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**FINAL REPORT FOR
THE
GEKS UGANDA NATIONAL ASSESSMENT**

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Contents

ABBREVIATIONS	2
1.0 Introduction	3
1.1 Background	3
2. Framework on Gender Equality and the Knowledge Society	5
3. Knowledge society outcomes: indicators of women's participation in the knowledge society	33
4. Challenges of women in leadership positions	45
5. Recommendations	45
6. Conclusion	50

ABBREVIATIONS

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

1.0 Introduction

Women of Uganda Network (WOUGNET) is a women's organization operating at the National level in Uganda and in specific districts at the local level. WOUGNET has been conducting a research on Gender Equality and the Knowledge Society (GEKS) since May – July 2015. WOUGNET was commissioned for this National Assessment under the financial support of UNESCO. The aim of this study was to collect data on and develop analysis of factors that affect the STI participation of women and girls that can lead to cross-country and global comparisons. Findings from this research are a critical reflection on some recent attempts to construct indicators of gender equality and women's empowerment, focusing on Health status, Social status, Economic status, Access to resources, Women's Agency, Opportunity and Capability, Women knowledge economy, Women knowledge in decision making, Women knowledge in Science Technology and Innovation, Women and learning lifelong and analyzing the influence of enabling policy environment on the named aspects in promoting gender equality.

1.1 Background

Beijing +20: Re-thinking women's empowerment and gender equality in 2015 and beyond

In 1995, the Beijing Declaration and Platform for Action (BPfA) was adopted by the Fourth World Conference on Women, and subsequently endorsed by the United Nations General Assembly in 1996. The Beijing Platform for Action, to which 189 countries committed themselves, constitutes a global framework for realizing gender equality and the empowerment of women and girls. The 20-year review of progress in implementation of the Beijing Platform for Action (Beijing+20) takes place at a strategic moment: the global community is intensifying efforts towards the achievement of the Millennium Development Goals (MDGs) and work on shaping a post-2015 development agenda and sustainable development goals (SDGs) is intensifying. The interlinked processes of the Beijing+20 review and the elaboration of the post-2015 development agenda provide a critical opportunity to position gender equality and women's empowerment at the center of the global agenda, both as an important end in itself and as an essential means for the achievement of sustainable development in all its dimensions.

As MDGs, women's equal participation with men is part of their fundamental right to participate in social, economic and political empowerment. MDG 3 signaled a global recognition that women's rights, empowerment and leadership are essential for achieving all the MDGs; and having gender equality and women's empowerment as one of eight goals is a powerful stimuli for action by governments and donors. Uganda's women have not achieved full equality with men; and that should be enough to underscore the need for keeping a strong focus on gender equality and women's rights in the development agenda beyond 2015. This can be done by retaining a strong and standalone goal on gender equality and women's rights; and including gender-specific targets and indicators in all other relevant development goals. Women and girls are always discriminated against in health, education and the labor market; thereby affecting their freedoms. Uganda has unequal distribution of human development and they also experience high inequality between women and men. Knowledge and information have significant impact on people's lives. The sharing of knowledge and information, particularly through Information and Communication Technologies (ICTs) has the power to transform economies and societies. It is important to create inclusive knowledge societies and empower local communities by increasing access to and preservation and sharing of information and knowledge. Knowledge societies must build on four pillars: freedom of expression; universal access to information and knowledge; respect for cultural and linguistic diversity; and quality education for all.

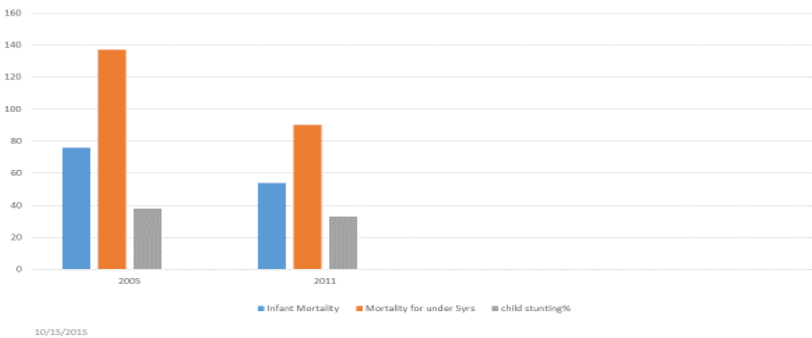
A knowledge society generates, processes, shares and makes available to all members of the society knowledge that may be used to improve the human condition. To be able to measure women's participation, it is important to have a gender equality research and this Gender Equality in the Knowledge Society framework helps to come up with such good data as needed to provide more useful information on opportunities and challenges, as well as lay a foundation for better and informed decision making. This framework makes a gender analysis of indicators in Science, Technology and Innovation (STI), Information and Communication Technology (ICT) and the knowledge society. The framework analyses the social, economic and political aspects of development which determines the

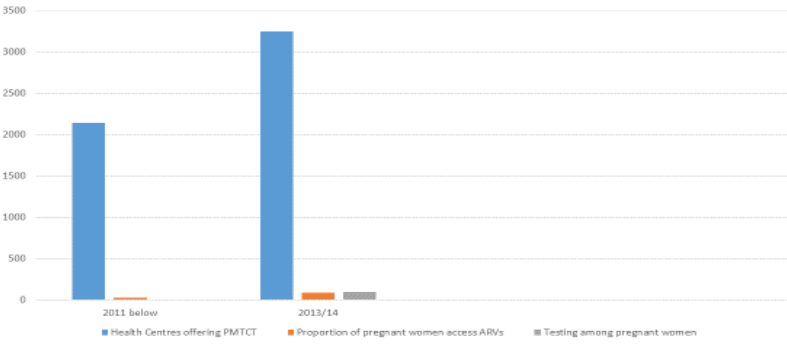
ability of both women and men to equally contribute to the knowledge society: health status, social and economic status, level of opportunities available, level of political participation, access to resources and the enabling policy environment. It is upon this background that indicators are incorporated into the ability of women and men to participate in the knowledge society: access to science and technology education, access to and use of technology, decision making in knowledge society sectors, participation in science, technology and innovation systems and access to lifelong learning among others. The limited participation of women and girls in the knowledge society limits the possibilities for economic development and discouraging the attainment of gender equality. If men monopolize the legislative spaces, passing laws which affect knowledge society at large, the decision-making process always lacks a balance in catering for the interests of male and female citizens. It is also vital to promote equality between women and men. Gender Equality is not only a fundamental human right, but a necessary foundation for the creation of peaceful, sustainable and resilient societies. This report also highlights policy environment initiatives, researches carried out and related literature on the gender equality in the knowledge society. The document further identifies key challenges and before concluding with recommendations for moving forward¹.

¹ <http://en.unesco.org/post2015/building-inclusive-knowledge-societies#sthash.9XS5PkB8.dpuf>

2. Framework on Gender Equality and the Knowledge Society

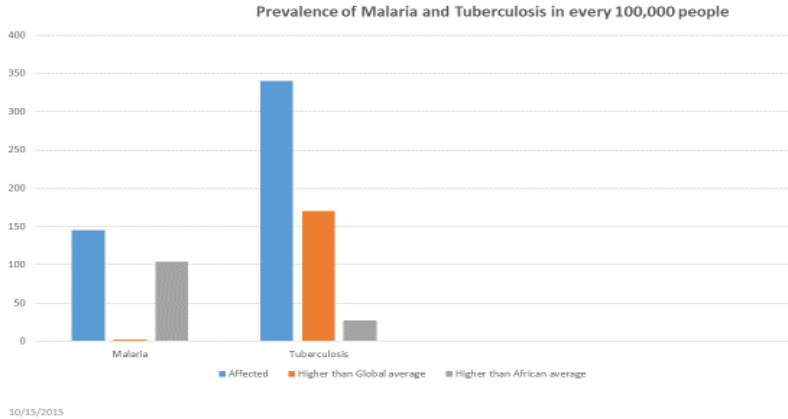
Knowledge society inputs: women's potential for participation

Dimension	Indicator topic area	Findings	Indicator Sources	Comment												
Health Status (Health indicators)	Female healthy life expectancy Ratio: female healthy life expectancy at birth over male value (HALE)	<p>Health comprises of life expectancy, disease and illness, and physical integrity. WHO, 2010 notes that healthy life expectancy in Uganda is 44:41 for women to men. Although these are only 1- 4 years fewer respectively, than averages for the African continent, they are nearly 24 fewer relatively healthy years than the international averages of 64:60 years for women to men http://unstats.un.org/unsd/demographic/products/Worldswomen/WW2010pub.htm. Women have an average of three more years of health than men in Uganda, compared to the African one year, and four years internationally http://www.who.int/whosis/whostat/EN_WHS10_Full.pdf.</p> <p>Infant Mortality rate has reduced from 76 to 54 of 1,000 live births; Under Five (5) mortality reduced from 137/1000 to 90/1000 live births; 16% of children under 5 are underweight while 6% are wasted, and 12% of women are malnourished (Uganda Nutrition Action Plan 2011–2016); Child stunting has decreased from 38% - 33%; Vaccination against Diphtheria has increased from 76% in 2011 to 93%; Vaccination against Measles has improved from 56% to 91%; and Antiretroviral therapy coverage increased from 53 % to 77 %, and Maternal mortality rates have continued to be high at 435/100,000, above MDG target of 131/100,000 live births by 2015. In spite of high maternal mortality rates, only 42.1% mothers deliver at health facilities compared to 57.8% delivered at home Five Year Strategic Plan (2011/12– 2015/16) August 2011. This makes delivery one of the serious health risks for women in the reproductive age.</p> <p style="text-align: center;">Mortality out of every 1,000 live births</p>  <table border="1" data-bbox="478 971 1285 1307"> <caption>Mortality out of every 1,000 live births</caption> <thead> <tr> <th>Year</th> <th>Infant Mortality</th> <th>Mortality for under 5yrs</th> <th>child stunting%</th> </tr> </thead> <tbody> <tr> <td>2005</td> <td>76</td> <td>137</td> <td>38</td> </tr> <tr> <td>2011</td> <td>54</td> <td>90</td> <td>33</td> </tr> </tbody> </table>	Year	Infant Mortality	Mortality for under 5yrs	child stunting%	2005	76	137	38	2011	54	90	33	<p>http://unctad.org/en/PublicationsLibrary/ditctncd2013d12_en.pdf</p> <p>http://www.photius.com/rankings/2015/population/hiv_aids_adult_prevalence_rate_2015_0.html</p> <p>http://www.jica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e08uga.pdf</p> <p>http://www.uhasselt.be/Documents/UHasselt/onderwijs/internationaal/noord-zuid_2015/HIV and AIDS Uganda Country Progress Report 2013.pdf</p>	<p>Healthy life expectancy for men and women of Uganda is below average. Without sufficient health, it is difficult to have full access to education or work beyond the household.</p>
Year	Infant Mortality	Mortality for under 5yrs	child stunting%													
2005	76	137	38													
2011	54	90	33													

Dimension	Indicator topic area	Findings	Indicator Sources	Comment												
		<p data-bbox="512 217 1167 250" style="text-align: center;">Increase in different Key health aspects</p>  <table border="1" data-bbox="512 261 1293 602"> <caption>Data from 'Increase in different Key health aspects' chart</caption> <thead> <tr> <th>Year</th> <th>Health Centres offering PMTCT</th> <th>Proportion of pregnant women access ARVs</th> <th>Testing among pregnant women</th> </tr> </thead> <tbody> <tr> <td>2011 below</td> <td>~2100</td> <td>~100</td> <td>~0</td> </tr> <tr> <td>2013/14</td> <td>~3200</td> <td>~200</td> <td>~100</td> </tr> </tbody> </table> <p data-bbox="512 623 569 634">10/15/2015</p> <p data-bbox="443 654 1478 816">Children constitute about 57% of Uganda’s total population of 30.7 million people. According to the OVC situational analysis conducted in 2009; out of the 17.1 million total children population, 2,430,000 (14.2%) children are orphans while 1,117,800 (46.%) of those are due to HIV/AIDS. A total of 8 million (51% of the total number of children) is vulnerable with some critically and other moderately http://www.unaids.org/documents/20101123 GlobalReport Annexes1 em.pdf.</p> <p data-bbox="443 854 1478 1081">It is also estimated that over 105,000 children aged 0-14 years are HIV positive and 50,000 are currently in need of pediatric ART although only 26% of them are receiving the ART. Most of these children are infected through mother to child transmission (MTCT). The epidemic has shifted from unmarried young individuals to older individuals between 30-35 years, who are married or in long term sexual relationships. 37% were due to multiple partnerships, 34% occurred among monogamous discordant couples² while 9% arose from commercial sex networks Five Year Strategic Plan (2011/12 – 2015/16) August 2011.</p>	Year	Health Centres offering PMTCT	Proportion of pregnant women access ARVs	Testing among pregnant women	2011 below	~2100	~100	~0	2013/14	~3200	~200	~100		
Year	Health Centres offering PMTCT	Proportion of pregnant women access ARVs	Testing among pregnant women													
2011 below	~2100	~100	~0													
2013/14	~3200	~200	~100													

² It is a situation where a couple of long-term sexual partner yet with a discordance in HIV status (one has an infection and the other does not in a non-polygamous union).

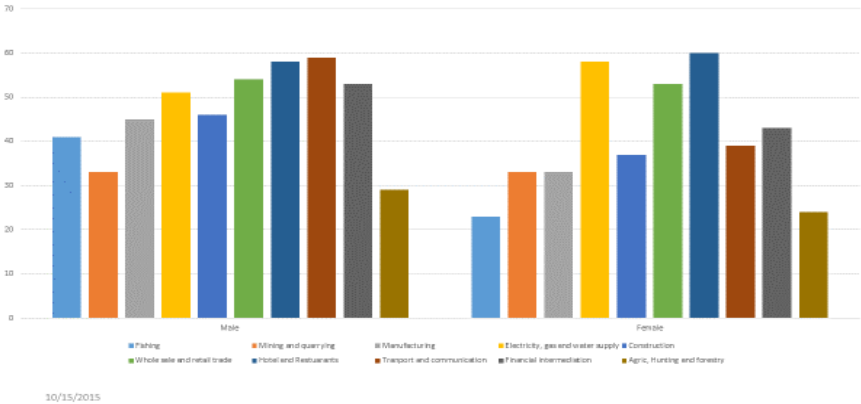
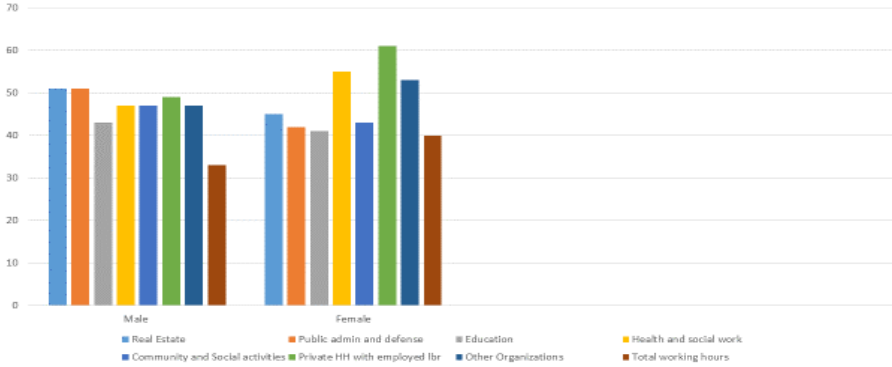
Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p style="text-align: center;">Percentage of HIV Prevalence</p> <p style="text-align: center;"> ■ Multiple partners ■ Monogamous discordant couples ■ Commercial sex workers </p> <p style="text-align: center; font-size: small;">30/15/2015</p>		
	<p data-bbox="212 659 415 792">Prevalence of rates of malaria, tuberculosis and HIV/AIDS (M/W)</p> <p data-bbox="212 992 365 1057">Prevalence of malaria</p> <p data-bbox="212 1227 415 1292">Prevalence of tuberculosis</p>	<p data-bbox="438 659 1480 992">Malaria is the most prevalent illness reported by 52% of Ugandans, with having highest incidences in Eastern region. Uganda records an estimated 12 million cases of malaria a year. It mainly affects pregnant women and children age less than five years. Pregnant women are four times more likely to suffer from malaria than when they are not pregnant. 60% of miscarriages in Uganda are attributed to malaria http://www.who.int/bulletin/volumes/86/2/07-041822/en/#R1. In Uganda, 75% of the sick people have to walk 4.6 km to the nearest government Health Centre. According to the WHO Malaria Report (2010) the number of Ugandans owning at least a mosquito net has risen from 2% in 2000 to 46% in 2010. At least 33% of children below five years and 77% of pregnant women sleep under a treated mosquito net and that 5% of Ugandan aged above 60 years sleep under a mosquito net.</p> <p data-bbox="438 1029 1480 1292">In 2014, reports show that Malaria in Uganda affects 145 /100,000 people in 2014. This is much higher than the global average of 2.3 out of 100,000, and even higher than the average for the continent of Africa with 104 people per 100,000. On the other hand, Ugandans have a lower than average incidence of death from tuberculosis. For every 100,000 people, only 27 people die of tuberculosis, which is slightly over half of the continental average of 51 people, although 340/100,000 people have the disease --greater than the global incidence of 170/100,000 people http://www.icn.ch/tb-mdr-tb-project/news/general-news/tuberculosis-is-the-most-neglected-disease.html.</p> <p data-bbox="438 1330 1480 1424">2008 Global TB, Uganda has the unenviable distinction of having the lowest TB cure rate in the world at just 32 %. The tuberculosis prevalence rate, from 526 persons per 100,000 in 1990 to 193 persons per 100,000 in 2010. 63% of TB patients in Uganda are co-infected with HIV and TB</p>	<p data-bbox="1499 691 1768 889">UNHS Report, 2010 http://www.unaids.org/documents/20101123_GlobalReport_Annexes1_em.pdf</p> <p data-bbox="1499 963 1768 1161">http://www.icn.ch/tb-mdr-tb-project/news/general-news/tuberculosis-is-the-most-neglected-disease.html</p> <p data-bbox="1499 1227 1768 1328">Five Year Strategic Plan (2011/12 – 2015/16) August 2011</p> <p data-bbox="1499 1395 1768 1424">https://www.scribd.com/</p>	<p data-bbox="1787 659 2060 992">About half of the patients at Mulago Hospital's TB unit are HIV-positive, said Dr Alphone Okwera (Head the unit). Many patients don't know their HIV status before coming to the unit and agreeing to voluntary HIV counselling and testing.</p> <p data-bbox="1787 1029 2060 1424">While more than half of Uganda's population may carry a latent form of TB, people with HIV-compromised immune systems are 50 times more likely to develop an active TB infection. TB is the most common opportunistic infection for people living with HIV and accounts for up to</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p>remains the commonest cause of death among People Living with HIV. The report also notes that in 2004 and 2005, Uganda had the highest (default rate) numbers of patients who fail to complete treatment of all countries with large TB burdens. The numbers of people dying from TB reduction by half from 9,900 in 1990 to 4,700, thereby achieving the MDGs Sixth target.</p>  <p>10/15/2015</p>	doc/268391810/Uganda-National-Budget-Speech-for-the-financial-year-2015-2016#download	<p>half of AIDS-related deaths worldwide.</p>
	<p>Physical integrity (FGM) Women aged 15-49 subjected to Female Genital Mutilation Ratio of prevalence of FGM in daughters Proportion of women experiencing physical violence</p>	<p>Health is also affected by cultural practices that may impair women's ability to be equal members of society. Both sexual and physical violence have a greater effect on one's health. Women in are subject around the world to loss of physical integrity through female genital mutilation/cutting (FGM/C) and physical violence. In Uganda, just 1% of women ages 15-49 have undergone FGM/C, far less than the continental average of 50.9% according to the most recent data of the 2010 World's Women Report. This is particular among the Sabin, in Kapchorwa http://unstats.un.org/unsd/demographic/products/Worldswomen/WW2010pub.htm.</p> <p>The Uganda's 2011 demographic and health survey estimates that 56.1% of Ugandan women have experienced physical violence since the age of 15 and 28% of women in Uganda have experienced sexual violence during pregnancy; mostly from their husbands, intimate partners or someone they know in the same period of time (http://dhsprogram.com/pubs/pdf/FR264/FR264.pdf).</p> <p>The African Child Policy Forum report indicates that 16% of Ugandan girls are married off by the time they are 15 years and 53% by the age of 18; 59.9% of the women of 15-49 years have experienced physical violence; and 39% of women have experienced sexualized compared to 11% of men http://www.education.go.ug/files/downloads/POSITIONPAPERformainstreaminggenderineducatio</p>	<p>Five Year Strategic Plan (2011/12 – 2015/16) August 2011</p> <p>http://dhsprogram.com/pubs/pdf/FR264/FR264.pdf</p> <p>Uganda Demographic And Health Survey 2011</p>	<p>Recognition of the link between violence and a range of adverse reproductive health outcomes — including non-use of contraception and unintended pregnancy, poor outcomes of pregnancy and birth, gynecological morbidity, FGM and sexually transmitted diseases and human immunodeficiency virus (HIV) is also growing.</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		n.pdf		
Social status	Equity/discrimination in social institutions OECD- civil liberties. Composite gender equity indices: UNDP Gender Empowerment measure (GEM) UNDP Gender-related development Index (GDI) Social Watch Gender Equity	<p>The GDI reveals that gender gaps in human development are pervasive and female HDI value is about 8% lower than male HDI, but disparities do exist across countries, human development groups and regions and Uganda is no exception. Uganda is one of the countries with Low human development which ranges at: Gender Inequality Index Value in 2013 was at 0.529; Gender Inequality Index Rank in 2013 was 115th; Maternal mortality ratio in 2010 was at 310 http://stats.oecd.org/Index.aspx?DatasetCode=GID2; ———Adolescent birth rate for the period 2010/2015 was at 126.6; Share of seats in parliament in 2013 was at 35%; Population with at least some secondary education i.e. female 25years + in 2005-2012 was at 22.9%; Participation rate of females 15 years+ in 2012 was at 33.5%; whereas Participation rate for males of 15years+ in the same period was at 79.3% http://hdr.undp.org/en/content/table-4-gender-inequality-index.</p> <p>Uganda's HDI value for 2013 is 0.484— which is in the low human development category— positioning the country at 164 out of 187 countries and territories. Between 1980 and 2013, Uganda's HDI value increased from 0.293 to 0.484, an increase of 65.0 percent or an average annual increase of about 1.53%. Between 1980 and 2013, Uganda's life expectancy at birth increased by 9.7 years, mean years of schooling increased by 3.5 years and expected years of schooling increased by 6.8 years http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/UGA.pdf. Uganda's GNI per capita increased by about 60.1% between 1980 and 2013 http://www.ubos.org/unda/index.php/ The status of women in Uganda is affected by high poverty levels, low literacy rates, limited access to resources, inadequate institutional capacity of national gender mechanisms and law enforcement agencies and negative sociocultural practices that foster violation of women's rights.</p> <p>There are about 11 million youths in Uganda. Of these, over 80 % live in rural areas with females constituting the largest share (UBOS, 2010). The cohort of Ugandans between 12 and 30 years is the largest in history and is growing (IYF, 2011). To this end, there is a significant and growing youth surge in the demographics of Uganda (MFPED, 2011). Females account for 57.2% of the total youth population. In Uganda, women are the most illiterate (according to the World bank, literacy rate for adult women was 62% in 2012 as against 70% for the total population and lowest income earners and are bearing the brunt of bringing up children and ensuring they go to school.</p> <p>According to the Ministry of Finance, Planning and Economic Development (2009) the average monthly wage of women in Uganda is about 30% less than the average wage of men. –This means that women are paid between 30%-40% less; and 30% of decision-making related positions assigned to women. Of the 17 million women aged 15-49 who live with HIV/AIDS, 98% live in developing countries and 77% in Sub-Saharan Africa (WHO). As a result of these changes</p>	<p>http://www.rrojasdatabank.info/hdr20072008tab29.pdf</p> <p>http://hdr.undp.org/en/content/gender-development-index-gdi</p> <p>http://www.wikigender.org/index.php/Gender-related_Development_Index</p> <p>http://www.socialwatch.org/taxonomy/term/527</p>	<p>As major drivers of gender inequalities, discriminatory social institutions perpetuate gender gaps in development areas, such as education, employment and health, and hinder progress towards rights-based social transformation that benefits women and men.</p> <p>Women continue to bear almost all responsibility for meeting basic needs of the family.</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	Index.	many women entered public life as political leaders. In the Chamber of Deputies seats held by women increased to 48.8%. There was also a significant increase in the participation of women at ministerial and local government levels.		
	Sex ratio at birth	The national sex ratio stands at 94.5 males for every 100 females http://www.ubos.org/unda/index.php . The results show that the sex ratio has been declining over the previous censuses. The districts with the lowest number of males compared to females include Kisoro, Mitooma, Maracha, Kabale, Kaabong, and Yumbe (Census Uganda 2014). Sex ratio at birth has recently emerged as an indicator of certain kinds of sex discrimination in Uganda. However, notable in the findings is the revelation about the total population of Uganda constitutes 51%: 49% for females to males respectively. The results show that there are 17,921,357 million females compared to 16,935,456 million males in Uganda http://www.newvision.co.ug/news/661979-uganda-has-one-million-more-women-than-men.html .	http://www.ubos.org/UNHS0910/chapter2_introduction.html http://www.theodora.com/wfbcurent/uganda/uganda_people.html http://go.worldbank.org/CQC TMSF140	Fewer females than males may signal female foeticide; this is an indicator of a society with deep underlying discrimination against women.
	Son preference	Culturally, a ratio of 1:1.5 male: female respectively is preferred, While boys are prized for carrying on the family lineage, girls tends to be preferred as a source of wealth from bride price.		
	Prevalence of violence against women	Violence against women and girls is a scourge in all cultures, countries, regions and across generations. It impoverishes and harms women, their entire families and society as a whole. 7 in 10 women experience physical and/or sexual violence in their lifetime — mostly from their husbands, intimate partners or someone they know. http://www.education.go.ug/files/downloads/POSITIONPAPERformainstreaminggenderineducation.pdf Culturally in Uganda, there are some tribes in Western Uganda that believe that when a man does not beat his wife, then he does not love her. Many women tend to stay back and live in violence under the guise of love. Others are compelled to be silent no matter the situation especially in the 'Kiganda' culture, under the saying "things in the household should never be uttered".	Michelle Bachelet, UN Women Executive Director, 15 March 2013 Unfinished Business, May 2013 http://www.un.org/womenwatch/daw/egm/vaw_indicators_2007/papers/Invited%20Paper%20Walby.pdf	Women in Northern Uganda, and Rwenzori region have suffered worst forms of sexual and gender violence during the LRA and ADF wars. Women and children constitute majority of displaced persons and refugees in conflict situations, and their rights are grossly violated. "There can be no peace, no progress as long as there is discrimination and violence against women." Michelle Bachelet, UN Women Executive Director.

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	Percentage of women who have experienced physical or sexual violence	<p>Violence against women has serious implications to production, women's mental and physical health as well as the well-being of families. The prevalence rate has declined from 18% to 6% for the period 1990 –2002. Prevalence rate for women is 7.8% as opposed to 6.4% for males http://www.ubos.org/unda/index.php 16% of women are married by age 15 and 53% by age 18, UDHS, 2006 (Source: Ministry of Finance Planning and Economic Development, Discussion Paper 11, 2006).</p>		
	Time use/workload Female work time as a % of male	<p>Most women especially the poor work between 12-18 hours per day, with an average of 15 hours compared with an average of 9 hours per day for men. These women end up working more than the national recommended normal working hours of 40-48 hours per week. These are dominated by Police officers, Security guards and matrons, waitress/waiters, among others http://www.jica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e08uqa.pdf</p> <p>Average hours of work Residence: Approximate working hours per week in a household in a typical rural area, for male: Female 35:28 respectively; whereas in urban areas its Male: and female and 48 :42 respectively; Industry/Type of work: Male: Female ratio in the different sectors is as follows: Agriculture, hunting and forestry (29:24); Fishing (41:23); Mining and quarrying (33:33); Manufacturing (45:33); Electricity, gas and water supply (51:58); Construction (46:37); Wholesale and retail trade, repair etc. (54:53); Hotels and restaurants (58:60); Transport, storage and communication (59:39); Financial intermediation (53:43); Real estate, renting business activities (51:45); Public administration and defense (51:42); Education (43:41); Health and social work (47:55); Other community, social and personal Service activities (47:43); Private households with employed persons (49:61); and Extra territorial organizations and bodies (47:53). There is a total of (40:33)</p>	<p>UNDP, <i>Human Development Report</i></p> <p>http://unctad.org/en/PublicationsLibrary/ditctncd2013d12_en.pdf</p> <p>Ministry of Gender, Labour and Social</p>	<p>Because of the unequal gender division of labor, women are overburdened with work especially reproductive work and agricultural activities due to lack of appropriate technology. Women are more likely to work part-time and are over-represented in occupations and jobs that are less well paid; of which part time jobs can give a guarantee for pension.</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p>that explains the different working hours per week, according to the named sectors.</p> <p style="text-align: center;">Male: Female ratio in the different sectors</p>  <p>10/15/2015</p> <p>However this does not consider the hours women spend on domestic work including child care, social activities, among others. Employees in industry work for an average of 53 hours a week, almost 13 hours above the normal working hours. Employees in the Hotels sector worked on average for the longest time of 61 hours per week while those in the financial institutions worked for the least average of 45 hours a week (Status Report For Uganda: LMIS Project January 2006).</p> <p style="text-align: center;">Female work time as a % of male</p>  <p>10/15/2015</p>	<p>Development: Labour Market Information Status Report For Uganda: LMIS Project January 2006</p>	
Economic status	Women as % of economically	The number of Uganda's economically active persons has risen and those not engaged in economic activity fell during the period 2010 - 2011 compared to 2009 - 2010. The Uganda		The Economically Active Population (EAP)

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	<p data-bbox="212 204 401 233">active population</p> <p data-bbox="212 505 417 602">Female labor force participation over male value</p> <p data-bbox="212 971 417 1203">Proportion of male/female employment 2006-2009 in agriculture, industry and service</p>	<p data-bbox="443 204 1478 435">Bureau of Statistics (UBOS) survey found that 24.4% of individuals aged 14 and above were not engaged in economic activity during 2010 - 2011 compared to 38.3% during 2009 - 2010. In addition, 21.1% of individuals between 18 and 30 years were not engaged in any economic activity. The human capital approach is often used to argue that much of the gap is due, not to discrimination, but to differing investments in employment by women and men. Understanding the gaps requires recognition of the limitations of human capital models, and a willingness to think beyond this human capital approach www.theeastafrican.co.ke/news/.</p> <p data-bbox="443 472 1478 667">The percentage of females in the labor force is more than that of males by 7%, The rural-urban variation in the labor force is notable as about 85% of the labor force in rural areas, In urban areas; the labor force participation rate for males is higher than that of their female counter parts. Economically, active population in Uganda is 9,772.6, constituting 47.4% males and 52.6% females. Unemployment is higher among women at 4.2% compared to 2.1% among men http://www.theeastafrican.co.ke/business/Ugandas+economic+growth+skewed+report+/</p> <p data-bbox="443 672 1478 802">Unemployment among women in urban areas is twice that of men. Women's participation in formal labor market is below that of men and women earn less compared to men. According to UNHS (2002-2003), 43% of Ugandan women are engaged in unpaid family work as opposed to 20% men. Majority of women and men are subsistence farmers.</p> <p data-bbox="443 839 1478 1235">Proportion of male/female employment 2006-2009 in industry 25% women and 75% men and service 35% women and 65% men in Uganda. Women have been defined as the backbone of agriculture making up to 80% of the agricultural labor force; it's crucial that strategies are devised to address the risks women face in the context of this new wave of "land grabbing". 4/5 women in Uganda are employed, 42% of women in Uganda are unpaid family workers, despite contributing the largest proportion of Agricultural labor. Paid workers offer limited opportunities to women and only 1/10 women are in paid employment. 17.4% of estimated 523,000 women in paid employment are in teaching professionals, 32% of women in public sector are teachers. Sales /retail category is second largest for women and Agriculture is an important source of paid employment for women—at least 15 % of women are classified as agricultural workers. Indeed, nearly 47 % of women in the public sector are agricultural workers on government department www.eprc.or.ug/pdf_files/policybrief12_gender.pdf.</p> <p data-bbox="443 1273 1478 1430">The number of people not engaged in economic activity fell during the period 2010/2011 compared to 2009/2010. The survey done by the Uganda Bureau of Statistics (UBOS) found that 24.4% of individuals aged 14 years+ were not engaged in economic activity during 2010/2011 compared to 38.3 % during 2009/2010; and 21.1% of individuals between 18 and 30 years were not engaged in economic activity during 2010/11 compared to 43.3 % registered in 2009/10.</p>	<p data-bbox="1503 237 1766 367">World Bank <i>World Development Report: 2012 – Gender Equality and Development</i></p> <p data-bbox="1503 570 1724 599">http://goo.gl/ed32Nu</p> <p data-bbox="1503 737 1766 834">Gender and Productivity Survey (GPS) in Uganda (EPRC, 2009)</p>	<p data-bbox="1787 204 2066 1068">includes people from 15-64 years; these are either employed, unemployed or seeking employment. This shows the degree of under representation of the designated in the groups' workforce; and guides employers by assisting them in the setting of their numerical goals and targets in order to achieve an equitable and representative workforce. The national demographics of the economically active population indicates that there are special efforts required to increase the pool of women especially when they are able to contribute more towards development of the economy.</p>

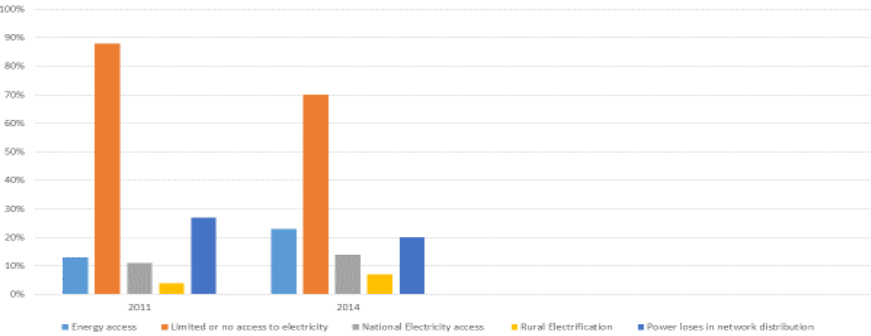
Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		http://www.jica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e08uga.pdf		
	Earned income ratios (M/W)	The gaps in mean earnings from self-employment are substantial everywhere (35% on average) and wider than those observed in wage employment (15% on average). Women have experienced some income poverty reduction but to a lesser extent compared to men, in 2002/2003, women constituted of 29% of the wage employment in 2005/06. In 2009/10, on average men in urban earned sh181, 000 (rural sh80, 000) while their female counterparts earned sh130, 250 (rural sh50, 000) http://iresearch.worldbank.org/PovcalNet/index.htm .	http://www.newvision.co.ug/news/653499-uganda-halves-poverty-income-inequality-widens.html	Income in Uganda is earned basing on educational attainment, Industry and occupation of employees. Individuals with specialized training earn more than twice the wages of those with secondary education, persons employed in agricultural industry are least paid per month compared to those in the financial institutions who are highly paid.
	Ratio of estimated female-to-male earned income	Majority of workers are paid between 60,000/= - 100,000/= a month; In comparison supervisors and managers are earning around 181,500/= - 4,800,000/= per month. Generally workers' salaries remain too low where the cost of living (renting houses, meals, clothing, education, medical etc.) is increasingly higher yet most households have no alternative sources of income. Women workers are compelled to seek supplementary sources of income in some instances to support their families http://www.jica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e08uga.pdf The very low wage of those employed in agriculture underline the plight of those engaged in agriculture in considering their large number of dependants, the very low yields of the farms produce, the high costs of transporting the produce and unfavorable conditions related to marketing. Despite the recent diversification in female employment—away from agriculture, the agricultural sector still accounts.	http://hdr.undp.org/en/reports/global/hdr2009/ www.eprc.or.ug/pdf_file/s/policybrief12_gender.pdf www.wikigender.org/index.php/wikigender	
	Females by category of workers (self-employed, salaried, family workers)	Females in Uganda hold defined jobs as self-employed jobs where the remuneration directly depends upon the profits driven from goods and services produced. Up to a measurement of 76.40 by 2009. More than 85% of the population in rural Uganda depends on agriculture as the main source of livelihood either as pure subsistence or with little commercial farming. Agriculture is also the main occupation of women. Nationwide, 72% of all employed women and 90% of all rural women work in agriculture; whereas only 53% of rural men do. Status of employment in Uganda 2009, Wage & salaried workers account for 23.6% and total self-employed workers account for 76.4%. http://laborsta.ilo.org/applv8/data/INFORMAL_ECONOMY/2012-06-Statistical%20update%20-%20v2.pdf	Uganda worker's Education Association Survey of 2011	To capture women's unpaid as well as paid economically productive labor (International Classification for Status in Employment (ICSE categories).
	Share of women by status of	On majority of the farms, women constitute 62.5% of the total workforce, permanent workers at 51.4%, and casual workers 48.6%. In 2010, Uganda employment in the informal economy in non-agricultural activities were as follows: - 2,720,000 Persons in informal employment 69.4 % of		

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	worker	nonagricultural employment; 2,344,000 Persons employed in the informal sector 59.8 % of nonagricultural employment; and 537,000 Persons in informal employment outside the informal sector 13.7% of nonagricultural employment. http://www.womankind.org.uk/wpcontent/uploads/downloads/2013/06/FOWODE-Gender-policy-brief-for-Ugandas-Agriculture-sector.pdf		
	Shares of women in poorest quintile Share of women among the total poor	Uganda is one of the fastest growing economies with sustained growth averaging 7.8% since 2000. Coupled with 2.9% growth in agriculture, Uganda is on target to meet the first Millennium Development Goal of halving poverty and hunger by 2015 http://www.feedthefuture.gov/sites/default/files/country/strategies/files/UgandaFTFStrategicReview.pdf . Despite these recent gains, under nutrition is widespread in Uganda, with 38 % of children chronically undernourished or stunted. This affects all economic groups, with 44% stunting in the middle wealth quintile, 43% in the lowest quintile, and only 25% in the highest quintile. One-third of the population lives below the poverty line and 77% of people age 10 and older is engaged in agriculture. The annual population growth rate is 3.2%, one of the highest in the world. Thirty-eight percent of under-five children are stunted, (short-forage) and 12% of women are malnourished. Women Accounts 80% of all unpaid workers. Ugandan women are highly entrepreneurial and they contribute significant amounts of labor to the economy which is the same as much not paid and are extremely credit worthy with regard to timely paying back. This is however limited to informal financial institutions like SACCOs (Savings and Credit Cooperatives) which hardly ask for collateral. http://www.feedthefuture.gov/sites/default/files/country/strategies/files/FTF_2010_Implementation_Plan_Uganda.pdf	Gender and Economic Growth(unleashing the power of women) http://unstats.un.org/unsd/databases.htm	Despite these recent gains, Uganda still suffers from the hardships of widespread poverty and this is brought about by factors such as Under nutrition which is widespread in Uganda, with 38% of children chronically undernourished or stunted and this affect all economic groups.
Access to resources	Ownership rights to land, houses and other property Women's ownership rights measure in GID—includes credit and loans	There are wide gender inequalities in the control and ownership of productive resources/assets in Uganda. Women save more and invest a higher proportion of their earnings in families/communities. Just 20% of women own land despite 70% of women being employed in agriculture. In Uganda, number of registered women ownership of rural/urban plots/houses or land was at 906,551 Females and 2,916,179 Males with an indicator of 0.311 http://www.iica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e08uga.pdf In Uganda, number of registered women ownership of rural/urban plots/houses or land was at 906,551 Females and 2,916,179 Males with an indicator of 0.311. Customary laws also prevent women from administering their non-land property without their husbands' consent. This lack of assets also prevents women from having access to credit. http://www1.uneca.org/Portals/awro/Publications/28Women%20and%20Access%20to%20Land%20and%20Credit.pdf . Women own only 16% of registered land in Uganda, yet they are responsible for 70-80% of agriculture production (Gender Baseline Study: Land sector, 2004). Most women access land for	World's Women 2010 – UN UN Statistics Division	It is a big challenge for women to control capital and unleash their potential as workers, business leaders and entrepreneurs, yet this would lead to higher economic growth, sustainable development.

Dimension	Indicator topic area	Findings	Indicator Sources	Comment															
	and loans	<p style="text-align: center;">Access and Use of Credit from FIs</p> <table border="1"> <caption>Access and Use of Credit from FIs</caption> <thead> <tr> <th>Gender</th> <th>Banked</th> <th>Use other FIs</th> <th>Financially excluded</th> <th>Formally Served</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>24%</td> <td>7%</td> <td>28%</td> <td>26%</td> </tr> <tr> <td>Female</td> <td>17%</td> <td>8%</td> <td>31%</td> <td>31%</td> </tr> </tbody> </table> <p style="text-align: center;">10/15/2015</p> <p>In recent years, women’s access to credit has shown faster improvement than access to other economic resources, due to the intensive work by organizations and governments in establishing special credit schemes and programmes targeted to women. In Uganda, 55% of micro-finance borrowers are women (National Gender Policy, 2006). Throughout the country, women are responsible for the well-being of their families and, tend to invest the profits from their businesses in ways that have a longer-lasting, deeper impact on the lives of their families and communities. Financial Access Strand Results from the FinScope Uganda, 2009 indicate that more men 31% than women 26% are formally served and more 24% males, than females at 17% are banked. A slightly higher proportion of females 8% than males 7% use other formal financial institutions. More women 31% than men 28% reported being financially excluded.</p>	Gender	Banked	Use other FIs	Financially excluded	Formally Served	Male	24%	7%	28%	26%	Female	17%	8%	31%	31%		
Gender	Banked	Use other FIs	Financially excluded	Formally Served															
Male	24%	7%	28%	26%															
Female	17%	8%	31%	31%															
	Percent of women using Internet and cell phones. Internet-- % women/men aged 15-74 who use the	<p>Access to a cell phone or a computer, along with ICT literacy, is a basic prerequisite for women to enter the knowledge society. More than 70 % of Internet users surveyed for Intel’s 2013 Women and the Web study consider the Internet “liberating”, and 85 % believe that it “provides more freedom” in Uganda. Access to the Internet has personal, social and market benefits. A 2007/8 survey by ICT works revealed that only 13% Ugandan women owned a cell phone as against 29% men. Moreover, men generally spent more money than women on using their cell phones. In 2007/8, the same gender gap could be observed when it came to Internet access: http://a4ai.org/affordability-report/report/; 1.1% women over 16 used the Internet (as against 3.7% men) and 0.8% women had an email address (as against 3.4% men). More generally, 3.5% Ugandan women knew what the Internet was, as against 9.4% Ugandan men. According to the survey, factors such as income, education and social position play a major role in explaining</p>	<p>Intel’s 2013, Women and the Web study</p> <p>http://www.oecd.org/gender/data/what-do-women-do-online.htm</p> <p>Social network demographics in 2012</p>	<p>Until 2009, Uganda entirely depended on satellites for international Internet connectivity. Recently, Uganda inaugurated national fiber optic Internet backbone infrastructure, and this will enhance current bandwidth and connectivity constraints.</p>															

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	<p>Internet</p> <p>Ratio men/women over age of 16 who use the Internet</p>	<p>ICT access and usage. When men and women share similar backgrounds (data is controlled for factors such as education and income.) the differences in access to ICTs and their use are less. However, due to unequal access to the factors that appear to enhance ICT access and usage – such as income and education – women generally have less access to ICTs and this increases as the technologies and services become more sophisticated and expensive, requiring greater levels of income and education to access and to operate.</p> <p>http://www.ictworks.org/sites/default/files/uploaded_pics/2009/Gender_Paper_Sept_2010.pdf</p> <p>Among the Uganda Communications Commission's (UCC) statutory, the digital divide is unfortunately being defined along urban–rural lines, whereas, 85% of the population (and more women than men) lives in rural areas, 80 % of the Internet users in Uganda are urban residents. Despite the efforts, only 21% of women and girls in developing countries have access to the Internet. Almost 60% of the Uganda's population is offline. Close to 70% of households in Uganda do not have Internet access, and while Internet penetration rates have increased dramatically in recent years, the pace of change seems to be slowing. The cost of fixed broadband remains about 40% of an average citizen's monthly income, while the price for an entry-level mobile broadband package hovers at just above 10% of monthly incomes. Internet access is especially expensive for women due to the gender pay gap and women are therefore far less likely to be able to access the Internet affordably than men http://a4ai.org/wp-content/uploads/2015/03/a4ai-affordability-report-2014.pdf. The Internet access gender gap is apparent and 30% fewer women than men access the Internet up to 45%. The gap widens in rural areas, where men's access to the Internet outnumbers women's access by 50%. Women are 23% less likely than men to own a cell phone (World Wide Web Foundation/WOUGNET FGD May, 2015).</p> <p>Uganda still suffers challenges related to limited Internet coverage; some areas have no connectivity because infrastructure is still lacking and this worsens attempts at universal access. For example, entry-level mobile broadband costs at least 18.2% women's GNI per capita and 26.0% as % of GNI p.c. adjusted for gender gap at 30% lower incomes among the Ugandan population.</p>	<p>http://unctad.org/en/PublicationsLibrary/ditctncd2013d12_en.pdf</p> <p>https://twitter.com/hashtag/PovertyIsSexist?src=hash</p> <p>http://a4ai.org/wp-content/uploads/2015/03/a4ai-affordability-report-2014.pdf</p>	<p>However, women's access to internet affects household gender relations, leading to physical and psychological violence. In the same way, there are positive reactions to use of internet, especially on women who feel they are free to participate in public discussions, plus chatting and interacting with friends on line than in the physical.</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment																
		<p style="text-align: center;">Use of the Internet</p> <table border="1"> <caption>Use of the Internet Data</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Rural Population</td> <td>85%</td> </tr> <tr> <td>Urban Internet users</td> <td>80%</td> </tr> <tr> <td>Women and girls using</td> <td>20%</td> </tr> <tr> <td>Population offline</td> <td>60%</td> </tr> <tr> <td>HHs with no access</td> <td>70%</td> </tr> <tr> <td>General access to internet</td> <td>45%</td> </tr> <tr> <td>Women own phone</td> <td>25%</td> </tr> </tbody> </table> <p style="text-align: center;">30/15/2015</p>	Category	Percentage	Rural Population	85%	Urban Internet users	80%	Women and girls using	20%	Population offline	60%	HHs with no access	70%	General access to internet	45%	Women own phone	25%		
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	Use by women of railroads and other transportation infrastructure	<p>Uganda is a land-locked country and most of it lies between 600 and 1,500 meters above sea level. Roads are used extensively for transport of other commodities and cash crops in most rural areas. The evidence of their widespread and intensive use is seen from total traffic counts at stations averaged 715 movements per day, with 538 pedestrians (75%) majority of whom are women, 164 bicycle (22%) and only 15 motor vehicles (2%). The motor vehicle traffic of 15 ADT included 4 trucks, 1 tractor, 2 cars and 8 pick-ups/4 WD vehicles. Minibuses and buses were observed at only 9 of the 55 counting stations. Transport improvements can reduce women's time-poverty in rural areas by 50%, as well as increase access to markets, schools and services, with resulting improvements in productivity by 20%, health and well-being.</p> <p>A research study on "Women's Travel needs in Uganda." found that about 70% of people carried on public motorcycles are women. The means are readily available but exposed to great risks with about 85% of accident patients in the government hospitals being victims off 'boda'. This is the cheapest mode of transport that is more affordable to women.</p> <p>http://www.upf.go.ug/download/publications(2)/Annual Crime and Traffic Road Safety Report 2013(2).pdf</p>	<p>http://www.ibike.org/pab/in/mwebesa.pdf</p>	<p>Equitable access to infrastructure and services is critical for women's economic empowerment, as well as their participation in the knowledge society. Boda boda transport service is rendered mainly by male school drop-outs and those who have never been to school.</p>																
	Access of women to electricity, including penetration and reliability in rural areas	<p>Improved access to water and energy can reduce women's workloads, increase productivity and provide more time for income generation, political participation and leisure. East African countries under-perform in energy access (at around 23 %) compared with the sub-Saharan average of 30.5 %. In Eastern Africa, one of the least electrified regions of the world, access to electricity ranges to 9% in Uganda, leaving more than 28 million people without access. A gender gap exists in access to electricity since more women than men live in rural areas, where electricity is less widespread than in urban areas.</p>	<p>Uganda Electricity for Rural Transformation Monitoring Survey 2010</p> <p>https://www.google.com/?qws_rd=ssl#q=Acces</p>	<p>Efforts to increase women's participation must address inequalities in governance structures and membership requirements.</p>																

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p data-bbox="470 228 947 261">Access of women to electricity,</p>  <p data-bbox="512 626 569 639">10/15/2015</p> <p data-bbox="443 656 1478 753">About 70 % of the population has limited or no access to electricity (IEA, 2010a), stifling socioeconomic development, and leaving 585 million people in the region to rely on traditional biomass (Infrastructure Development and Rural Transformation, 2013).</p> <p data-bbox="443 789 1478 1052">There have been intervention and thus National electricity access has increased from 11 % in 2011 to 14 % in 2014. During the same period, rural electricity has increased from 4 % to 7 %. Power losses in the Distribution Network now stand at 20 % from 27% in 2011. New customer connections made under the Rural Electrification Programmed during this year include 46,000 new connections on the grid and 1,968 new solar Photo Voltaic (PV) connections https://www.scribd.com/doc/268391810/Uganda-National-Budget-Speech-for-the-financial-year-2015-2016#download. With feminized poverty, it should be clear that the issue of affordability to women still overrides all challenges.</p>	<p data-bbox="1507 209 1761 370">s+of+women+to+electricity%2C+including+penetration+and+reliability+in+rural+areas+of+uganda</p> <p data-bbox="1507 407 1761 537">http://www.eac.int/index.php?option=com_docman&task=doc_view&gid=589&Itemid=163</p>	<p data-bbox="1793 209 2066 602">The low levels of energy is a big problem in Eastern Africa; and it affects women more, since they are key users in cooking, ironing, lighting and hence increasing their workload as they move long distances seeking for alternative energy sources.</p>
Women's Agency	Shares of women in lower houses of parliaments Ratio: women with	<p data-bbox="443 1060 1478 1357">Article 78(1) of the 1995 Constitution notes that, Members of Parliament directly elected shall represent constituencies and a total= 388 members of parliament in the 9th parliament (136 Female (35%) and 252 male members (65%)) as at 2012. The 9th Parliament of Uganda comprises of: 238 Constituency Representatives, 112 District Woman Representatives, 10 Uganda People's Defence Forces Representatives, 5 Representatives of the Youth, 5 Representatives of Persons with Disabilities, 5 Representatives of Workers and 13 Ex-officios. Females over 25 years of age in secondary education by 2010 make up 23.0%, while those in labor force are 76.0% by 2011 http://www.parliament.go.ug/new/index.php/members-of-parliament/members-of-parliament.</p> <p data-bbox="443 1393 1478 1422">From the perspective of the 9th Parliament, with the new constituencies created in 2010,</p>	<p data-bbox="1507 1060 1761 1122">The 1995 Constitution of Uganda</p> <p data-bbox="1507 1227 1761 1422">Women's Political Leadership In East Africa With Specific Reference To Uganda By: <i>The Rt. Hon. Rebecca A. Kadaga</i></p>	<p data-bbox="1793 1060 2066 1422">One woman representative for every district; other representatives of the army, youth, workers, persons with disabilities and other groups as Parliament may determine; and Representatives referred to shall be elected on a</p>

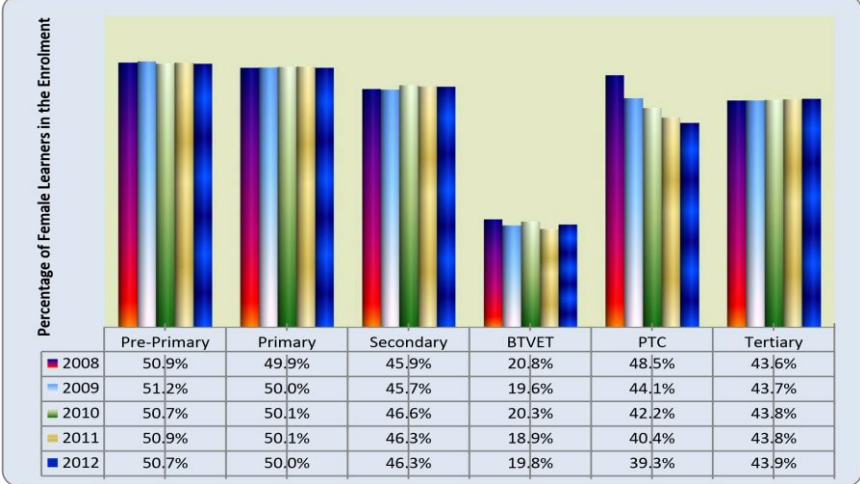
Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	seats in parliament over male value	Uganda's 9th Parliament comprises of 375 members with 129 women MPs, 35% increase from the 31% in the 8th Parliament, exactly as at the parity target set by the African Charter on Democracy, Elections and Governance. However, the numbers of women MPs who competed with men fell from 16 in 2006 to 11 in 2011; and of the 129 women MPs, 112 represent districts as a result of affirmative action https://www.google.com/?gws_rd=ssl#q=women+in+government+of+uganda . This shows that women have not yet broken through the barriers of competing with men for a political position. The Parliament is presided over by Speaker, and in his absence, the Deputy Speaker both are elected by Members of Parliament. The Vice-President and Ministers who, if not already elected MPs, shall be ex-officio members without the right to vote on any issue requiring a vote in Parliament.	(M.P), Speaker of the Parliament of Uganda,	basis of universal adult suffrage and by secret ballot.
	Shares of women ministers and sub-ministers Ratio: Women at ministerial level over male value	There are 48 Ministers of state 12 Female (33%) and 32 Male (67%); at a ratio: Female: Male and 3:8 respectively. There is a total of 30 Cabinet ministers with (7 female (23%) and 23 male (77%) at a ratio of female: male and 1:3.2 respectively http://www.parliament.go.ug/new/index.php/members-of-parliament/members-of-parliament . This contends that emphasis on representational quantity ought to be shifted to the quality of women's participation in Parliament; this has been a question raised by the women's movement, whether it is about having numbers or having a quality and smart women's voice. The current women representatives have not created a greater impact as the first few women representatives. Uganda's executive arm of government women also account for 28% of ministers of state and an overall 29% of the entire cabinet www.parliament.go.ug/new/index.php/members-of-parliament/cabinet-members . Women have however been appointed to head the key ministries of Finance, Planning and Economic Development, Education and Sports, Health, Energy and Mineral Development as well as Ministry of Trade and Industry. In the period of 2011-2013, there was a representation with a total of 18 women (34%) on committee headship with; 11 female (39%) Committee Chairpersons out of 28 and 7 female (29%) Committee Vice Chairpersons. Formal gender equality, manifested as female political representation at national level and within governmental institutions is not yet a reality, however. Even when equality is reached in numbers, this will not automatically translate into better lives for women citizens.	The 1995 Constitution of Uganda https://www.google.com/?gws_rd=ssl#q=women+in+government+of+uganda http://www.parliament.go.ug/new/index.php/parliamentary-business/committees	Having females in the appropriate positions does not mean that women citizens' lives are going to improve. The number of women Committee Chairpersons and Vice Chairpersons increases with the number of women legislators and extended periods the institution of parliament adjusts to women as new political actors.

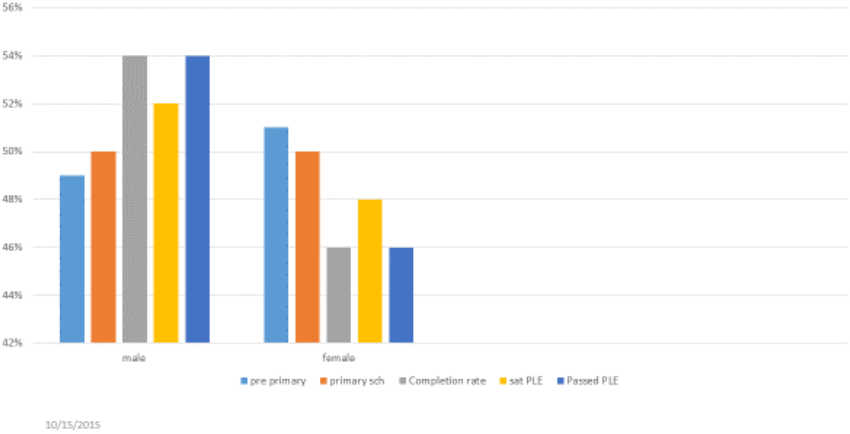
Dimension	Indicator topic area	Findings	Indicator Sources	Comment																		
		<p style="text-align: center;">Shares of women ministers and sub-ministers</p> <table border="1"> <caption>Shares of women ministers and sub-ministers</caption> <thead> <tr> <th>Gender</th> <th>Ministers of State</th> <th>Cabinet ministers</th> <th>Executive Arm</th> <th>Committee Headship</th> <th>Committee V/Chairpersons</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>68%</td> <td>78%</td> <td>72%</td> <td>66%</td> <td>71%</td> </tr> <tr> <td>Female</td> <td>33%</td> <td>23%</td> <td>28%</td> <td>34%</td> <td>29%</td> </tr> </tbody> </table> <p style="text-align: center; font-size: small;">10/15/2015</p>	Gender	Ministers of State	Cabinet ministers	Executive Arm	Committee Headship	Committee V/Chairpersons	Male	68%	78%	72%	66%	71%	Female	33%	23%	28%	34%	29%		
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Female	33%	23%	28%	34%	29%																	
	<p>Women in senior positions in political parties, trade unions, employers associations, professional organizations, NGOs and community-based associations</p>	<p>Multiparty dispensation and the politics of patronage, party gagging and overly personalized party agendas that have apparently made it extremely difficult for women to generate a strong lobby on issues around women's interests. Women's strong numerical presence in Parliament has had some positive effects in Uganda. First, it has led to one of the most gender sensitive constitutions in the world in the sense that it contains articles directly affecting women in particular. Second, together with the civil society, the women in Parliament have been important for women.</p> <p>https://www.google.com/?gws_rd=ssl#q=political+parties+in+uganda+and+their+leaders</p> <p>Since the inception of Democratic Party (DP), Forum for Democratic Change (FDC), People's Progressive Party (PPP), Justice Forum, (Jeema) and National Resistance Movement (NRM), have had only male presidents and chairpersons of the party. However NRM had one woman (Specioza Wandera Kazibwe) as a vice president, female Speaker of parliament–Rebecca Kadaga. Statistics indicate that since 1986, a steady rise in female political participation in elective offices. During the 6th Parliament (1996-2001) there were 39 districts in Uganda, accordingly 39 women were elected as female district MPs http://en.wikipedia.org/wiki/National_Resistance_Movement. When the 7th Parliament (2001-2006) was elected, Uganda had introduced 17 new districts, securing women with at least 56 seats in Parliament. 135 women (34.8%) out of a total MPs (Men & Women) 388, represented the term 2011-2015 in the Uganda Parliament https://www.google.com/?gws_rd=ssl#q=women+in+government+of+uganda.</p>	<p>https://www.google.com/?gws_rd=ssl#q=national+organisation+of+trade+unions+uganda</p> <p>https://www.google.com/?gws_rd=ssl#q=women+in+leadership+positions+in+++National+Union+of+Educational+Institutions+in+uganda</p> <p>http://training.itcilo.it/actrav/courses/2005/A1-00389_web/resource/Report/Country%20Report%20UGANDA.doc</p>	<p>The National Resistance Movement (NRM) is the ruling political organization in Uganda. Until a referendum in 2005, Uganda held elections on a non-party basis. The NRM dominates parliament, however, and is expected to continue to do so. Elections for women can be traced back to the establishment of the National Resistance Council (NRC) in 1989.</p> <p>Uganda People's Congress's (UPC) is the only party, since formation that has had a</p>																		


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	Women in leadership positions in sub national politics and civil society	<p>Trade unions: National Organization of Trade Unions (NOTU)'s National Secretariat has a committee of 6 with 2 female and 4 Males. Their composition is as follows: - 4 males including; Secretary General, his deputy, Chairman General and Vice Chairman General; whereas 2 females Treasurer General and Deputy Treasurer General http://www.notu.or.ug/index.php?id=77&union=1. Thus female representation at leadership level is less than 50%. The total paid-up membership for NOTU stands slightly at over 150,000 (93,305 men and 52,806 women). The potential membership stands at 1,924,823. The participation of women in trade union matters is still far below the average (30%). This means that men dominate union leadership http://www.notu.or.ug/downloads/NOTU-ANNUAL%202010.pdf.</p> <p>National Union Leadership: Women's participation in leadership positions in Uganda is low and as follows:- General Secretaries, Deputy General Secretary, Deputy Chairmen and National Treasurer are represented by 94% male and 6% females respectively; National Chairmen are 100% male and Assistant Treasurer account for 88.2% male and 11.8% females http://www.ulandssekretariatet.dk/sites/default/files/uploads/public/PDF/LMP/Imp_uganda_2014_f inal_version.pdf.</p> <p>Professional organizations In 2010, 290,449 employees with 60% males and 40% females were working under the registered unions, namely; Amalgamated transport and general workers union, Uganda Beverages, Tobacco and allied workers union, Uganda Building, Construction, civil engineering, cement and allied workers union, Uganda civil service Union, National union of clerical, commercial, professional and technical employees, National union of cooperative movement workers, National union of educational institutions, Uganda electricity and allied workers union, Uganda Hotels food and allied workers union, Uganda medical workers union, Uganda mines, metal and allied workers union, National union of plantation and agricultural workers, Uganda communication employees union, Uganda printers, journalists, paper and allied workers union, Uganda public employees union, Uganda railways workers union, Uganda textile, garment, leather and allied workers unions, Uganda Media Union, Uganda Fisheries and Allied workers union (Uganda Labour Market Profile 2014).</p>	Uganda Labour Market Profile 2014	<p>woman and two men as party leaders http://en.wikipedia.org/wiki/Uganda_People%27s_Congress -</p> <p>Uganda Parliamentary Women's Association (UWOPA) is a parliament caucus comprising of all 136 women members of parliament, but open to male members as associates or horary members. UWOPA was established during the 5th parliament of Uganda (1989-1994) with the aim of engendering the legislative process, creating awareness campaigns and encouraging lobbying and advocacy, networking, exchange programs.</p>
	Contraceptive use	<p>The average fertility rate is 5.97 children born/woman (2014 est.). The Fertility Rate has recently declined from a higher level of 7.1 in 2000. Annual growth rate of urban population, 2010-2030 (projected average) 5.1% (3rd highest rate in the world with Uganda third. Total fertility rate, 2011 (Uganda DHS 2011) 6.2 children/per woman ranking Uganda among the 2nd highest rate in the world http://opendevelopment.org/sites/opendevelopment01.drupal01.mountbatten.me.uk/files/uganda_demographic_and</p>	http://www.unicef.org/uganda/UNICEF_UGANDA_FAST_FACTS_July_2012.pdf	The fertility levels have remained high over the past 3 decades. With steady high fertility rate and declining mortality levels, Uganda's popula-

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	Percentage of women of reproductive age using (or partner using) contraception at a given point in time Female contraceptive prevalence: any, modern methods	<p>health_survey_2011.pdf.</p> <p>Amplifying Family planning services have been promoted in Uganda since 1957. Statistics show that the use of any methods among women currently in union increases steadily with age and peaks at 38 % among women 35-44 years. For rural-urban differentials there is a wide gap in the use of any methods between urban and rural areas (39 % Vs 23 %). Distribution by sub region shows that the percentage of women currently in union using a contraceptive method is highest in Kampala (48 %) while West Nile (15 %) and Karamoja (8 %) sub regions had the lowest percentages. The use of contraception increases with increasing level of education. 44% of currently married women with secondary or more education are using a contraceptive method compared with 18 % of those with no education. In general, women do not begin to use contraception until they have had at least one child. Only about one-third of currently married women with three or more children are currently using a method of contraception http://fpconference.org/2009/media/DIR_169701/15f1ae857ca97193ffff83a9fffd524.pdf.</p> <p>Female contraceptive prevalence rate has increased from 24 % to 30 % as at 2014. Use of modern contraception among currently married women increased only slightly from 3% to 19% in 18 years https://www.scribd.com/doc/268391810/Uganda-National-Budget-Speech-for-the-financial-year-2015-2016#download. These trends can be explained by:- Cultural influences in favor of large families 15% of women & 38% of men with 6+ children still want more children; Mean ideal number of children among women aged 15-49 is high (5); higher among rural, less educated women Missed opportunities for Family Planning (FP) promotion with non users; FP was discussed with only 11.5% of non- users who visited a health facility in past 12 months (UDHS, 2006); and Only 4.3% of non-users were visited by a health worker who discussed FP with them in the past 12 months. Uganda follows the developing country high prevalence of early marriage of girls where one in three marries before the age of 19, and one in nine before the age of 15 (WHO, 2013).).</p>	<p>http://www.indexmundi.com/uganda/total_fertility_rate.html</p> <p>http://www.theodora.com/wfbcurent/uganda/uganda_people.html</p>	<p>tion continues to grow rapidly. This raises long term implications to gender time poverty, access to land, service delivery and human development.</p> <p>Education is essential for women's and girl's empowerment, but social norms, such as early marriage, force girls to abandon their education limiting educational opportunities.</p>
Opportunity and capability	Men's/women's adult literacy rates	<p>Even though the primary education enrolment ratio is 91 %, the completion rate remained at around 57 % of pupils in 2010. In gender equality, Uganda managed to eliminate gender disparity in primary education and increased women's representation in parliament. Yet the gender parity index is 0.85 (2010) in secondary education and 0.79 (2009) in tertiary education and requires improvement http://www.oecd.org/pisa/keyfindings/pisa-2012-results-gender.htm. Literacy rate in Uganda of 15-24 years (World Bank Indicators, 2010) was as follows; 85.5% youth female; (Ratio of young literate females to males (95.4%); 89.6% youth male; youth total (87.4% of people in the same age range); 64.6% adult female; 82.6 % adult male; 73.2% for adult total (of people in the same age group; Primary completion rate; female: male is (56.5%:57.9%); and Primary completion rate; total (57.2%) http://www.theodora.com/wfbcurent/uganda/uganda_people.html.</p>	<p>UNDP, Human Development Report</p>	<p>Uganda is therefore on the path to achieving Millennium Development Goal 2 of achieving gender parity in Primary Education by 2015. Outside of school, girls spend more time reading for enjoyment, particularly complex texts, like fiction, while</p>

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	Ratio female literacy rate over male value (>15 years)	<p>A higher proportion of Women Headed Households (WHHs) (39%) lack formal education compared to only 10 % of their male counter parts (UBOS, 2007). Literacy rate for Pre - Primary school (2002-2013), a total number of school sampled =26,685, 1,133,397 Male and 1,172,054 Female (Total enrollment= 2,296,451), which is 49 % Male and 51 % Female respectively. 2002-2013 Enrollment in Primary School comprised of: - A total number of school sampled =186144, 47,174,434 Male and 46,838,053 Female (Total enrollment= 94,012,491), which is 50% Male and 50% Female respectively. Completion rate to Primary Leaving Examinations PLE Uganda National Examinations Board (UNEB): Male (Average) = 60% and Female (Average) =46% (General (Average) =50%). Candidates who sat PLE: 2,547,896 Male and 2,328,836 Female (Total= 4,876,732), which is 52% Male and 48% Female respectively. Candidates who passed PLE: 2,220,209 Male and 1,659,954 Female (Total= 4,112,337), which is 54% Male and 46% Female respectively http://www.tradingeconomics.com/uganda/literacy-rate-adult-female-percent-of-females-ages-15-and-above-wb-data.html.</p> <p>Ugandan citizens of age 15 and over can read and write; a total population: 73.2% and the male: female was 82.6%: 64.6% respectively as at 2010 est.)</p>		boys are much more into playing video games, either on their own or collaboratively. While excessive gaming can lead to lower academic performance, it creates skills that are associated with better performance in digital.
	<p>Net primary, secondary and tertiary enrolments, M/W</p> <p>Ratio: female net primary, second, tertiary level enrolments over male values</p>	<p>The MDGs Report for Uganda 2010 noted, that the net enrolment ratio in primary education increased between 2001 and 2010 from 87% to 96% of the children aged 6-12 years, though completion rate to primary level 7 decreased from 63% to 54% in the same periodhttp://opm.go.ug/assets/media/resources/440/Speech. In 2005, of all students enrolled into secondary schools, girls formed only 44% compared to 56% for boys. The situation is worse at tertiary level where an enrolment rate for girls is at about 1.5%. The policies have the key aim to increase enrollment in primary and secondary schools and as a result, girl's enrollment in Primary school rose from 24.6 % in 2001 to the current 49.9%.</p> <p>Percentage of Female Learners in the Enrolment by Year and Education Level</p>	<p>MFPE, Discussion Paper 11, 2006</p> <p>http://www.jica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e08uga.pdf</p> <p>http://doc.iiep.unesco.org/wwwisis/reprodoc/SEM313/SEM313_14_eng.pdf</p> <p><i>Education Management Information System (EMIS) 2002-2013</i></p>	<p>With the introduction of Universal Primary Education (UPE), the enrolment for both girls and boys significantly improved and almost equal, although there are gender gaps in performance and completion rates where girls are lagging behind boys. This affects the rate of enrolment and completion for girls into secondary and tertiary education.</p> <p>Most programs are being pre-employment, supply-driven and targeting</p>

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		 <table border="1" data-bbox="478 532 1272 688"> <thead> <tr> <th></th> <th>Pre-Primary</th> <th>Primary</th> <th>Secondary</th> <th>BTVET</th> <th>PTC</th> <th>Tertiary</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>50.9%</td> <td>49.9%</td> <td>45.9%</td> <td>20.8%</td> <td>48.5%</td> <td>43.6%</td> </tr> <tr> <td>2009</td> <td>51.2%</td> <td>50.0%</td> <td>45.7%</td> <td>19.6%</td> <td>44.1%</td> <td>43.7%</td> </tr> <tr> <td>2010</td> <td>50.7%</td> <td>50.1%</td> <td>46.6%</td> <td>20.3%</td> <td>42.2%</td> <td>43.8%</td> </tr> <tr> <td>2011</td> <td>50.9%</td> <td>50.1%</td> <td>46.3%</td> <td>18.9%</td> <td>40.4%</td> <td>43.8%</td> </tr> <tr> <td>2012</td> <td>50.7%</td> <td>50.0%</td> <td>46.3%</td> <td>19.8%</td> <td>39.3%</td> <td>43.9%</td> </tr> </tbody> </table> <p data-bbox="443 695 1440 760">http://www.ubos.org/onlinefiles/uploads/ubos/gender/Education%20Sector%20Gender%20Statistics%20Profile.pdf</p> <p data-bbox="443 805 747 834">Ordinary Secondary Level:</p> <p data-bbox="443 837 1478 1273">2002-2013 Enrollment in all secondary schools was as follows: 6,432,438 Male and 5,482,657 Female which is 54% Male and 46% Female respectively, and the Total enrollment was 11,915,095. Completion rate to Uganda Certificate of Examinations UCE Uganda National Examinations Board (UNEB): 35% Male and 28% female and total Average was 32%. Pass rate UCE (UNEB): was 95% Male, 93% Female and a total Average was 94%; Transition rate to S.5; 38%, Male, 40% Female and a Total Average was 42%). Secondary school education (2006-2013); Enrollment of students in Universal Secondary Schools (USE) both private and government secondary 2,082,893 Male and 1,697,220 Female (Total = 3,780,113), which is 55% Male and 45% Female respectively. Secondary school education (2002-2013); Total registered for UCE (UNEB) 1,175,066 Male and 1,003,639 Female (Total = 2,178,705), which is 54% Male and 46% Female respectively. Total sitting -UCE (UNEB): 1,152,068 Male, 982,878 Female (Total = 2,134,946), which is 54% Male and 46% Female respectively http://www.education.go.ug/files/downloads/Fact%20Sheet%202012%20final.pdf.</p>		Pre-Primary	Primary	Secondary	BTVET	PTC	Tertiary	2008	50.9%	49.9%	45.9%	20.8%	48.5%	43.6%	2009	51.2%	50.0%	45.7%	19.6%	44.1%	43.7%	2010	50.7%	50.1%	46.6%	20.3%	42.2%	43.8%	2011	50.9%	50.1%	46.3%	18.9%	40.4%	43.8%	2012	50.7%	50.0%	46.3%	19.8%	39.3%	43.9%	<p data-bbox="1503 237 1766 435">Position Paper For Gender In Education, Proposed Gender Actions For Mainstreaming Gender In Education 2012/2013</p> <p data-bbox="1503 472 1766 570"><i>19th Education Sector Review Workshop 24th-26th October 2012</i></p> <p data-bbox="1503 607 1766 672">Gender In Education 2012/2013</p> <p data-bbox="1503 675 1766 773"><i>19th Education Sector Review Workshop; 24th-26th October 2012</i></p> <p data-bbox="1503 875 1766 1037">http://www.ulandssekretariatet.dk/sites/default/files/uploads/public/PDF/LMP/Imp_uganda_2014_final_version.pdf</p>	<p data-bbox="1791 204 2064 467">towards modern sector needs. Post-school vocational and skill training is ineffective. Most skills and vocational training does not follow more efficient in-employment models.</p> <p data-bbox="1791 505 2064 1438">Uganda has realised the need to embrace the goal of “lifelong education for all” which aims to address literacy improvement and human resource capacity-building with strategies that include: Integrating ICT into mainstream educational curricula as well as other literacy programs to provide for equitable access for all students regardless of level. Developing and managing ICT centers of excellence to provide basic and advanced ICT training; Setting up mechanisms that promote collaboration between industry and training institutions to build appropriate human resources capacity; and Promoting the twinning of training institutions in</p>
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		<p data-bbox="470 224 1268 261">Net primary, secondary and tertiary enrolments</p>  <p data-bbox="512 691 569 708">10/15/2015</p> <p data-bbox="443 727 1478 824">For secondary education, the percentage of girls enrolled out of total children enrolled is slightly lower than for primary school. Nevertheless, between 45 - 50% of students are girls; The picture changes at tertiary level with women/girls comprising 44% of students.</p> <p data-bbox="443 862 1478 1089">Advanced Level: Secondary school education (2006-2013); Total registered for Uganda Advanced Certificate of Education - UACE (UNEB); 394,459 Male, and 268,996 Female (Total = 663,583), which is 59% Male and 41% Female respectively. Total sitting -UACE (UNEB): 387,175 Male and 265,302 Female =Total = 652,604, which is 59% Male and 41% Female respectively. Post- Primary (2007-2013) Business Technical Vocational Education Training (BTVET) Enrollment: 139,237Male, 67,203 Female=Total=206,439, which is 67% Male and 33% Female respectively</p> <p data-bbox="443 1094 1478 1159">http://www.education.go.ug/files/downloads/POSITIONPAPERformainstreaminggenderineducation.pdf.</p> <p data-bbox="443 1196 1478 1359">Tertiary level: Primary Teachers College (PTC) (2002-2013) Enrollment: 113,805 Male and 83,900 Female (Total=197,736), which is 58% Male and 42% Female respectively; Enrollment at University level was 704,489 Male and 502,138 Female (Total: 1,208,021), which is 58% Male and 42% Female respectively; whereas, Enrollment in other institutions was 329,631 Male and 253,782 Female (Total: 601,084), which is 55% Male and 45% Female respectively.</p> <p data-bbox="443 1395 1478 1425">Although progressive improvement has been registered, bringing the percentage of girls enrolled</p>		<p data-bbox="1793 207 2066 305">Uganda with those elsewhere to enhance skills transfer.</p>

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		<p>to 33% for science programs in 2008/2009 and to 45% for the Humanities in the same year, the enrolment of female students is still lowest in the science programs (it is still below the original target percentage of 35%). Even for the Humanities, the percentage is still below the desired level for gender equality, which is 50%. Overall the proportion of female enrolment in 2006 was 42.1% and now stands at 43.8%. The gender gap has been further exacerbated by the new government policy in 2012 on students' scholarships that is biased in favor of science-based programs, hence marginalizing the humanities where females predominate (Gender In Education 2012/2013).</p> <p>Overall enrolments in the tertiary sector have steadily increased and there has been a narrowing of the gender gap. The overall ratio of females is 39%, but there is a considerable variation between institutions. Makerere University, which had 44% by 2004, the highest rate for any tertiary institution and overall 47-49% for females in all tertiary institutions (FAWE 2010). Despite the increased enrolment to attain university education, student enrolment in science and technology at both private and public universities lag at less than 27% which is below the minimum required 40% registration in science and technology.</p> <p>Percentage of Female Learners in the Enrolment by Year and Education Level</p>  <table border="1" data-bbox="443 732 1398 1130"> <caption>Percentage of Female Learners in the Enrolment by Year and Education Level</caption> <thead> <tr> <th>Year</th> <th>Pre-Primary</th> <th>Primary</th> <th>Secondary</th> <th>Tertiary</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>50.8%</td> <td>49.8%</td> <td>46.0%</td> <td>43.5%</td> </tr> <tr> <td>2009</td> <td>51.0%</td> <td>49.8%</td> <td>45.8%</td> <td>43.8%</td> </tr> <tr> <td>2010</td> <td>50.8%</td> <td>50.0%</td> <td>46.5%</td> <td>43.8%</td> </tr> <tr> <td>2011</td> <td>50.8%</td> <td>50.0%</td> <td>46.2%</td> <td>43.8%</td> </tr> <tr> <td>2012</td> <td>50.8%</td> <td>49.8%</td> <td>46.2%</td> <td>43.8%</td> </tr> </tbody> </table> <p>Source: Uganda Bureau of Statistics, 2012 http://www.wikigender.org/index.php/Gender_Statistics_in_Uganda</p> <p>Vocational Training in Uganda Pupils in vocational training (2009) Uganda 83,089, Ratio of pupils in vocational student to all pupils in secondary education (Average 2005-2009) in Uganda 6.5 %, Sub-Saharan Africa 7.6 %, Ratio of pupils in vocational training out of 15-24 year olds (Average 2005-2009) Uganda 1.5 % and Sub-Saharan Africa 2.1 %.</p>	Year	Pre-Primary	Primary	Secondary	Tertiary	2008	50.8%	49.8%	46.0%	43.5%	2009	51.0%	49.8%	45.8%	43.8%	2010	50.8%	50.0%	46.5%	43.8%	2011	50.8%	50.0%	46.2%	43.8%	2012	50.8%	49.8%	46.2%	43.8%		
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	Availability of on-the-job, staff,	The youth dependency ratio in Uganda especially is high at 97.5 %; in the Kampala (capital) it was 1.659 million as at 2011; majority of whom are in the age of participating in training.	http://www.theodora.co	Total population between the ages 15 to 64 is the																														

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

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

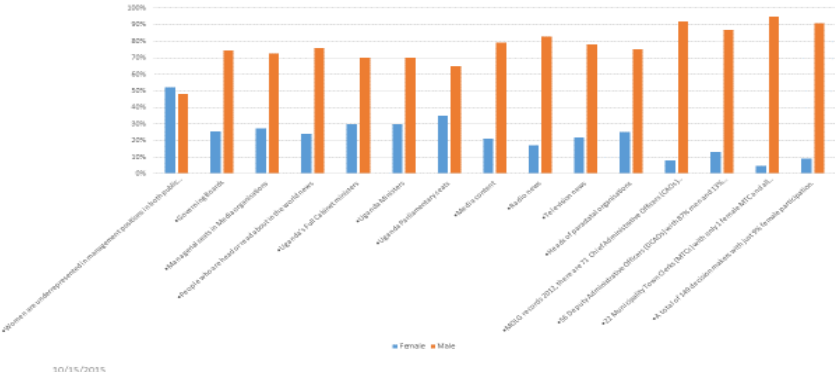
Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p>Transport and infrastructural development: In the transport sector and infrastructural development, the government has in the recent past allocated a total of Shs. 1,219.41 billion towards implementation of energy key transport and infrastructural development projects. This is not limited to usage and access to opportunity, but open to competition by both men and women http://www.ulii.org/files/ug/legislation/act/2010/2010/domestic_violence_act_2010_pdf_20398.pdf.</p> <p>Gender balance and fair representation of marginalised groups: The Uganda Constitution specifies that the State shall ensure gender balance and fair representation of marginalized groups on all constitutional and other bodies; give highest priority to the enactment of legislation establishing measures that protect and enhance the right of the people to equal opportunities in development; and stimulate agricultural, industrial, technological and scientific development by adopting appropriate policies and the enactment of enabling legislation (Constitution Of The Republic Of Uganda, 1995).</p> <p>Laws on domestic violence: The Domestic Violence Act 2010, offers women legal protection from domestic violence. The legislation aims to provide for protection and relief of victims; provide punishment to perpetrators; provide procedure and guidelines to be followed by court in relation to protection and compensation of domestic violence victims; jurisdiction of court and enforcement of orders made by court; as well as empowering family and children's court to handle domestic violence and related matters.</p> <p>Law on Marriage: Although the constitutional laws of Uganda grant an equal age of consent to marriage for men and women at 18, customary laws begin the age of marriage at 16 for women while the age for men is 18. Indeed, some areas continue to practice arranged marriages for minors. Additionally, customary laws may often discriminate against women, holding that men have sole parental authority in the case of a divorce, despite constitutional laws to the contrary. Regardless of these, poverty has also played a great role in promoting early marriages as parents focus on bride wealth. Both genders have the right to initiate divorce on several grounds- www.statehouse.go.ug/sites/default/files/.../Constitution_1995.pdf.</p> <p>Law on Inheritance: According to the Uganda Bureau of Statistics, widows made up 11% of the population in 2009/2010. Under the marriage act, Ugandan widows inherit at least 15% of their deceased husband's property (75% of the property goes to the children, 9% to the dependant relatives and 1% to customary heir). If there are no children, the widow is entitled to 50% of the property http://genderindex.org/country/uganda. But this act is badly implemented since under customary laws, women do not have the right to inherit. A 2011 Chronic Poverty Research Centre report indicates that only 36.41% of widows inherited the majority of their husbands' property in</p>	<p>CIA World Fact book, 2014</p> <p>www.statehouse.go.ug/sites/default/files/.../Constitution_1995.pdf</p> <p>Financing UN Security Council Resolution 1325: Aid in support of gender equality and women's rights in fragile contexts</p> <p>https://www.google.com</p>	<p>The laws and policies in Uganda have provided more opportunities for women to run for elective office. This is an aspiration for upcoming women leaders because they already have mentors to guide them as they aspire for elective office e.g. Uganda's 9th Parliament is comprised of 34% women.</p> <p>The Uganda Gender Policy, 2007 promotes gender mainstreaming in all government ministries and districts local governments making it mandatory for women to have positions of leadership.</p> <p>_ A More gender sensitive population especially, the young population 70% accepting women in leadership, and more liberal towards women than their predecessors.</p> <p>_ A more diverse media that is reaching more citizens and providing a platform for women leaders thereby increasing information</p>

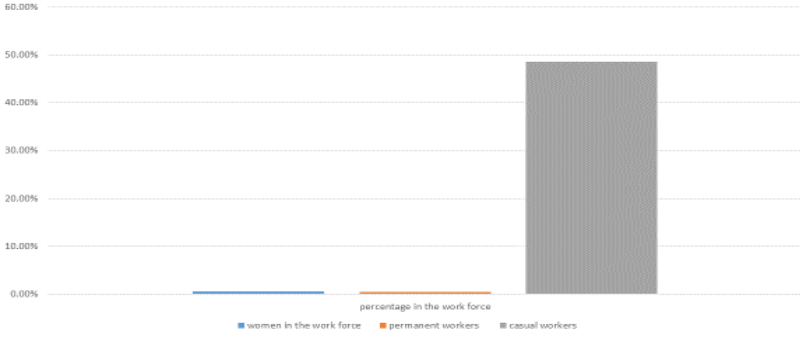
Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p>2006. Other customary practices can also be observed in some areas, as for example widow inheritance, whereby if a man dies, his brother can 'inherit' the man's widow. http://www.genderindex.org/sites/default/files/datasheets/UG.pdf</p> <p>The Land Act of 2004 was designed to improve women's access to land and grant them the right to manage their property. But as mentioned above, discriminatory customary practices persist in regard to women's land rights http://genderindex.org/country/uganda.</p> <p>Legislation on Civil Liberty: The Ugandan government has taken particular care to increase the political participation of women. Their measures include requiring one female representative in parliament for each of the 112 districts, as chosen from an all-woman ballot. Women must also make up 1/3 of local councils according to Article 180 of the Constitution. These councils also decide on disputes related to local customs, and are therefore an alternate and potentially fairer legal system for women. Women organizations are also conducting civic education to educate women and men about various issues including civic participation in governance.</p>	<p>/?gws_rd=ssl#q=women+in+government+of+uganda</p>	<p>and their contribution to decision making.</p> <p>_ More women NGOs conducting advocacy to demand for more female representation in politics, training women aspiring candidates and those elected into leadership. They play a unique role in advancing women's rights.</p>
	<p>All UN member States have signed with the exception of Iran, Palau, Somalia, Sudan, Tonga, and the United States.</p>	<p>International Laws and Legislations</p> <p>More treaties and standards include the Convention against Torture and Other Cruel and Inhuman and Degrading Treatment or Punishment (1984); Optional Protocol to the CRC on the Involvement of Children in Armed Conflict (2000); Optional Protocol to the CRC on the Sale of Children, Child Prostitution and Child Pornography (2000); Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment(2002); Optional Protocol to the Convention on the Elimination of all forms of Discrimination Against Women (1999) and the United Nations Millennium Declaration (2000). The Millennium Declaration obligates Uganda as other countries in the developing world to proactively and consciously initiate actions that put the country on the path to achieving the Millennium Development Goals (MDGs) targets, which also comprehensively cover issues that affect children especially vulnerable children. In 1995, the Beijing Platform of Action of the UN Fourth World Conference on Women urged the international community to commit to a 33% target for women in decision making and to advance knowledge gathering on women in politics including gender disaggregated data to examine women's engagement in decision making http://www.wilsoncenter.org/sites/default/files/Uganda%20Report.pdf.</p> <p>Legal and Policy Frameworks to Secure Women's Equal Access to Resources</p> <p>Women's property rights includes the right to acquire and dispose of any movable or immovable property obtained by own labour or through inheritance. Women's access to land is a major aspect of women's property rights particularly in Africa where the livelihood of the vast majority of the population depends on land, both as a productive resource and for the related right to</p>	<p>http://www.rhsupplies.org/fileadmin/user_upload/Delivering_on_promises/Uganda_Factsheet_Web.pdf</p>	<p>Uganda is a signatory to several International conventions and treaties e.g. the International Covenant on Economic, Social and Cultural Rights (1966); Education for All Declaration (2000) and the African Charter on the Rights and Welfare of the Child (1990), among others. Uganda is facing challenges in achieving its targets for the Millennium Development Goal related to education. Even though the primary education enrolment ratio is 91 per cent, the completion rate remained at around 57%</p>

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
		<p>housing. While CEDAW, through its Optional Protocol and the Protocol on Women's Rights, formulates an adequate legal framework for the protection of women's property rights at the global and regional level, the African Union Solemn Declaration on Gender Equality in Africa (2004) set the specific regional policy framework for equal rights to land http://www.wilmar-international.com/wp-content/uploads/2013/12/Wilmar-Affirms-Commitment-to-Open-Transparent-and-Responsible-Practices.pdf.</p> <p>Convention on the Elimination of All Forms of Discrimination against Women: Articles 13 and 14 of CEDAW stress women's access to credit specifically but the Convention does not clearly spell out what is meant by women's equal access to land. CEDAW provides for the right of women to have credit and loans, marketing facilities, appropriate technology and for <i>equal treatment in land and agrarian reform as well as in land resettlement programs</i> (Article 14(g))</p> <p>The Beijing Platform for Action 1995, endorsed by 189 countries at Beijing +5 2000, encouraged governments to "set and encourage the use of explicit short and long-term time-bound targets or measurable goals, including where appropriate, quotas to promote progress towards gender balance, including women's equal access to and full participation on the basis of equality with men in all areas and at all levels of public life, especially in decision making positions, in political parties and political activities."(2) International mandates calling for gender political parity include The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), The Millennium Developmental Goals (MDG's) and the UN Security Council Resolution 1324 of 2000 http://www.treatylaw.org/documents/paperuganda072010.pdf.</p> <p>The Protocol on Women's Rights: additional Protocol to the African Charter on Human's and People's Rights) has been signed by 43 African countries, which shows significant progress over CEDAW. The African Women's Protocol approaches the issue of women's property rights firmly. Under Article 19 entitled 'Sustainable Development' the Protocol's Sub Article C) provides that African governments should <i>promote women's access to and control over productive resources such as land and guarantee their right to property</i>. Article 16 also obliges State Parties to grant women's access to housing irrespective of their marital status.</p>	<p>https://open.uct.ac.za/handle/11427/9151</p> <p>http://unctad.org/en/PublicationsLibrary/ditctncd2013d12_en.pdf</p>	<p>of pupils in 2010. In gender equality, Uganda managed to eliminate gender disparity in primary education and increased women's representation in parliament. Yet the gender parity index is 0.85 (2010) in secondary education and 0.79 (2009) in tertiary education and requires improvement.</p> <p>CEDAW also provides for adequate <i>living conditions particularly in relation to housing</i>. It guarantees all aspects of women's property rights including the right to land, credit and adequate housing. Article 2b urges governments <i>to adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women</i>.</p>
	Existence of inter-ministerial mechanism for gender	In 2007, the Ugandan government adopted the National Gender Policy (NGP) . The goal is ensuring that all Government policies and programmes, in all areas and at all levels, are consistent with the long-term goal of eliminating gender inequalities. The Uganda Gender Policy is an integral part of the national development policies. The policy gives a clear mandate to the		Despite the various interventions that have been put in place by the MoES in collaboration

Dimension	Indicator topic area	Findings	Indicator Sources	Comment
	mainstreaming in government.	<p>Ministry of Gender, Labour and Social Development and other Line Ministries to mainstream gender in all sectors. It sets priority areas of action at the National, Sectoral, District and Community levels http://www.un.org/womenwatch/daw/Review/responses/UGANDA-English.pdf.</p> <p>Additionally, the Government of Uganda put in place a National Action Plan on Women (NAPW) in 1999. The plan prioritizes five major areas, which include: Poverty, income generation and economic empowerment; Reproductive health and rights; Legal framework and decision making; The Girl child and education; and violence against females and peace building. The NAPW has guided Sectoral and district planning by flagging out the key concerns for women's advancement in the above priority areas http://npa.ug/wp-content/uploads/NDPII-Final.pdf.</p> <p>Uganda's Gender Mainstreaming Policy in the Road Sector: Uganda's "White Paper on Sustainable Maintenance of District, Urban and Community Access Roads (DUCAR)" (2001) outlined a strategy for addressing gender issues in the transport sector and for institutionalizing labor-based technology in roadworks (Tanzarn 2006). The DUCAR Paper includes an "Action Plan for Promoting Women Participation in Roadworks" and affirmed that the "Government is to take affirmative action to ensure that women and other marginalized groups participate at all levels of road rehabilitation and maintenance." According to the Final Draft White Paper on Sustainable Maintenance of District, Urban and Community Access Roads, the implementation measures to increase women's involvement in road works were stated as: Setting a target of at least 30% for the proportion of women in the workforce; Creating effective sensitization programmes to enlighten all the role-players on the benefits of involving women; Introducing flexible working hours to enable women to harmonize their domestic duties with the road works; and Increasing women's access to training opportunities. http://www.ssatp.org/en/activities/review-ugandas-gender-mainstreaming-policy-road-sector</p> <p>Moreover, a manual on Gender Guidelines for District Engineers was released in March, 2002. The manual gives explicit directions on how gender mainstreaming could be accomplished to include women at each level of road construction, rehabilitation and maintenance. The Ministry of Works and Transport (MoWT) also prepared a Gender Policy Statement for the Roads Sub-Sector as well as Guidelines for Mainstreaming Gender in the Roads Sub-sector.</p>	<p>http://www.parliament.go.ug/new/index.php/members-of-parliament/members-of-parliament</p> <p>http://www.ug.undp.org/content/dam/uganda/docs/UNDPUG-2013MDGProgress%20Report-Oct%202013.pdf</p> <p>https://marketing.wharton.upenn.edu/mktg/assets/File/Dean%20Karlan%27s%20paper.pdf</p> <p>http://unctad.org/en/PublicationsLibrary/ditctncd2013d12_en.pdf</p>	<p>with the partners in education, challenges to gender equity in education still persist. The prevailing challenges in the education sector are enormous.</p> <p>The target of the Vision is to make Uganda "the most attractive place in the region to start and invest in innovative technology companies". To achieve this, Uganda needs deliberate efforts to attract the world's leading technology corporations to provide ground for Ugandan ITES SMEs to grow into large global businesses. It is intended that this ITES hub will be a center for high-growth and highly innovative companies of the future, capable of creating hundreds of thousands of technology jobs.</p>

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

Dimension	Indicator topic area	Findings	Indicator sources	Comment
Women in knowledge society decision-making	Shares of women as legislators, senior officials and managers	<p>Through several affirmative action policies, women have seen major gains in local and national representation in recent years, but it is still not commensurate with their numbers. Women's participation in public administration and its decision making spaces has continued to be less than men.</p> <p>Shares of women as legislators: Constitutional mandates in Uganda have increased women's descriptive representation and have paved the way by breaking stereotypes about women's abilities and competencies</p> <p>http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-s%20Empowerment/UgandaFinal%20-%20HiRes.pdf</p> <p>Uganda has about 112 districts and each district has district woman representative in the national parliament. In the 9th Ugandan Parliament there are a total of 133 female MPs (Constituency Representatives, a Woman/District Representative, or a Special Interest representative) 385 members of parliament, For example, in parliament, women representation has risen from 24.6% in 2001 to the present 34.9% in the 9th Parliament, to move on critical women's bills indicates that increased descriptive representation of women legislators is not consistently tied to similar improvements in substantive representation</p> <p>http://www.un.org/womenwatch/daw/beijing/beijingat10/G.%20Women%20in%20power%20and%20decision-making.pdf. The number of women in high level political and decision making positions has increased remarkably; and Uganda has the youngest Member of Parliament in Africa.</p> <p>Shares of women as managers</p>  <p>Shares of women as senior officials: According to MPS Payroll Monitoring Unit as Extracted from Circular No 2 of 2011, an analysis of staff levels was done on Uganda's Public Service, both national and local Public service). 67% of all public employees are men and only 33% are women. The Uganda</p>	<p>http://data.un.org/DocumentData.aspx?id=257</p> <p>http://womeninpublicservice.wilsoncenter.org/2014/09/10/a-report-launch-mapping-the-substantive-representation-of-women-in-the-ugandan-parliament/</p> <p>http://preventgbvafri.ca.org/wp-content/uploads/2014/05/Making-a-Difference-Report-2014.pdf</p> <p>http://www.wilsoncenter.org/sites/default/files/Uganda%20Report.pdf</p> <p>David Obot, DENIVA,2014 http://www.ubos.org</p>	<p>Numbers of women MPs who competed with men fell from 16 in 2006 to 11 in 2011; and of the 129 women MPs, 112 represent districts as a result of affirmative action. This shows that women have not yet broken through the barriers of competing with men for a political position. While many women had hoped that this seat would be a training ground for more women to enter Parliament, those that gain the seat find it safer to keep it than to compete with a man even after two or three terms.</p> <p>Women's representation and participation in decision-making of political nature has improved in Uganda. There are more and more women engaged in active politics and representing citizens in the parliament and in the local councils, amidst challenges that include poor remuneration and motivation, poor infrastructure, limited skills</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
		<p>Gender Policy (UGP) of 2007 also states that women constituted 17.4%, of permanent secretaries, heads of department and divisions in the civil service whereas men account for 82.6% http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-%20Empowerment/UgandaFinal%20-%20HiRes.pdf.</p> <p>Moreover, women are more represented at lower levels in the Public service. The gender composition at the various levels in the Public Service as of March 2011 were as follows in Salary Scale:- Senior Management (U1) 808 people with 78% men and 22% female; Middle Management (U2-U3) had 4,180 employees and 84% of the were men and 16% women; Graduate and Diploma Entry Level (U4-U5) were 59,973 employees with 72%men and 28% women; and the Lower Level (U6-U8) 206,893 employees with 65% men and 35% women. This came to a total of 271,854 employees with 67% men and 33% women. This may be explained by the fact that, men tend to occupy most of the high paying managerial jobs and, as a result, earn higher wages.</p> <p style="text-align: center;">Share of women by status of worker</p>  <p style="text-align: center;">30/11/2015</p> <p>Shares of women as managers: Women are underrepresented in management positions in both public and private sectors around the world. This is for instance illustrated in the statistics below from different departments of the country, such as Population which had 52% women,48% men, Governing Boards 25.6% women, 74.4% Men, Managerial seats in Media organisations 27.3% women and 72.7% men, People who are head or read about in the world news 24% women and 76%men, Uganda's Full Cabinet ministers 30% women and 70% men, Uganda Ministers 30%women and 70% men, Uganda Parliamentary seats 35% women, 65% men, Media content 21% women and 79% men, Radio news 17% women,83% men, Television news 22% women,78% men, Heads of parastatal organisations 25% women, 75% men.</p>	UBOS Facts and Figures 2013	and competence, high prevalence of household poverty, and early pregnancy among girls.

Dimension	Indicator topic area	Findings	Indicator sources	Comment
		<p>According to MOLG records February 2012, Chief Administrative Officers (CAOs), Deputy Administrative Officers (DCAOs) and Municipality Town Clerks (MTCs) in 111 Ugandan Districts where by there were 71 CAOs with 92% men and 8% women; 56 DCAOs with 87% men and 13% women; and 22 MTCs with only 1 female MTC and all the others male; and a total of 149 decision makers with just 9% female participation.</p>		
	<p>Share of businesses with 35% or more women in decision-making positions</p> <p>Women's share (directors, board members) in major (publicly traded) businesses.</p>	<p>In Uganda, women drive over 70% of household spending decisions but have many unmet needs from financial education and advice to providing products they require at key inflexion points in their lives: caused by divorce, death of a spouse, marriage, first home purchase, birth of a first child, college commencement, first job etc.</p> <p>As far as business, 35.5% of Ugandan women are involved in full time early stage entrepreneurship, which is very similar to the 36% of Ugandan men who are involved. This 5% difference is very low relative to the other sub-Saharan African countries in the GEM country profile report, which feature differences from 1-7%. Even more noteworthy than this nearly equal participation in early entrepreneurship is women's ownership of 44% of registered businesses in Uganda (UBOS 2010) http://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/Where are the Women Inclusive Boardrooms in Africa%20-%20top-listed companies.pdf.</p> <p>July 2015, it was noted that 12.9% of board directors (=directors setting in the board) in Uganda are women. This figure is much less than the public sector female board representation that is at 30%. Stanbic Bank of Uganda is, together with Barclays Bank of Botswana, the midcap African company with the highest percentage of woman directors: 33.3%. Both are subsidiaries of companies reaching 25% women directors in their boards, in the large-cap category. Other institutions that have over time promoted Women directors in Uganda are: - New Vision Printing and publications Company Ltd with 22.2%, Uganda Clays Ltd with 25%, and Development Finance Co. of Uganda Ltd with 8%. In the banking sector with 25 commercial banks, there are only two female CEO's. In the telecom, sector there is no female chief executive. In the breweries, men head the two beer companies and two soft drinks companies. Bigger companies in Uganda with Female board members are UMEME, Stanbic, DFCU, BATU, Uganda Clays, and Vision Group.</p>	<p>http://www.accaglobal.com/content/dam/accaglobal/PDF-technical/human-capital/pol-tp-ptwto.pdf</p> <p>http://www.cpahq.org/cpahq/cpadocs/Genderdiff.pdf</p> <p>http://www.monitor.co.ug/Magazines/Job-Career/Where-are-the-women-in-Uganda-s-boardrooms-/689848/2781494/-/t2u4fwz/-/index.html</p>	<p>Although evidence suggests positive impacts of women's representation in decision-making, women are absent from key decision-making bodies influencing the distribution of resources in both public and private sectors. There is a strong positive and statistically significant association between women's participation in decision-making positions and their level of education and their family background.</p>
Women in knowledge economy	Shares of women in professional and technical positions	<p>Female professional and technical workers were 35% of total in 2006, according to the International Standard Classification of Occupations (ISCO-88) that includes physical, mathematical and engineering science professionals, life science and health professionals, teaching professionals and other professionals and associate professionals http://www.nationsencyclopedia.com/WorldStats/Gender-female-professional-workers.html.</p> <p>Most Ugandan universities have a small percentage of women in top administrative positions. Uganda had 17.8% women in the Academic and Administrative departments in its universities compared to most commonwealth countries. Gender proportions in Universities of Uganda by 2000, Uganda had 62</p>	<p>Wikimedia commons as media related to women of Uganda</p> <p>Global Gender Gap Report of 2013</p>	<p>According to Uganda Education Statistical Abstract, 2010, it is noted that although it is important to ensure that there are sufficient numbers of qualified women entering the public service, attention</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
	Ratio females in professional and technical positions over male value	<p>females accounting for 17.8% and 287 males 82.2% out of the total of 349. In the same year, Women in Second Tier Management positions in these universities of Uganda had 101 female Personnel Officers (32.6); 41 female computing officers (13.1%); 67 females in Development 28.2%; 118 female Staff Development (42.5%); 84 females in Public Relations 39.4%; 82 females in International Office (32.9%); 94 females in Equity (65.3%); 56 females in Quality Assurance (32.2%); and 12 females in Strategic Planning (19.7%) http://docs.mak.ac.ug/sites/default/files/Kahundha-Muhwezi-D.-Top-University-Women.pdf.</p> <p>Even in professions that are apparently feminized such as education, a pyramid with men in the top positions, still exists. Most university heads are male, for instance, out of the five public universities, only one is headed by a woman - the first woman vice chancellor in a public university since 1922, when the oldest public university was established. There is a similar pattern in privately owned universities where only one is headed by a woman vice chancellor. In 2011, there were 397 women representing 23% of the Teachers, Lecturers and Instructors in universities and colleges on a full time basis; and 1990 women accounting for 29% women in tertiary institutions. http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-s%20Empowerment/UgandaFinal%20-%20HiRes.pdf. In 2008, 12% female professors with an increase from 6.1% women professors in 2004. http://www2.hull.ac.uk/pws4/pdf/LFHE_%20Morley_SP_v3.pdf</p> <p>This considers Teachers, Lecturers and Instructors at the different levels. University and Colleges (full-time) 23% of women lectures; Tertiary Level (excluding university) 29% as women lecturers and instructors. Generally a total of 42% represents women's share of teachers, lectures and instructors in the Uganda's supposedly feminized teaching profession.</p> <p>Uganda's public administration has yet to achieve the recommended minimum critical mass of 30% women in decision making in the public administration as recommended in a number of international instruments. http://docs.mak.ac.ug/sites/default/files/Kahundha-Muhwezi-D.-Top-University-Women.pdf.</p>	<p>http://hdr.undp.org/en/reports/global/hdr2009/</p> <p>http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-s%20Empowerment/UgandaFinal%20-%20HiRes.pdf</p>	<p>also needs to be paid to ensuring that able women can progress to senior positions.</p> <p>This was re-affirmed by Muhwezi, who found out that few women were occupying top management offices in Ugandan Universities and it seemed there was no effort to address this imbalance.</p>
	Shares of women in administrative and managerial positions and their share in total employment)	<p>In 2000, Uganda had 17.8% women in the Academic and Administrative departments in its universities. http://docs.mak.ac.ug/sites/default/files/Kahundha-Muhwezi-D.-Top-University-Women.pdf. According to ILO, 20.2% was women's percentage share of all managers in 2009. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_334882.pdf</p> <p>The limited information available to assess progress illustrates the challenges in this area. Basalirwa (2005) notes that in Makerere Business school and affiliate of Makerere University, Senior administrative staff were 40 women as opposed to 28 men i.e. 58.8% were women; support staff were</p>		<p>The median salary for women in the private sector including The employees in the informal sector is about 40 % less than that of men. This may be explained by the fact that, Men tend to occupy most of the high paying managerial jobs</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
		<p>111 male, 124 female i.e. 52.8% were women; Council members, out of 22 members 16 were male 6 were female i.e. 27.3% were women; for Academic staff there was no woman professor, associate professor or senior lecturer, there were a few women lecturers and assistant lecturers. In top and middle management levels it was found out that there were 7 women out of 19 (36.8%). This revelation showed that there was lack equity since most decisions are made by this category of managers http://docs.mak.ac.ug/sites/default/files/Kahundha-Muhwezi-D.-Top-University-Women.pdf.</p> <p>By 2003/04 academic year, the students' body totaled 2,664 ranging from 20-60 years old, about 46% of whom are female. 2005/2006 the enrollment had almost no difference between the male and the females, of 4,335 total enrollment, 50.01 were female men. Currently the university enrollment totals to 5,170 students in 2006/2007 academic year, 50.3% are female. The university council is comprised of 32 members of whom 6 are female and there is one female compared to 4 males on the university cabinet. Women senior-lecturers and lecturers make up only 15% of the academic staff with only 1 female professor (www.ucu.ca.ug).</p> <p>ILO survey on East African Cooperatives 2012 revealed that in Uganda, 55- Area Cooperative Enterprises (ACEs) had 33% women as board members, 13% as Chairpersons, and 12% as managers. Women's participation in cooperative governance & leadership in Uganda was gauged per member participation and at the last AGM's held by the surveyed financial cooperatives, in line with their overall lower representation among cooperative members, the proportion of women was 44%. In financial cooperatives, the percentages of women and men who attended (out of all female and male members) were at 48% and 46% for women and men respectively. In agricultural cooperatives, the proportion of women attendees in relation to total female membership was somewhat lower at 47% for women and 53% for men. Women's leadership and presence in agricultural cooperatives, was at 34% in 20012 during the survey.</p>	<p>Global Gender Gap Report of 2013</p> <p>http://www.ilo.org/public/english/employment/ent/coop/africa/download/woman_estafrica.pdf</p>	<p>and, as a result, earn higher wages than women.</p> <p>With respect to policy, 100% of the Ugandan financial cooperatives have a provision relating to the minimum proportion of women on the board. In agricultural cooperatives, 93% of the Ugandan cooperatives have such a provision. Ugandan cooperatives employ about 1,634 women, accounting for 31 per cent of all cooperative employees.</p>
	<p>Employment by economic activity (occupation and status) in agriculture, industry and services in KS areas</p>	<p>Nearly 32 % of women in the public sectors are teachers, the second largest source is the sales /retailing category and at least 15% are classified as Agricultural and nearly 47% in the public sector are Agricultural workers working on government owned Agricultural enterprise. Distribution of employment by Industrial Classifications reveals that there is a gender bias in favour of males with 70 % of the total employment by males and just 30% for the women. This also describes the highest proportion of employment in manufacturing (37%) and the lowest in financial institutions (0.4 %). This implied that the costs of production in the informal sector were lower compared to the Formal sector; thus the Informal businesses were more efficient compared to the Formal businesses. These Regional Distribution of Establishments; total up to about 671 and of these 431 (65 %) were in the Central region (where the Uganda's capital is located), 165 (25 %) in Western region, 36 (5%) each for Northern and Eastern regions http://data.un.org/Data.aspx?d=MDG&f=seriesRowID%3A722.</p>		<p>Traditional gender roles that have been largely revitalized influence the role of women in the domestic arena. When cash-crop agriculture became lucrative, men often claimed rights to land owned by their female relatives, and their claims were supported by local councils and protectorate</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
	<p>Share of women in wage employment in the non-agricultural sector</p> <p>Women's share of skilled jobs in knowledge economy areas</p>	<p>The UBI 2009/10 findings revealed that the economy is highly informal based on the highest number of establishments (96 %) and employed the highest number of persons (82 %). The UBI 2009/10 findings reveal that out of the 2 million businesses covered, 96 % were informal meaning that nearly 19 - 20 businesses were Informal. The Informal sector registered Value Added (VA) to Gross Output (GO), at ratio of 2:1.7 (69 %: 58%) higher than that of the formal sector. Over 160,000 thousand businesses were listed, the great majority of which had less than 5 employees (informal, 87%) of whose lowest positions are predominantly occupied by women http://doku.iab.de/veranstaltungen/2013/Mukalazi%20Winifred_EESW%202013.pdf.</p> <p>Employment by gender and occupation: Greater gender disparities can be seen in the occupations of agricultural and fishery works. This is the occupation with the highest percentage of both males and females, however there is a lower percentage of the men than that of women involved in this occupation. According to UBOS 2009/2010 0.3% male Legislators with no female; 2.4% male and 1.6 female Professionals; 3.8% male and 2.5 female Technicians and associate professionals; 0.4 male and 0.7 female Clerks; 10.9 male and 12.1 female Service workers; 58.5% male and 71.1% female Agricultural and fishery workers; 5.8% males and 2.7 female Craft and related workers; 2.4 male and 0.1 female Plant and machine operators; and 15.6 male and 9.2 female Elementary occupation: (Uganda National Household Survey 2013).</p>	<p>http://doku.iab.de/veranstaltungen/2013/Mukalazi%20Winifred_EESW%202013.pdf</p> <p>UNHS Facts and Figures 2013</p>	<p>courts.</p> <p>While it has traditionally been the role of men to control family financial matters, women provide substantial economic contributions to their families and to the national economy. Some women leave their communities to find greater employment opportunities.</p>
	<p>Women with high-level computer skills, programming language.</p> <p>Share of those in jobs needing high-level computer skills</p>	<p>The survey done on Women and the Web indicated that the data on employment and entrepreneurial skills on average 23% fewer women than men, the survey found that females tend to believe that they lack skills set needed. Women representation in the computing and information technology 'the geek factor' affect both male and female high school students.</p>	<p>http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/</p>	<p>A high level of computer skills correlates highly with knowledge work.</p>
	<p>Shares of women among information technology workers</p> <p>Ratio female-male computing</p>	<p>Women in the Science, Technology, Engineering and Math (STEM) earn 33% more than comparable women in other Jobs other than this. Women hold a disproportionately low share of STEM undergraduate degrees, particularly in engineering. Although women make up half of the workforce in Uganda, only 15% of workers are in the technology field across.</p> <p>7 Universities and Colleges in Uganda had a total Student Enrolment of 21,467 in 2009; with Female Proportions of Total Enrolment 51% and Female Proportions of enrolment in SET 18%. Women enroll in college and in this case they outnumber men in college graduation rates yet they still make only a</p>	<p>http://akirachix.com/index.html</p> <p>Segregat - Employment for detailed occupational groups by sex,</p>	<p>Unequal pay isn't just unfair, it's illegal. At the current pace, it will take until 2058 for women and men's earnings to reach pay parity. Women make up nearly half of the labor force and mothers are the</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
	professionals	quarter of the tech industry workforce http://www.unesco.org/new/fileadmin/MULTIMEDIA/HQ/SC/pdf/sc_Assessment_of_Women_in_SET_Industries_in_Tanzania.pdf .	http://laborsta.ilo.org/applv8/data/segregate.html	primary or co-breadwinners in the majority of families. Low pay for women affects their families and the economy too.
Women in S&T and Innovation Systems	Shares of women studying science and engineering at tertiary level	In Uganda, although women account for 51% of tertiary enrolment, they represent only 18% of those enrolled in science, engineering, and technology according to the IUCEA 2009 Year Book and Facts and Figures. Despite this, 40.4% of Uganda's science researchers are women, according to UNESCO http://library.unesco-iiicba.org/English/Girls%20Education/All%20Articles/General/Gender%20Sensitive%20Policy.Uganda.pdf . And only 6 of a sample of 40 Ugandan elementary science and math textbooks were written by women. Uganda is also a victim of brain drain- in the medical field alone and loses more than 200 doctors a year to other nations according to the IPPR http://www.ippr.org.ug/index.php/why-is-uganda-exporting-doctors-it-doesn-t-have	http://www.gemconsortium.org/country-profile/117 http://www.ubos.org/onlinefiles/uploads/ubos/pdf%20documents/2010%20COBE%20Report.pdf	Women are now fast catching up with men in gaining doctoral degrees. Women overtaking men in education In most regions, women are surpassing men with degrees at Bachelors' and Masters' levels.
	Shares of women in total enrolment, first degree, science and engineering	36% of science business Jobs are women, 36% are physicians and according to one of the study by Silicon valley startups, only 12% of women are Engineers. In order to enforce the policy, an initiative to re-tool the science teachers with more skills in the teaching of science (SESEMAT program) is ongoing and by 2011, 4,911 teachers had benefited from the program. The training is aimed at demystifying the myth that girls cannot do sciences. Further to this, 914 senior women teachers and 1,187 were trained on gender issues in schools in 2010. http://www.uis.unesco.org/Education/Pages/tertiary-education.aspx .	http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_334882.pdf	Although men and women are not equal in science and technology and innovation, there is much room for women to grow in these fields.
	Shares of women scientists and engineers	Uganda has only 2 female aerospace engineers which is about 1% of the total number of aerospace engineers. The second engineer came up over 35years after the first. http://chimpreports.com/?p=1094 and http://en.wikipedia.org/w/index.php?search=ugandan+aerospace+engineers&title=Special%3ASearch&fulltext=Search		More than ever before, girls are studying and excelling in science and mathematics. Yet the dramatic increase in girls' educational achievements in scientific and mathematical subjects has not been matched by similar increases in the representation of women working as engineers and computing professionals.
	Shares of women employed in science and technology occupations	Women consist of 24% of graduates of tertiary science in Uganda, according to the World Bank. They are 10% of graduates of engineering, manufacturing, and construction, according to the same source, as of 2000 http://datatopics.worldbank.org/gender/monitoring-progress . Women make up 40.4% of researchers in Uganda as of 2009, according to the UNESCO Institute for Statistics. http://www.uis.unesco.org/FactSheets/Documents/sti-women-in-science-en.pdf Only 12% of engineers are women and the number of women in computing has fallen from 35% in 1990 to just 26% today. Gender bias is one key deterrent to having more numbers of women in this		

Dimension	Indicator topic area	Findings	Indicator sources	Comment
		profession http://www.aauw.org/research/solving-the-equation/ .		
	Shares of women science researchers Ratio of female-male R&D personnel	Women face considerable barriers as they move up the education ladder to research careers, The share of women science researchers differs from one field to another: Natural sciences: 46.4% of total researchers were women in 2009; Engineering and technology: 25% women researchers; Medical and health sciences: 35,4% women researchers; Agricultural sciences: 30,9% women researchers; and Social sciences: 48,2% women researchers. http://knoema.com/UNESCOISD2013Jul/unesco-institute-for-statistics-data-2013?location=1002010-uganda	http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_334882.pdf	Differences in the choice of study focus between men and women are declining in many areas. While engineering for example is still dominated by men, more women are taking up this area in an increasing number.
	Comparative rates and trends of publication Ratio of citations to publications female over male authors	A person's number of published works is an important indicator of their innovation, education, and professional achievement. While there are some women PhD holders in Uganda who have published works, there are many more men than women who have publications, and of these, have more publications. According to "The Careers and Productivity of Doctorate Holders (CDH) Survey" (2012), while more than 80 male PhD holders have fewer than 10 publications, only just over 30 women do. This trend continues for larger numbers of publications; just over 30 men have 10-19 publications whereas fewer than five women do, and no women have more than 20 publications, while there are more than 20 men who have more than 20 publications. http://www.uncst.go.ug/dmdocuments/CDH%20Survey%20Uganda%20Report%202012%20for%20print%20.pdf Promoting publications by researchers is an adage "publish or perish" which is a major push for those who acquire PhD training to keep communicating their work with the rest of the world. Promotion within certain institutions is tied to formal criteria like the number of papers in journals and publications by staff. This low output is a reflection of the level of research activity being conducted. Findings from the survey indicated that most doctorate holders had less than 10 publications (over the 1990-2010 period) while only 15 had between 20-29 publications.	"The Careers and Productivity of Doctorate Holders (CDH) Survey" (2012)	Using the number of publications as an indication of productivity, the survey established that most doctorate holders in Uganda had less than ten publications since Doctorate holders are key actors in the creation of innovation and knowledge-based economic growth. Statistics on the trends of highly trained human resources in science and technology are critical in determining the level of human capacity especially in the context of their level of occupational and geographic mobility.
	Gender trends in brain drain in highly skilled fields Donor to the brain drain:	Uganda's skilled emigration rate is high: 36% of all skilled workers chose to emigrate in 2000. More skilled women than skilled men chose to emigrate: 45.5% skilled women emigrated in 2000 as against 31.1% skilled men. The ratio of women to men in skilled migration is 1,461, which is among the highest in the world (for comparison, highest is Finland with 1,873 and lowest is Bhutan with 0,516). http://ftp.iza.org/dp3235.pdf Emigration statistics for Uganda are hard to come by. Despite this, it can be recognized that	http://www.immis.org/wp-content/uploads/2010/05/Policy-	The number of PhDs in Uganda is still very low, about 1000 PhD holders out of a population of 34 million. Recently, figures show an increase in the number of PhD graduates

Dimension	Indicator topic area	Findings	Indicator sources	Comment
	<p>Ratio of female to male among tertiary-educated immigrants by gender</p> <p>Scale of likelihood talented people to remain in country (plus estimates of gender breakdowns)</p>	<p>thousands of Ugandans are constantly emigrating out of Uganda for several reasons. The vacuum they leave can be evidenced easily by shortage in personnel, especially the health sector; this in spite of the fact that universities churn out doctors and nurses every year.</p> <p>According to “The Careers and Productivity of Doctorate Holders (CDH) Survey” (2012), of the 518 Ugandan citizens with PhDs, 48 intended to move out of Uganda in the next year, while 115 had no intention to move. This indicates that 9.3% of people with doctorates in Uganda are moving to other nations, while only 22.2% of PhD holders are committed to staying in Uganda. Over 85% of doctorate holders, were employed on permanent basis and these were mainly in the higher education sector. Doctorate holders in Uganda were largely geographically immobile with most (59%) having not stayed abroad for a specified period in the last ten years although 19% had intentions of immigrating to mainly South Africa.</p> <p>http://www.uncst.go.ug/dmdocuments/CDH%20Survey%20Uganda%20Report%202012%20for%20print%20.pdf</p> <p>Emigration by skilled personnel imposes severe economic and social costs on the sending countries especially where the number of skilled personnel is limited; take for instance, the current doctor/patient ratio of 1:28,000 (RoU, 2003) (compared to 1:5000 recommended by the World Health Organization). Many Ugandan doctors have sought employment in Botswana, South Africa, Swaziland, Rwanda, the UK (where foreign doctors completing their studies are permitted to work in the UK for a given period of time), Canada, USA, and elsewhere. Similarly, qualified nurses are enticed by the attractive salaries and the demand created by limited human resource in this field in those countries. According to Hagopian et al (2004), there were 175 Ugandan doctors living and practicing in the U.S compared to 722 in the whole of Uganda http://www.migrationdrc.org/.</p> <p>The United Nations estimated that 628,845 Ugandans lived outside the country in 2013, of which 53 per cent were women. Compared to financial year 2011/12, work permits issued to foreign nationals has increased by almost 13% in 2012/13. The 2012/13 data revealed substantial inflow of Indian and Chinese investors, business owners and traders in Uganda (class D) as well as a large number of contract based workers (class G2) from these countries. Further, the number of work permits issued to workers from EAC is much lower in comparison to workers from India and China.</p>	<p>Analysis-Report-Uganda.pdf</p> <p>http://opm.go.ug/assets/media/resources/486/THE%20UGANDA%20MIGRATION%20PROFILE.pdf</p> <p>Source: Migrants: Development Research Centre on Migration, Globalisation and Poverty. “Global Migrant Origin Database.” Version iv, March 2007.</p>	<p>per annum (73 in 2011). The dismal productivity was also reflected in the low numbers of patents that were granted (30 patents over a twenty year period). An average male doctorate holder in Uganda in 2010, aged between 45 - 54 years, and employed in the higher education sector; but very dissatisfied with his salary, yet employed on a permanent basis. These are pertinent statistics especially when aspects of brain drain continue to characterise the growth trajectories of emerging nations.</p>
	<p>Ratio women’s early stage entrepreneurial activity over that of men:</p>	<p>A total of 28,081 youths benefited from the Youth Livelihood Fund, where money was disbursed to 2,169 groups in 112 districts reaching out to Female =12,424 (44%) and Male= 15,657 (56%). Impact Survey Report August (2013) reveals that Uganda seems to have achieved gender parity because about 51% of youth entrepreneurs who attended the SIYB training were male while 49% of them were female (Start And Improve Your Business: Impact Survey Report August 2013).</p>	<p>The Youth Livelihood Program progress, 2015.</p> <p>http://chimpreports.com/wp-</p>	<p>Impact of SIYB Training on Business Creation and Improvement: In absolute terms, in Uganda, 347 new businesses were reportedly started by 650 surveyed</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
	Total early-stage Entrepreneurial Activity for Female Working Age Population over that of male – % Women-run businesses	<p>As far as business, 35.5% of Ugandan women are involved in full time early stage entrepreneurship, which is very similar to the 36% of Ugandan men who are involved. This 5% difference is very low relative to the other sub-Saharan African countries in the GEM country profile report, which feature differences from 1-7%. Even more noteworthy than this nearly equal participation in early entrepreneurship is women's ownership of 44% of registered businesses in Uganda (UBOS 2010).</p> <p>Women own nearly 40% of businesses with registered premises and yet just 9% of all credit is disbursed to them. The interest rate is 30% for any woman to afford. In Uganda women rarely receive credit to help build their businesses, access to credit is still dictated by land ownership and with over 90% of the country's land owned by men, the challenge is clear. However female entrepreneurs, especially owners of small businesses lack management skills and information about how to access financial services and other resources, limiting their ability to improve and grow their businesses. Savings-Investment Status reveals that, 71% of all Ugandans aged 16 years and above reported that they were currently saving and/or investing, while 20% reported that they have never saved. The incidence of saving and investing is relatively higher among men at 73%, as compared to women at 69%. Savings and/or Investment were also found to be higher in urban areas at 74 % than in rural areas at 70 % respectively http://www.aljazeera.com/programmes/witness/2013/09/ugandan-women-mean-business-2013930114515487270.html</p>	<p>content/uploads/2015/01/genderpdf.pdf</p> <p>http://www.povertyactionlab.org/evaluation/entrepreneurship-training-women-uganda</p>	SIYB participants. When a country analysis was run it was found that in Uganda about 49% of the youth entrepreneurs were able to start their own businesses following SIYB training.
Women and lifelong learning	<p>Women as users of (village) knowledge centers</p> <p>Ratio of female to male users of village knowledge centers, telecentres, and free computer centers at libraries.</p>	<p>The APC News 2010 carries a series of case studies on ICT initiatives that have been evaluated using gender-evaluation methodology. The Bumawa telecenter, located on the Ugandan banks of Lake Victoria was seldom visited by women. Following the evaluation, the telecenter began to offer equal-opportunity training targeting women over 30 years of age and catering content specifically to their interests. 69 % of telecenter projects are implemented with community participation, and relatively low number of projects (39%) considered women participation. However, at the telecenter level, a large number of telecenters (93 %) show women's participation since projects that established high number of telecenters and involved women's participation are included among them. The Nabweru CMC had an average of 30-40 users/day whereas Nakaseke served between 20-25 day during low seasons and 40-50 (1:10) for female to male respectively. About 5 women in development groups wanted to enhance their work by getting information on videos), during high season on school holidays; community members, elders and opinion leaders interested in reading newspapers. http://www.fhi360.org/sites/default/files/media/documents/Making%20the%20Connection%20-%20Scaling%20Telecenters%20for%20Development.pdf</p> <p>The Buganda telecenter generated its revenue from Internet services and computer training with on average, 15-20 people and a ratio of 1:3 female to male users per day. And other services have been introduced on demand by users like feature films every Friday afternoon, game facilities in the evenings, functional adult classes and radio listening for particular groups.</p>	<p>Global Assessment and Review of ICT Access Points, October 2007</p> <p>http://connectaschool.org/itu-html/16#1828</p> <p>http://css.escwa.org.lb/ictd/17-19DEC08/bg3.pdf</p> <p>Review of ICT Access Points, October 2007</p> <p>http://www.itu.int/ITU</p>	<p>Uganda is often cited as a model case for good telecommunications development practice. Each telecentre is different, their common focus is on the use of digital technologies to support community, economic, educational, and social development—reducing isolation, bridging the digital divide, promoting health issues, creating economic opportunities, and reaching out to youth.</p> <p>A GEM study uncovered that men and women were interested in different</p>

Dimension	Indicator topic area	Findings	Indicator sources	Comment
		<p>WOUGNET (Women of Uganda Network)– Kubere Information Centre targets and serves 20 women farmer groups with 30 members in each group and as an NGO, new partnerships with NGOs, donors and government organizations to ensure the sustainability of its services were being sought. It serves a ratio of 5:1 female to male respectively. The centre also uses Internet and satellite radio to download, repackage and disseminate relevant information to the women groups.</p> <p>Batud ICT in Mayuge district in Eastern Uganda, is a training centre and had 42 people trained in introductory computer skills and Microsoft Office applications namely word, excel and PowerPoint of whom 18 female and 24 male (a ratio of 3:4 female to male respectively). Students used the cafe for research, and the ratio of men to women was estimated at 4 to 6 implying that females were the majority. At Mubende Light Secondary School ICT Centre, 150 community members had trained of which 80 were women. Trained students were 530, of which 260 were girls. The centre also had a public pay phone, an online electronic library as well as CDs with subject content. 10 female and 20 male teachers were trained in basic computer skills and had access to computers. http://www.ictinedtoolkit.org/usere/library/tech_for_ed_chapters/12.pdf</p>	<p>- D:/univ_access/telecentres/documents/MadTrainingTelecStaff.pdf</p> <p>http://www.idrc.ca/EN/Resources/Publications/openebooks/399-7/index.html</p> <p>http://cit.mak.ac.ug/iccir/downloads/ICCI_R_09/Aramanzan%20Madanda,%20Dorothy%20Okello,Grace%20Bantebya%20%E2%80%93%20Kyo-muhendo_09.pdf</p>	<p>information; women in health, vocational training and food security, whereas men search for information on politics, economics and business. In comparison, if men couldn't find the information they were looking for, they still lingered at the telecenter, playing games and familiarizing themselves with the facilities.</p>
	<p>Women as managers of (village) knowledge centers</p> <p>Ratio of managers of village knowledge centers, telecentres, free computer centers at libraries</p>	<p>There is just 2% representation of women as managers of (village) knowledge centers and but for the few women managers, they have extra hours of work compared to their male counterparts.</p>	<p>http://cit.mak.ac.ug/iccir/downloads/ICCI_R_09/Aramanzan%20Madanda,%20Dorothy%20Okello,Grace%20Bantebya%20%E2%80%93%20Kyo-muhendo_09.pdf</p> <p>http://connectaschool.org/itu-html/16</p>	

4. Challenges of women

Women are faced by several challenges irrespective of the sector. According to our findings each dimension has its own challenges as faced by women. These are as follows: -

Health Status

- Uganda faces a high prevalence of disease. Sadly, majority of women lack economic power, resulting in a higher rate of girls kept out of school, minimal access to basic health care, increased HIV/AIDS prevalence and higher maternal mortality rates.
- Although Uganda is one of the countries that are managing to control the spread of HIV/AIDS, the prevalence rate for women has remained higher than for men due to socio-cultural norms that support early marriages, child bearing, polygamy, cross-generational sex, domestic violence and extra marital partner for men.
- Uptake of Family Planning services has remained consistently low over the years; much lower for modern contraception.

Social status

- There exists unequal inheritance rights, early marriage, violence against women, and unequal land and property rights, son bias, restrictions on access to public space and restricted access to productive resources; and retard levels of gender equality and women's empowerment in the public and private space.
- Majority of the women in Uganda, live and are threatened by domestic violence but still do not consider it a crime; other women and girls have endured female genital mutilation; and hundreds are trafficked each year into prostitution, forced labor, slavery or servitude. In spite of all these, there is gross under reporting and limited access to justice between men and women.
- Women's time poverty affects their participation on productive and community work. This further translates into higher levels of income poverty among women.
- There are wide gaps with regard to equity/discrimination in social institutions, and these gaps are sustained by cultural tendencies, men's desire to control women's sexuality, perverted level of thinking and women who experience assault keep quiet. A large proportion of women is experiencing physical and sexual assault and this minimises their body integrity as well as women's self-esteem.
- There is time poverty on the women's side compared to men with regard to time use/workload, the situation worsens for women in the knowledge society and decision making.

Economic status

- Self-employed women earn significantly less than men. Female entrepreneurs have double assignments of running an enterprise and a household chores; and this limits time factor to devote to businesses. It also affects choice of a business for starters, excluding activities demanding more time.
- The gender gap in earnings has proven persistent. It explains the existence of a gap between women's and men's earnings in Uganda. There is a continuing debate as to the extent to which the gap reflects merely the inevitable and reasonably fair result of differing work patterns and behaviors by women and men or the impact of employment discrimination against women.
- The low wage earning by women have got limited opportunities due to limited education levels. Such gender gaps in earning opportunities have implications not only for household welfare, but also for overall national output.
- Share of the poorest quintile: - Segregation into lower-paid jobs this inequality of pay between men and women has remained and cuts across all sectors; and has resulted into feminization of poverty and increased violence against women. Very few women hold outstanding positions and thus few are paid highly. Yet, women account for a majority of the poor, underemployed and undernourished. Most female workers in Uganda are either unpaid workers or self-employed in the informal sector.

Access to resources

- Despite the legal reforms that have taken place, women's control over economic resources has remained low. Women's land ownership still remains lower than men's, but their chances to own or rent a house are equal or in some towns and regions, even higher than that of men, especially in the urban areas.

- Women's access to formal credit sources such as bank loans remains extremely low compared to men's due to lack of regular income, inability to guarantee the loans due to lack of collateral and limited access to information.
- Most women are not connected to the internet because they cannot afford, and it is not sustainable. Limiting women's access denies them the tools, resources and opportunities available through the Internet, which in turn slows economic growth and social development opportunities.
- Men definitely do listen more to web radios and/or watch web TV; play, download games, films or music more than women; and sell goods or services, create websites or blogs and download software while women typically participate more than men in social networks (Face book, Twitter etc.). A simple analysis of the gender pay gap and its impact on women's ability to afford Internet services clearly illustrates that the price of entry-level mobile broadband service is significantly higher for women.

Opportunity and capability

- Uganda is facing challenges in achieving its targets for the Millennium Development Goal related to education.

Women in knowledge economy

- It has been difficult for women to join top management positions in different sectors. This can be attributed to promotions made according to one's performance at work. Many women tend to be absent to attend to their sick family members, being sickly due to pregnancies and menstrual setbacks. This affects their level of performance, hence affecting their rising to management positions yet it is these people that generate most policies.
- Women's representation in decision-making positions in the civil service and public sector bodies are also concerns of the Platform for Action.
- Some holistic gender responsive strategies move beyond enabling women's access to higher education institutions (HEIs) to issues affecting women's ability to fully engage and perform within these institutions.

Women in S&T and Innovation Systems

- Women are often discouraged from participating in science and technology education and fields because others see them as being "too hard" for women or "men's fields".

Women and lifelong learning

- Women users were much less likely to read English than the men, and were frequently frustrated in their search for relevant content. Often, they would return home to unfinished household chores - never to return.
- There are wider gaps, women up to now are perceived that they do not hold importance and the few were natured to be an asset to society, due to cultural tendencies; where men should be seen and heard, whereas women are supposed to be in the domestic arena as sexual objects. Women and girls are socialised to be mothers and not to be economically empowered
- Women are hardly given the equivalent of the time offered by village knowledge centres, telecentres, free computer center's at libraries, because of discrimination among the managers and this exposes them information risk (risk cyber insecurity) as they do not get enough time to sign out.

Women's Agency

- Uganda has a relatively conducive atmosphere for women in political leadership, but significant challenges still exist. Quantitatively equal political representation of the sexes may allude to a sense of formal equality, but women in Uganda still face many struggles on a daily basis because their needs are not adequately represented.
- Women in political careers for instance are affected even by social and fashion choices. These are often focused on by the media, and in this women rarely win, either they show too much skin or too little, they either look too feminine or too masculine. Marital status and their romantic lives are a subject of much interest to the general population and the media, perhaps more than their positions on different issues.

Women in knowledge society decision-making and in leadership positions

- Women in management, leadership and other positions of decision making in business communities, academia, parliament, and organizations continue to face challenges, and these include: -

- Balancing work and family obligations; Many women workers and other leaders still bear the brunt of housework and child-rearing, noting how female leaders (MPs) repeatedly voiced their frustration that gender roles in the private sphere have not changed at the same speed roles of women in the public sphere have.
- Limited access to opportunities to lobby, influence and advocate: Majority of informal activity happens at the end of the work day, in bar and club environments. Even if women MPs do not have to go home, they generally feel unwelcome in such environments.
- Common issues include age-old gender stereotypes. Traditionally, management, running a business and decision-making in the public arena was viewed as the domains of men. These norms have also informed educational curriculum and recruitment and promotion policies for many decades.

Enabling Policy Environment

Uganda has so many existing gender sensitive policies, but the problem is implementing the laws and policies in place. Despite the existence of many gender-sensitive policies in the country, Uganda remains acutely short of policies and initiatives aimed specifically at empowering girls and women for participation in the knowledge society, as identified in the report as well as lack of harmonized efforts to exploit ICT sector opportunities. Civil Society Organizations have played a great role in advocacy and influencing policy reforms in relation to participation of girls and women's participation in the knowledge society. Women need to be able to compete on a level playing field with men. Among the indicators of success of women's participation in the knowledge society, there are policies and laws in place, **the study recommends**;

1. Enforcing and consistence on public education and awareness against negative cultural norms that hinder women and girls participation in the knowledge society. Public education can also be effective in educating citizens about the responsible use of ICT and other laws. There is also need for emphasizing awareness creation that men and women as well as girls and boys are the same, and encourage all students to take on science related subjects so as to compete in science related fields. As effort for increasing women participation in the knowledge society (increasing their voices).
2. Policy should provide for the issue of diversity and efficiency in the deployment of languages in broadcasting should be addressed following a wide national consultative process to balance efficiency with relevance.
3. Emphasize equal opportunity for employment, especially in the knowledge centres; and regulate knowledge centres, especially internet cafes, to ensure that women are guaranteed equal time for access as men;
4. Ensure that public information is easily accessed and well disseminated and open for citizens' access and use; and increase access to information on (start business, empowerment) and come up with skills e.g. negotiating skills.
5. Governments and donors should invest in women's organisations at all levels and support their effective participation in national planning and budgetary processes so as to promote increased and effective women participation in decision making.
6. Media needs to be oriented into paying attention to women's contributions and potential, as they participate in knowledge societies.
7. Reinforce the National ICT policy framework on embracing the goal of "lifelong education for all", promoting traditional literacy with ICT components in schools and educational/learning centres;
8. The best way to reduce gender imbalance in power and responsibility, is to empower women by building their capacity for self-reliance as a way of overcoming obstacles.
9. The creation of educational programmes and centres designed to prepare women and girls for participation in knowledge society, especially science and technology.
10. There is need to shift to more Holistic gender responsive strategies. They should address the challenges of women's under-representation in the science, technology and commerce faculties, and the uncondusive environment of HEIs which perpetuates gender inequality and the lack of women in leadership roles in HEIs³.
11. There is need for high level coordination with and support from women's organizations and other NGOs in promoting equality of women and girls to boys and men in the knowledge society.

³ • http://www.adeanet.org/portalv2/en/system/files/resources/policy_brief_gender_en.pdf

12. Increase women's contribution to knowledge societies: - It is important to facilitate women's acquisition of skills and abilities that meet their specific development needs. It will also be important to work towards eliminating gender disparities with targeted measures, such as creating scholarships for girls, setting up special times to allow women to become familiar with the internet, increasing the number of female teachers, promoting continuing training opportunities for women and taking steps to encourage their access to scientific research and technological engineering.
13. Invest more in quality education for all to ensure equal opportunity: - Commitment to the expansion of knowledge societies is essential for the reduction of poverty, the implementation of collective security and the effective exercise of human rights. This commitment must be focused on increased mobilization of resources in favour of education for all through a better partnership between development partners, civil society and the private sector.
14. Increase places of community access to information and communication technologies: - To facilitate universal access to networks, it is important to build on the success of certain experiments currently under way in this areas that promote the spread and sharing of knowledge, and make information and communication technologies new platforms of socialization, should be increased on the national level.
15. Develop collaborations: towards better scientific knowledge sharing: Collectively managed scientific cooperation networks and infrastructures accessible to researchers should be set up. These collaborations, enable scientists separated by distances to work together on specific projects.
16. Widen the contents available for universal access to knowledge: - The promotion of the public domain of knowledge is predicated on the notion that it is truly and easily accessible to as many people as possible. The main knowledge centres, such as institutions of higher education, research centres, museums and libraries, should play a greater role in the production and spread of knowledge through better networking made possible by low-cost high-speed connections. The availability and spread of knowledge in the public domain, especially in science, must be integrated into respective policies and laws. The creation of portals of protected works unavailable on the market should be encouraged for any entity interested in investing in them: libraries, companies, administrations, and international and non-governmental organizations

6. Conclusion

Progress made by Uganda in promoting gender equality in the knowledge society is commendable in several areas such as. Health status, Social status, Economic status, Access to resources, Women's Agency, Opportunity and Capability, Women knowledge economy, Women knowledge in decision making, Women knowledge in Science Technology and Innovation, and Women and learning lifelong. However, corruption has affected the extent of achievements. The misappropriated resources would have contributed to poverty reduction, narrowing of gender gaps, improvement of health, education and other social services, access to safe drinking water, and addressing the environment sustainability. There is need for good governance practices and appropriate actions in curbing corruption and mismanagement of the national resources to enable the realization of gender equality in Uganda. Thus it remains imperative to emphasize that women must lead the process to organize and mobilize their networks, learn to communicate their interests with their male counterparts and different organizations, and push for mechanisms to enhance their representation and participation.

Ensuring women's economic empowerment and access to and control over resources and space in the knowledge society requires an integrated approach to growth and development, focused on gender-responsive employment promotion and informed by the interdependency between economic and social development. Social objectives need to be incorporated into economic policies. Economic growth strategies should give attention to the real economy and focus on creating a gender-sensitive macroeconomic environment, full employment and decent work, access to land, property and other productive resources as well as financial services, and full coverage of social protection measures.

The findings have proved that Uganda is still a long way from achieving gender equality and women's empowerment, especially as the world moves more to knowledge societies. Although there has been progress in some areas such as girls' access to primary education and women's economic empowerment, the level of achievement has been uneven across the

country. There is generally a rapid improvement to the lives of women and girls participating in the knowledge society in Uganda.

It is time to put women and girls front and center and to back up political rhetoric with action. Increased investments in policy areas will have catalytic effects on the lives of women and girls, and accelerate progress towards gender equality. Women have aspirations to freedom, equality and justice. Increasing women's "voice" at all levels of decision-making is essential for advancing issues of importance to women on national and local agendas, with benefits for both women and men. Education, employment, and decreased risk of domestic violence are the main pathways to women's control over their own lives in the knowledge society.