid conversation about other issues affecting women and the girl child, including female genital mutilation, which she says needs to be dealt with as matter of urgency.

As the country gears up for the final stage of the budget cycle, Among asks MPs to pay keen attention to the critical areas that need funding, asking the Uganda Women Parliamentary Association to take stock of the issues that concern women.

She says women took a bigger punch from the COVID-19 pandemic and all recovery efforts



Among (fourth-right) with Bishop Raphael Wokorach of Nebbi Diocese (fourth-left), members of the clergy and Hon. Lucy Akello

MANY HATS

must put that into consideration.

WOMEN IN LEADERSHIP

Among says the President and the NRM Government must be credited for creating an environment that has enabled transformation of women.

She says the President should be lauded for leading by example when deploying leaders to different positions.

"We cannot take it for granted that our Vice-President, Prime Minister and two Deputy Prime Ministers and several ministers and other sector leaders, are women."

Among says the country also owes a vote of gratitude to all the trailblazers who opened the way for women empowerment.

She says it is the work of such women which paved the way for her and others, to rise to the top leadership positions in the country.

NEW RECORD

Perhaps owing to her academic background and having achieved so much at a relatively young age, Among is determined to set new records for Parliament in terms of transacting business swiftly.

Among first earned national recognition in 2012 when, to the shock of many, defeated high sounding Forum for Democratic Change (FDC) stalwarts who included Salaamu Musumba, Augustine Ruzindana, Christopher Kibanzanga, John Kazoora and Ingrid Turinawe, to become the party's flag-bearer for the East African Legislative Assembly.

Among was, however, unable to go through when Parliament voted

BRIEF PROFILE

Born in rural Bukedea on November 23, 1973, Anita Annet Among says she shares her life story with girls at every opportunity to encourage them that with determination, they can achieve their potential.

The Deputy Speaker is an accountant and lawyer by profession. Among believes in sharing whatever she has with the community because coming from a humble background where life was a struggle, she knows what it means to lack.

In the 10th Parliament (2016-2021), Among, who had come to Parliament as an independent, served as the Vice-Chairperson of the Committee on Commissions, Statutory Authorities and State Enterprises.

Among graduated with a Bachelor of Business Administration in 2005 and in 2008, was awarded a Master of Business Administration by Makerere University.

It is also important to note that having noticed the importance of law in parliamentary work and political leadership in general, Among in recent years went back to study. In 2018, she graduated with a Bachelor of Laws from Kampala International University.

She briefly served as a senior lecturer at Makerere University Business School and Kampala International University.

In what could arguably make her an outstanding role model in never giving up on big dreams, Among, for two parliamentary election cycles – in 2007, when Bukedea district was created, and 2011 – lost the District Woman Representative seat to Rose Akol of the National Resistance Movement political party. When she contested for the third time as an independent in 2016, she won.

because the ruling NRM party at that time, decided to isolate FDC and backed candidates for the Democratic Party and Uganda People's Congress.

Among later joined the ruling party and, while contesting for the Bukedea District Woman Representative in 2021, she went through unopposed as the NRM flag-bearer.

The Deputy Speaker has presided over most of the Parliament sessions and has repeatedly directed committees to expeditiously transact assignments as part of her efforts of ensuring Parliament gets to greater heights in performance.

BILLS AND REPORTS

Within just eight months of the 11th Parliament, so many Bills and reports have been debated and approved by Parliament.

There is a high likelihood that within the first year of the 11th Parliament, the House will have transacted more business than any other Parliament in Uganda's history has ever done in a single year.

In the past Parliaments, there was a culture of committees taking ages to finalise Bills and other assignments given to them, which Among, with guidance from Speaker Jacob Oulanyah, has stopped.



Among appreciates women who have enabled her to get to top leadership



MINISTRY OF LOCAL GOVERNMENT

LOCAL STRUCTURES FOR SOCIAL AND ECONOMIC TRANSFORMATION



H.E. Gen. Yoweri Kaguta Museveni
President Of The Republic Of Uganda



Hon. Raphael Magyezi
Minister for Local Government



Hon. Victoria Busingye Rusoke
Minister of State for Local Government



Ben Kumumanya
PS Ministry of Local Government

The Ministry of Local Government Congratulates all the women of Uganda upon celebrating International Womens day.



Parish Development Model is a game changer – Museveni.



The main focus now is the transformation of the population from the culture of working for only the stomach to working for both the stomach and money. He added: “We must do so with a calculation (ekibalo)”. – President Museveni, during the launch of the Model.

Decentralization, through the Local Government structure, has promoted Good Governance, enhanced Local economic development and ensured efficient and effective service delivery. The Ministry’s interventions are all aimed at creating wealth, improving people’s incomes and livelihoods through Agro-industrialization and processing, infrastructural and Urban development, Production marketing, Value Addition and skilling for Human Capital Development.

LC 5 Chairpersons are key in Service Delivery – Magyezi.



The Minister for Local government, Hon. Raphael Magyezi, interacting with the LC 5 Chairperson for Butambala District, Ms. Rashida Nambowa, during the LC 5 Chairperson’s meeting on service delivery at Hotel Africana on Friday 04th March 2022.

The major Purpose for the meeting was to discuss on how to improve service delivery in all respective districts.

Minister Busingye interacting with the Mayors and Town Clerks



The Minister of State for Local Government, Mrs. Victoria Rusoke Busingye(center), interacting with City Mayors and Town Clerks on the operationalization of the Cities at Ministry Headquarters recently.



The Permanent Secretary, Ministry of Local Government, Ben Kumumanya, interacting with some of the LC 5 Chairpersons who attended the LC 5’s meeting on service delivery at Hotel Africana on Friday 04th March 2022.



THE REPUBLIC OF UGANDA

MINISTRY OF LOCAL GOVERNMENT

LOCAL STRUCTURES FOR SOCIAL AND ECONOMIC TRANSFORMATION

New Markets have improved our welfare - Women Vendors.

“I’m so grateful as a woman and a single mother, because this market is everything to me. I’ve built a house, taken children to school till university and most of them are now working” - Muzadde.

Kitooro Market, Entebbe

“I sell all kinds of fruits and vegetables; I thank God for enabling us to enter this new market. We thank President Museveni for building for us this permanent market and washed away all our sorrows we are now saved from the scorching sun shine and heavy rains...We were in a bad place the other side. Working in small spaces, mud and water everywhere and in very poor conditions. We had to buy umbrellas all the time after the wind blowing them off but now here every one has a stall, very spacious we have where to keep our merchandise but here is far much better than the old market we had.

I’m so grateful as a woman and a single mother, because this market is everything to me. As a vendor I’ve achieved a lot from this business. I’ve built, taken children to school till university and most of them are now working. I’ve managed to take care of most people in my life.

We have managed to make a Sacco which has helped a lot of women to borrow money and to stabilize their businesses. This was previously very hard for us to achieve because people were scattered in different



Ms. Saata Muzadde - Entebbe Kitooro Main Market - Chairperson Vegetable Section.

places but now we are all here in one place which makes it easy for us to set it up and all the members are active.

Currently this Sacco can lend out money

ranging from 100,000/= up to 1,000,000/=, the members take money and return it at a small percentage to their capability as expected the Sacco then we keep on giving to others and process continues”.

Kitooro Market, Entebbe

Ms. Molly Nalumaga Muwanga - Entebbe Kitooro Main Market - Chairperson Fish Section

“I am happy about our New Market...the old one was muddy place and unhygienic....Our President setup a market for us nearest to the airport. But we were affected so much by COVID 19”. - Muwanga



Kitooro Market, Entebbe



Lydia Zawedde a Fashion stylist standing next to her open saloon/ Boutique in Kitooro Main Market

“My name is Lydia Zawedde. I am so grateful to the Government for constructing the Entebbe Market for us. I now own my own saloon and boutique like you see here....I save 300,000 UGX on my account every Month”.



Fully stocked operational Saloon in Kitooro Market, Entebbe



The only Fresh Fish Lady Vendor among the many Men in Lugazi Central Market.

Lugazi Central Market



Aisha Kiwanuka Chairperson Lugazi Central Market Vendors Association.

“I started vending in this Market in 2002 in the old Market...We used to work in a very dirty environment, under scorching sun shine and heavy rains. I am very grateful to H. E the President and MATIP Project for building us such a beautiful Modern Market... As women, we have benefited so much; established ourselves, educated children; my six children are all now graduates with good jobs, I have built a house, acquired some pieces of land; generally; I am doing well”. - Kiwanuka

Women and Girls in Uganda are confronting the impacts of climate change.

The theme for this year's International Women's Day is "Gender Equality today for sustainable tomorrow."

This is timely and resonates with the 66th Session of the UN Commission on the status of women which is equally focusing on achieving gender equality and empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies, and programmes. Oxfam in Uganda draws imperial evidence from communities, vulnerable women and girls on topical issues affecting their lives, one of which is the impact of climate change and continued inequalities. Climate change displacements are on the increase across the country. The 2021 Sixth Inter-Governmental Panel on Climate Change (IPCC) report indicates that with the accelerated increase in global warming and its associated disaster events, climate change-induced migrations and displacement will increase more by 2040 if no action is done. While locally, climate change and its impacts have been attributed to trees being cut down to be used as fuel and other land practices, the overbearing impact of climate change that these already vulnerable communities face is largely attributed to global warming.

International Women's Day serves as a call to action by states towards accelerating progress for gender equality and women's empowerment. Uganda remains committed to accelerating Gender Equality, as evident in the 3rd series of the National Development Plan (NDP III, 2020/21-2024/25), which guides the nation's delivery on the aspirations articulated in Uganda Vision 2040. Uganda's Gender Gap Index stands at 0.523, which reflects human development in favour of the male gender despite women constituting 51% of the total population.

Sustainable development can only be achieved through long-term economic, human, and environmental capital investments. Uganda aspires for a future in which women and men are accorded equal opportunities to participate as equal partners in development. However, women are increasingly being recognized as more vulnerable to climate change impacts than men, as they are more dependent on the natural resources that climate change threatens the most. As these resources become scarcer, women experience an increased work burden and may fall further into poverty as a result.

The impacts of climate change on food production and preparation implies an increase in time spent doing unpaid care work by women and girls. During and after extreme weather events, where there are displacements, they are at increased



Steven Odu and his wife Jennifer Angua work together using the Gender Action Learning System (GALS Methodology) to improve their livelihood amidst climate change and its effects

protection risks, including sexual violence and exploitation.

Communities in many parts of Uganda are already vulnerable and grappling with the socio-economic losses due to climate change. Most of these have weak coping mechanisms. COVID-19 has further increased their vulnerability with an increased fiscal deficit of the different sector budgets.

Drawing evidence from various crises including: the COVID-19 pandemic, floods, transboundary conflicts, outbreak of locusts, among others, it is critical that the government of Uganda and other actors put people at the centre of climate change response and pay attention to the challenges and opportunities that climate change presents in the struggle for gender equality.

In addressing climate change, it is important to note that women, girls, men and boys are not helpless victims of climate change, but can use various methods and strategies to adapt to climate change through social norm change, social transformation and strategic decision making within the private and public spheres. If women and girls are included in decision-making in their communities, the unique needs of both women and men can be met.

Women and girls as agents of climate change action

Hilda Flavia Nakabuye, who has experienced first-hand impact climate change at the hands of her parents who could no longer afford to continue supporting her education, is now a climate activist advocating for climate change through social transformation. "After the massive effects of climate change in my home village- the strong heavy rains that washed away our crops and left the land bare, the constant dry spells that left the streams and wells dry, my parents had to sell off our

land and livestock to sustain our lives. And when the money was over, it was a question of survival or death. I am lucky that I am still surviving. I will not take this for granted because people are dying every day." She recounted.

"I decided to protect the only place I call home. I joined other young people all over the globe to protect our future. Through endless fights and sleepless nights, we hustle our way because this is our future. I can tell you that we are a generation of scared people, but very ambitious ones. United, persistent, and very good at taking action. It is now apparent that climate change is the reality of our times, and urgent climate action is crucial to stop the emergency.

Angua, J, a 38-year-old small-scale farmer member in Adjumani district and her husband, Odu, S, 38, are members of ESAFF, an Oxfam Partner in Adjumani. The couple has four children and, together as a family, have experienced the effect of climate change on their livelihood. They own 15 acres, but because of constraints like scarce labour and capital, they can only utilize about 8 acres.

Over the years, they have seen reduced yields, hunger, and food insecurity primarily due to drought and floods that are less predictable. The crops in their gardens have been affected by pests like the fall armyworms and diseases. Their children have also experienced malnutrition as a result of insufficient nutritious food. The couple stopped planting crops and varieties like simsim (sesame) and groundnuts that require a lot of labour with long maturity periods. Yet, most of the present varieties are highly affected by pests while in the garden. Currently, the household focuses on crops like cassava, maize and pigeon peas which have proven to be food security crops. Other members of the community share similar experiences.

"I no longer plant simsim because it rots in the garden. We have left many crop varieties because these weather changes can no longer allow them to perform very well in the soils. It is disappointing, but we have nothing to do." Angua. Angua and her husband managed to actively use the Gender Action Learning System (GALS) Methodology to identify the causes of climate change and how they can address them. GALS is a community-led empowerment methodology that aims at improving livelihood and gender justice in poor and vulnerable communities in the agricultural value chain.

Angua and her husband have used the knowledge and skills received from the training by ESAFF Uganda on integrating GALS methodology in climate change engagements. As a household, they managed vigorously to use the GALS methodology to identify key challenges of climate change and later drive solutions to address it.

"We knew that we needed to take actions as a household to address some of the effects of climate change if we were to sustain the livelihood that we have built over the years as a family", Angua. As a family, we have so far planted over 200 trees in this community, these trees include both traditional and fruit trees like mangos. We know how trees are important in the fight against climate change hence motivating us to plant more trees."

Angua's experience and her family are different from many community members who need to adopt innovative alternative approaches to address the impact of climate change. It is important for all actors to invest in innovative approaches that will address climate change adaptation, mitigation, and response at all levels considering the immense outcomes it can yield towards the development agenda.

The existing gender gaps present great opportunities for Government

and different actors in Uganda to accelerate gender equality and women's empowerment for sustainable national development.

How can we support women and girls address the impact of climate change?

1. Adopt a gender-responsive approach in climate-smart agricultural initiatives by government and stakeholders. Climate change necessitates a new approach to agriculture that employs policy and agro-practices that enhance food security, promote adaptation and resilience, and yield mitigation co-benefits.
2. Ensure that technologies and extension services cater to women's needs. New technologies (e.g., drought-resistant crops, irrigation practices) and existing ones will be adopted and/or adapted more effectively when they are suitable to the needs of women. Rural women also need to benefit from access to agricultural extension and climate information services.
3. Engaging women as key environmental actors in natural disaster management decision-making processes, alongside men, tapping on women's skills, resourcefulness and leadership in mitigation and adaptation efforts.
4. Government and other stakeholders should target youth in building a future generation that does not subscribe to male dominance, but promotes partnership and mutual coexistence with women and girls.
5. Increased access to and control over land and other productive resources by women should be prioritized by government since it contributes to addressing the power in decision making which is often a preserve of men in most communities. This can go a long way in addressing the patriarchal beliefs and practices that often-put women in subordinate positions.



Oxfam supports tree growing and planting to turn round climate change effects in communities