



GENDER ANALYSIS

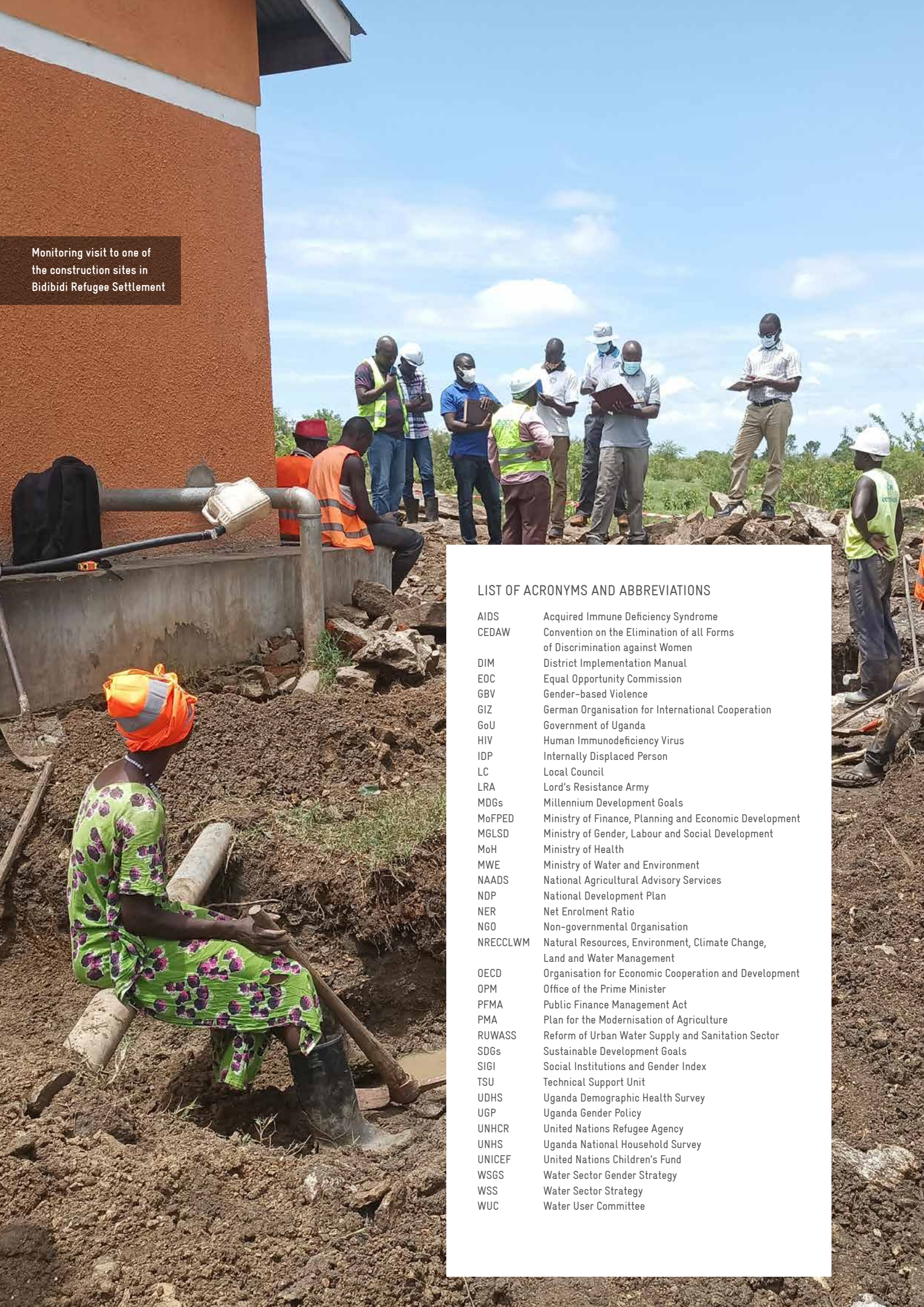
// FOR THE GIZ PROGRAMME WATER SUPPLY AND SANITATION FOR REFUGEE SETTLEMENTS AND HOST COMMUNITIES IN NORTHERN UGANDA // WatSSUP



Implemented by:



Monitoring visit to one of the construction sites in Bidibidi Refugee Settlement



LIST OF ACRONYMS AND ABBREVIATIONS

| | |
|---------|--|
| AIDS | Acquired Immune Deficiency Syndrome |
| CEDAW | Convention on the Elimination of all Forms of Discrimination against Women |
| DIM | District Implementation Manual |
| EOC | Equal Opportunity Commission |
| GBV | Gender-based Violence |
| GIZ | German Organisation for International Cooperation |
| GoU | Government of Uganda |
| HIV | Human Immunodeficiency Virus |
| IDP | Internally Displaced Person |
| LC | Local Council |
| LRA | Lord's Resistance Army |
| MDGs | Millennium Development Goals |
| MoFPED | Ministry of Finance, Planning and Economic Development |
| MGLSD | Ministry of Gender, Labour and Social Development |
| MoH | Ministry of Health |
| MWE | Ministry of Water and Environment |
| NAADS | National Agricultural Advisory Services |
| NDP | National Development Plan |
| NER | Net Enrolment Ratio |
| NGO | Non-governmental Organisation |
| NRECLWM | Natural Resources, Environment, Climate Change, Land and Water Management |
| OECD | Organisation for Economic Cooperation and Development |
| OPM | Office of the Prime Minister |
| PFMA | Public Finance Management Act |
| PMA | Plan for the Modernisation of Agriculture |
| RUWASS | Reform of Urban Water Supply and Sanitation Sector |
| SDGs | Sustainable Development Goals |
| SIGI | Social Institutions and Gender Index |
| TSU | Technical Support Unit |
| UDHS | Uganda Demographic Health Survey |
| UGP | Uganda Gender Policy |
| UNHCR | United Nations Refugee Agency |
| UNHS | Uganda National Household Survey |
| UNICEF | United Nations Children's Fund |
| WSGS | Water Sector Gender Strategy |
| WSS | Water Sector Strategy |
| WUC | Water User Committee |

| | |
|--|--|
| Title of the project: | Water Supply and Sanitation for Refugee Settlements and Host Communities in Northern Uganda (WatSSUP) |
| Country/countries: | Uganda |
| Sector: | Water & Sanitation, Displacement, Refugees. |
| Commissioning party: | German Federal Ministry for Economic Cooperation and Development (BMZ), BMZ Special Initiative: Tackling the root causes of displacement, reintegrating refugees |
| Recommendation for gender policy marker ¹ : | GG1 Marker |
| Purpose for conducting the gender analysis | <input type="checkbox"/> for a new project <input type="checkbox"/> for a follow-on project <input checked="" type="checkbox"/> for a modification offer <input type="checkbox"/> for the GIZ portfolio in a country <input type="checkbox"/> other: Click here to enter text. |
| Status of the gender analysis | <input type="checkbox"/> Provisional gender analysis <input checked="" type="checkbox"/> Finalised gender analysis |
| Method conducting the gender analysis | <input checked="" type="checkbox"/> Desk study <input type="checkbox"/> Desk study + data collection (e.g. on-site appraisal mission, interviews etc) |
| Involved Gender FP | <p>More than one option can be selected:</p> <input checked="" type="checkbox"/> at the project level: Martin Mutiibwa, Mary Namukose, Nana Odoi <input checked="" type="checkbox"/> *at the country level: Melissa Schimanek, Gender FP Country Office <input type="checkbox"/> *at the level of the department or regional division: Enter name <input type="checkbox"/> *of the responsible unit in GloBe: Enter name <u>and</u> unit <input type="checkbox"/> of the sectoral department: Enter name <u>and</u> unit |
| Other persons involved | <input checked="" type="checkbox"/> officer responsible for the commission <input checked="" type="checkbox"/> project member <input type="checkbox"/> appraisal mission team member <input type="checkbox"/> planning officer <input type="checkbox"/> external consultant |
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¹ According to the OECD DAC, all ODA-financed projects should be assigned a marker. The gender marker is requested for BMZ projects and EU co-financing arrangements. Other public German commission parties do not currently request it.



Meeting on WASH and how to maintain the WASHaLOT

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1. INTRODUCTION

The observations and recommendations presented in this gender analysis are meant to provide information to the programme regarding the relevance of gender aspects in Uganda, and particularly for the continued implementation process of the Programme: Water Supply and Sanitation for Refugee Settlements and Host Communities in Northern Uganda (WatSSUP).

Uganda continues to have an open-door policy regarding the reception of refugees from neighbouring countries. The country's progressive refugee policy is anchored in the 2006 Refugee Act and the 2010 Refugee Regulations that allows refugees freedom of movement, the rights to work, establish a business, own property, and access national services including primary and secondary education and health care. The country currently hosts 1,528,057 refugees, mainly from South Sudan (60.3%) and the Democratic Republic of Congo (29.2%), making it the largest refugee hosting country in Africa². The refugee situation in Uganda is protracted. At the same time, the number of refugees is steadily increasing due to the unstable political situation in the region. The refugee groups consist mainly of women, children and the elderly (81%) and are thus among the most vulnerable groups in the refugee context.

About 94%³ of the refugees live in settlements alongside host communities, in areas which are among the poorest and most under developed in the country. The presence of refugees has exacerbated underlying development challenges where the Ugandan population already faces insufficient economic, environmental and developmental responses. The refugee communities are predominantly located in the West Nile region in northern Uganda, a structurally very disadvantaged part of the country. This is particularly evident in the WASH (Water, Sanitation and Hygiene), sector, where an already strained system has been further overburdened due to the COVID-19 pandemic.

The programme "Water and Sanitation for Refugee Settlements and Host Communities in Northern Uganda" (WatSSUP) is implemented within the international framework of the Global Compact for Refugees (GCR) and financed by the

Special Initiative Forced Displacement (SI Flucht) of the German Ministry for Economic Cooperation and Development (BMZ). The Special Initiative Forced Displacement addresses multiple areas in need of support identified in the GCR. The main areas of intervention of the Special Initiative are:

- › Support for refugees, internally displaced people and returnees.
- › Stabilization of host regions.
- › Mitigation of causes of forced displacement.

The WatSSUP Programme is operating on the nexus of humanitarian and development work and focuses on both refugee and host communities (area 1 and 2 of the Special Initiative). The aim of the programme is to ensure sustainable water services in selected refugee settlements and host communities through supporting the transition from humanitarian-led water supply to national service providers (e.g. government owned utilities). The transition is termed the Utility Model in Uganda. The WatSSUP Programme is implemented with a whole-system approach and thus works at national, regional, district and community level. The Ministry of Water and Environment (MWE) is the political partner for the implementation, other key implementing partners are also the utility Northern Umbrella of Water and Sanitation (NUWS), District Local Governments in the refugee hosting districts and humanitarian organisations like UNHCR and other actors within the humanitarian development nexus. The geographical implementation area of the programme focuses on the refugee hosting districts Arua, Yumbe, Madi Okollo and Terego with a focus on nine refugee-hosting sub counties and the three refugee settlements (Imvepi, Rhino and Bidibidi).

The interventions of the programme are focusing on the following five fields of action:

- › Strengthening the coordination capacity of the MWE.
- › Strengthening the capacities of the regional structure of the MWE.
- › Improving district – level services.
- › Enhancing the potential of local actors.
- › Improvement of the hygiene conditions and sanitation in refugee settlement and host communities.

² <https://data.unhcr.org/en/country/uga>

³ Inter-Agency Uganda refugee response plan 2022 – 2025



Group Work during the Refugee Engagement Forum in Kampala 2022

So far at national level the programme has strengthened the steering and coordination capacities of the MWE for the implementation of the WESSRP. In addition the programme has facilitated engagements and improved cooperation between the MWE, UNHCR and the Office of the Prime Minister (OPM) to support the transition from humanitarian-led water supply to water supply by national service providers like NUWS.

At regional level WatSSUP has supported NUWS with financial and technical support to increase the capacity of the institution and to prepare NUWS for the handover of Water Supply Schemes in the Refugee Settlements. In addition, the programme is currently upgrading up to 28 Water Supply Systems in the Refugee Settlements which will impact up to 250,000 beneficiaries of which approximately 50% will be women.

At the districts, the programme has been able to improve the working conditions for the District Water Officers and other staff through the rehabilitation of district offices, installation of solar panels and provision of logistic support through motorbikes and vehicles. A key achievement has been the integration of refugee data into the District Development Plans to ensure both refugee and host communities' needs are addressed. Also training courses have been developed in cooperation with the training centre in Arua to ensure the availability of trainings for solar powered piped water systems. Up to now almost 100 staff from NUWS and local Hand Pump Mechanic Associations have been trained, leading to increased demand and job opportunities for the local HPMAAs and overall improved cooperation between HPMAAs and NUWS.

At community level WASH sensitization events have reached over 50,000 beneficiaries with 51% women participants and through a COVID-19 response measure sixty group handwashing facilities were set up impacting giving up to 150,000 persons from refugee and host communities improved access to hygiene.

This gender analysis is aiming to provide further guidance regarding gender-sensitive design and implementation of the programme activities. It is recommended to keep the GG1 marker that the programme was assigned, as the programme will have a positive impact on gender equality. Gender issues are being considered in most of the activities and a number of indicators, but gender-transformative measures are not the main outcome of the programme.

Even though this gender analysis focuses on the context in Uganda, the analysis also looks to some extent at the gender dimension in South Sudan as the programme works in an area with refugee settlements where the refugees come predominantly from South Sudan.

The research for this document was conducted through a detailed desk review of the existing gender policies and guidelines both in GIZ, the partner country and the key partner institutions. In addition, the activities that have already been implemented by WatSSUP are reviewed at the end of the analysis and suggestions for further gender mainstreaming for subsequent activities of the programme are provided.

2. GENDER DIMENSIONS IN THE COUNTRIES

2.1 THE GENDER DIMENSION // IN UGANDA

Uganda's basic law, the **Constitution**, provides for equality between men and women, and recommends affirmative action where such equality does not exist. Uganda's Constitution is clearly in line with its commitments under the **Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)**, which Uganda ratified in 1985 without any reservations. Uganda is also a signatory to other international obligations such as **Beijing Platform of Action (1995)**, the **Commonwealth Plan of Action on Gender and Development, Advancing the Commonwealth Agenda into the New millennium (2005–2010)**; the **United Nations Declaration on Violence Against Women (DEVAW, 1993)** **Millennium Development Goals (MDGs) (2000)**, and **Sustainable Development Goals (SDGs) (2015)**, among others.⁴

The key policy for advancing gender equality in Uganda is the **Uganda Gender Policy (UGP)**, which was first formulated in 1997 and revised in 2007. The policy provides a gender perspective to all levels of planning, resource allocation and implementation of development programmes. In reference to the UGP, the Ministry of Water and Environment developed the **Water and Sanitation Gender Strategy 2018–2022** that promotes Gender Equality and Women Empowerment (GEWE).⁵

The 2015 **Public Finance Management Act (PFMA)** obliges all Ministries, Departments and Agencies to prepare gender-responsive Budget Framework Papers based on a budget call circular issued by the **Ministry of Finance, Planning and Economic Development (MoFPED)**. Budget Framework Papers are the basis of the preparation of sector-specific Ministerial Policy Statements that are submitted to Parliament for legislative approval, including the agricultural sector.

Moreover, the PFMA provides that the MoFPED, in consultation with the **Equal Opportunities Commission (EOC)**, issues a **Gender and Equity Certificate** specifying the national budget framework paper to be gender and equity responsive; and measures to be taken to equalise opportunities for women, men, persons with disabilities and other marginalised groups. The Gender and Equity Certificate is, globally, a unique innovation and suggests that any fresh Government expenditure must demonstrate that it is gender- and equity- responsive.⁶

POLITICAL PARTICIPATION

Affirmative action in politics has enabled women to participate in governance and decision making both at national and local government levels. The global average share of women in parliament rose from 14.9% in 2006 to 22.9% in 2022 while the global average share of women in ministerial positions across the same period nearly doubled, increasing from 9.9% to 16.1%.⁷ In Uganda, the share of women in Parliament dropped from 36% in 2016 to 34%⁸ in 2021. Important to note is that there are 14 Women Cabinet Ministers constituting 45% out of 31 Cabinet Ministers and 24 Women State Ministers constituting half (48%) of the Ministers of State in Uganda.⁹

The progress of having women represented in higher political offices, was largely sustained by a quota system whereby each district elects one woman representative – 146 of the current 189 women MPs (including 14 ex-officio members) were elected in this manner. At national level, for the third time occurrence, a woman was appointed a Vice President of the Republic of Uganda while the Speaker was elected to head the Ugandan Parliament. The current cabinet has ten women holding key ministerial positions (Prime Minister, 1st and 3rd Deputy Prime Ministers, Education, Health, Land, Energy, Gender, Technology and Presidency). Additionally, a woman councillor gets elected at Local Council (LC) III level (sub-county level) to represent issues particularly affecting women.¹⁰

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⁴ Gender Situation Analysis for Uganda, Regina Kamuhanda, August 2016.

⁵ Water and Sanitation Gender Strategy 2018–2022.

⁶ The Gender Gap in Agricultural productivity in Uganda, A. Haroon Akram-Lodhi, Trent University, 2017.

⁷ World Economic Forum – Gender Gap Report – July 2022.

⁸ <https://www.idea.int/data-tools/data/gender-quotas/country-view/293/35>.

⁹ <https://www.parliament.go.ug/page/uganda-women-parliamentary-association-uwopa>.

¹⁰ Gender Situation Analysis for Uganda, Regina Kamuhanda, August 2016.



Use of the WASHaLOT during a handwashing event in West Nile

In Uganda the responsibility for service delivery lies with sub-national local governments, is predicated on popular participation and bottom-up planning for effective service delivery and is obliged to promote gender equality and community development. To that end, the 1997 Local Governments' Act, amended in 2001, provides for affirmative action for women at all levels of local councils. The Act also reserves positions for women in strategic local government bodies such as the executive, the contracts committee, the land board and the district service commission. The challenge, though, is that local governments have inadequate capacity to deliver services in a manner that is responsive to women's and men's different needs, for three reasons: inadequate technical capacity for gender-responsive planning and budgeting, poor understanding of gender among the local political leadership, and limited budgetary allocation to gender-responsive activities.¹¹

At local government level in Uganda, the reported percentages of the top district leadership positions occupied by women include:

- > District Chairpersons (2.6%)
- > Vice-Chairpersons (26.5%)
- > Chairperson District Service Commission (16.8%)
- > District Speakers (13.7%)
- > Chief Administrative Officers (14.5%).¹²

The current women political participation overview indicates that Uganda is yet to attain gender parity in political representation at local government level. More effort is required to evolve the Ugandan society towards being informed, conscious and pragmatic of gender and development issues.

2.2 THE GENDER DIMENSION // IN SOUTH SUDAN

The WatSSUP programme works in West Nile refugee settlements that are dominated by South Sudanese refugees that are adversely affected by the conflicts in their home country. Conflicts and displacement disproportionately affect women, children and the elderly. It's upon this basis that gender aspects affecting South Sudanese women are delved into cognizant that they have substantial impact on programme outcomes.

South Sudan is transitioning out of civil war and the path to stability remains unclear, despite a peace deal signed in 2018 and the formation of a unity government in 2020. An estimated 1.6 million people are internally displaced, while an additional 2.2 million are refugees in neighbouring countries. Within South Sudan, approximately 85% of internally displaced people (IDPs) are women and children and 80% of refugees in neighbouring countries are women and children¹³. The refugee influxes from South Sudan to Uganda are projected at 20,000 throughout 2022¹⁴. The economic recovery was derailed in 2020 by locust invasions, floods, and the onset of the COVID-19 pandemic¹⁵. The country is reported among the poorest countries in the world with an estimated four out of five people living under the international poverty line in 2020¹⁶.

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¹¹ The Gender Gap in Agricultural productivity in Uganda, A. Haroon Akram-Lodhi, Trent University, 2017.

¹² Women's participation in politics at the local government level in Uganda – Economic Policy Research Centre – 2021.

¹³ South Sudan's Forced Displacement Situation. 2021. UNHCR.

¹⁴ South Sudan regional refugee response plan 2022.

¹⁵ African Economic Outlook 2021. African Development Bank.

¹⁶ <https://www.worldbank.org/en/country/southsudan/overview>; August 2022.

Group Photo at the beginning of the Cash for Work Tree Planting activity in West Nile



The South Sudan Revised National Development Strategy (SS-RNDS) 2021–2024 recognises gender among the critical cross-cutting issues for sustainable development, human rights and development effectiveness. The SS-RNDS sites the key gender issues to include:

- > Lack of gender-sensitive policies and programmes in public institutions.
- > Inadequate integration of protection of women, children, youth and other vulnerable groups in public and private institutions and services.
- > Limited enabling environment for women’s empowerment in social, economic, political and cultural activities and in decision-making.
- > Limited capacities and limited diversified employment opportunities for women and youth.
- > Limited capacities at the subnational level for local service delivery, particularly for women and youth to address issues of reproductive health¹⁷.

Women and girls particularly affected by the dire situation in the country, with many facing violence, abuse, exploitation and high levels of gender-based violence (GBV) which significantly limits women’s ability to realize their potential. Up to 65% of women and girls report having experienced some form of physical or sexual assault in their lifetime, either by an intimate partner or non-partner. Women and girls who experience violence are less able to engage in formal and informal work and are less able to care for and provide for their families¹⁸.

The outlook of assorted national development indicators reveals; – annual population growth at 1.7% in 2021¹⁹, maternal mortality rate at 789 per 100,000 live births²⁰, and only 27% of the adult population is literate²¹.

In 2021, the proportion of seats held by women in the national parliament was reported at 32%²² while the proportion of women with ministerial posts was 28%²³.

2.3 MESO LEVEL // INSTITUTIONS

Beyond the MoFPED, other important institutions that support gender equality include the Ministry of Gender, Labour and Social Development (MoGLSD), the EOC, and Gender Focal Persons in Ministries and local governments. The MoGLSD has a National Action Plan on Women that outlines key women’s concern to be prioritised by the country. At the local government level, the MoGLSD works through Community Development Officers to promote gender equitable service delivery. The role of the MoGLSD under this policy is to:

- > coordinate gender mainstreaming at the different levels;
- > provide technical support to sectors, local governments, civil society and private sector entities;
- > set standards, develop guidelines and monitor their operationalization;
- > provide support to focal points, sector gender working groups and local governments for improving their effectiveness;
- > coordinating the monitoring and evaluation of the policy and gender responsive development in the country.²⁴

In addition, the Gender Development Partner Group (GDPG) meets on a monthly basis. The GDPG consists of different bilateral (such as embassies) and multi-lateral organisations (UNWOMEN, UNCDF, UNAIDS, UNICEF, UNHCR) focusing on gender issues.

¹⁷ South Sudan Revised National Development Strategy 2021 – 2024.

¹⁸ The World Bank – South Sudan Women’s Social and Economic empowerment – 2021.

¹⁹ <https://data.worldbank.org/country/SS>; August 2022.

²⁰ South Sudan Women’s Social and Economic Empowerment, The World Bank – 2021.

²¹ <https://www.ssnbss.org>; August 2022.

²² <https://data.worldbank.org/country/SS>; August 2022.

²³ <https://www.theeastafrican.co.ke/tea/news/east-africa/kiir-fails-to-meet-gender-threshold-cabinet-positions-3404560>; Aug 2022.

²⁴ Gender Situation Analysis for Uganda, Regina Kamuhanda, August 2016.

2.4 MICRO LEVEL // TARGET GROUPS

HOUSEHOLD ROLES

A popular opinion among gender experts is that increased presence of women in the public space and their economic independence has led to a shift in household gender roles in Uganda. Women especially in rural areas have increasingly taken over the roles previously appointed to men like paying school fees and health-related costs. However, traditional views that domestic chores, namely caring for the children, the sick and the elderly, are a natural responsibility of women still prevail.

Discriminatory social norms in Uganda and in South Sudan regarding gender roles in the private sphere has led to an unequal sharing of care responsibilities: girls and boys do not enjoy an equal share of caring responsibilities. Across both countries, there are strong expectations that girls should spend more time on unpaid domestic work than boys.^{25 26}

Some economists have characterized the care work and household duties as 'unpaid but not free', as women and girls are rarely paid for these duties. However, they are not free because they have social costs; for example, women doing housework and providing care are not available for work outside the home. The costs of care are 'paid for' by reducing the opportunities of carers, which in the Ugandan context effectively means reducing the economic and social opportunities for girls and women.²⁷

In South Sudan the gendered division of labour further contributes to the marginalization of women in politics and public life. As Dr. John Garang mentioned during a speech in 2005:

*"The Sudanese rural woman, for example, gets up at five o'clock in the morning, to walk five kilometres, just to bring five gallons of water after five hours walk, spends another five hours working on the family farm, and five more hours making the family meal."*²⁸

FAMILY LAW, INHERITANCE LAW // OFFICIAL AND TRADITIONAL

A study on succession laws in Uganda concluded that customary practices of succession continue to influence the way succession matters are addressed in most of the communities in Uganda. Reference to the statutory law is made usually in cases where there is a conflict arising out of the management of one's estate. However, many of these customary practices negatively affect women and girls who are discriminated against. Much as the Constitution of Uganda provides for equality of all persons before the law and goes ahead to prohibit customs and cultures which are against the interests of women or any other marginalized group. Such protective provisions however are either unknown to the perpetrators or are just disregarded all together.²⁹

Women's inheritance rights and widow status are particularly vulnerable in Uganda, due to widespread discriminatory opinions and practices. Close to half of the population (44%) reject a widow's right to remarry outside of her former husband's clan. 51% attest to this occurring in practice. This is seen as justifying grabbing of widows' property (82%).³⁰ In addition, these discriminatory views are also found on the rights of widows and daughters to inherit.

Almost one-third of Ugandans believe that women and men should not enjoy equal rights to inherit land and non-land assets, and furthermore, half declare this is standard practice. Restrictions appear to be particularly stark for land assets: one in three respondents declares that a daughter's inheritance rights over land are not respected in Uganda, 78% in the sub-region Karamoja. Those discriminatory opinions and practices are particularly significant in rural districts.³¹

Due to years of civil war and unrest, the legal system in South Sudan is unreliable at best. People tend to turn to their customary laws instead. Yet the reliance on customary practices has negative consequences for women. Customary law is deeply patriarchal, casting men as the undisputed heads of their families, with women playing subservient roles. While South Sudan's 2005 Interim Constitution guaranteed human rights and equality for all, numerous rules of customary law continue to violate women's rights. These same aspects of the law are sometimes used to marginalize women's voices and rights, as well as to justify women's exclusion from political participation and decision-making processes.³²

²⁵ The Uganda SIGI Country Report, Uganda Bureau of Statistics and OECD, 2015.

²⁶ Gender-based Violence in South Sudan, CARE Insights, 2013.

²⁷ Gender and Economic Growth in Uganda - Unleashing the Power of Women, World Bank, Amanda Ellis, Claire Manuel, and C. Mark Blackden, 2005.

²⁸ Women and political participation in South Sudan, Jane Kani Edward, 2011.

²⁹ A Study Report On The Review Of Laws On Succession In Uganda, Law Reform Commission, 2013.

^{30 / 31} The Uganda SIGI Country Report, Uganda Bureau of Statistics and OECD, 2015.

³² Women and political participation in South Sudan, Jane Kani Edward, 2011.

REPRODUCTIVE RIGHTS

Reproductive and sexual autonomy are poorly protected in Uganda. Persistent discriminatory attitudes still limit women's right to sexual and reproductive health: 30% of Ugandans think that a woman cannot refuse to have sex with her husband and cannot decide whether to use contraception. Opinions towards women's sexual autonomy are less discriminatory in Kampala (22%) and in both Central 1 and Central 2 (24%), but much more restrictive in the Karamoja (42%), Southwest (58%) and Mid-Northern (63%) sub-regions.³³

In South Sudan, the adolescent reproductive health status is poor, with teenage pregnancy estimated at 30% among girls aged 15 to 19 years, and the adolescent birth rate at 158 per 1,000 girls aged 15 to 19 years³⁴. Custom and marriage traditions remain especially strong in the rural areas, where women are expected to give birth to many children, with sexual abstinence after giving birth and breast-feeding often being the only means of 'contraception'. Child-spacing is practiced only due to couples living apart temporarily and/or men having other wives. During the war, the Sudan People's Liberation Army, even ideologically rejected family planning and abortion, and instead campaigned for women to reproduce more frequently, in order to replace fallen fighters, a notion that continues to be the expectation in South Sudanese society.³⁵

REPRODUCTIVE HEALTH

The Ministry of Health strategic plan 2020–2025 commits to increase the modern contraceptive prevalence rate from 35% in 2020 to 50% by 2025; and as well reduce unmet need for family planning from 28% in 2020 to 10% by 2025. The low contraceptive use is irrespective of the contraceptive knowledge by Ugandans, which over the past years has been almost universal at over 98% for both men and women³⁶. The total fertility rate for Ugandan women is reported at 5.4 children in 2020, with a population of currently 42.9 million at a growth rate of 3.1%³⁷ and projected to be at 47.4 million in 2025³⁸ – a trend that is worrying policymakers.

The National Development Plan (NDP) III sets out to reduce the age-related dependency ratio from 95.6 in 2018 to 80 by 2025. The World Bank reported the age dependency ratio of

Uganda as 91 for the year 2021³⁹. The population trends for Uganda present challenges to future growth and structural transformation, unless serious measures are taken to turn it into a population dividend. Drivers of high population growth are deeply gendered. Causes of high fertility in Uganda are attributed to low levels of education, poor access to family planning services, low contraceptive prevalence rates and early childbearing.⁴⁰

Uganda has made progress in increasing the proportion of women attending four Antenatal Care sessions from 37% in 2014 to 60% in 2016⁴¹.

Annual health facility deliveries improved from 53% in 2014 to 62% in 2018. Maternal health indicators for Uganda have generally remained poor. The Maternal Mortality Rate decreased from 438/100,000 in 2011 to 336/100,000 in 2015 (UDHS:2016). Among the underlying causes of high Maternal Mortality Rate is the low status of women in the family and community.

There seems to be a correlation between overall maternal health in Uganda and the access of women to household income.⁴² Women's occupation and ability to earn money is important for their ability to save for maternity care,⁴³ and the bargaining power of women regarding seeking maternal health services was affected by poor information sharing between couples about their household incomes.

South Sudan total fertility rate is 4.4 children per woman, and family planning uptake is extremely low, with a contraceptive prevalence rate of only 6% for all methods⁴⁴.

In 2016, UNICEF stated that in South Sudan more teenage girls die in childbirth than finish secondary school⁴⁵. The United Nations Population Fund (UNFPA) reported in June 2022 the estimated rate of child marriage at 52%, with a direct negative impact on the health, resilience and productive capacity that often leads to increased poverty, self-reinforcing cycle of underdevelopment, violence and vulnerability. Child marriage is deeply rooted in gender inequality and harmful social norms. The drivers of the high prevalence of child marriages were reported to include; – perceived low status of girls, lack of education, poor safety concerns about girl children and control over sexuality, as well as the dowry collected by their families.

³³ The Uganda SIGI Country Report, Uganda Bureau of Statistics and OECD, 2015.

^{34/44} UNFPA – Country programmes and related matters – June 2022.

³⁵ Reproductive health causes tension in South Sudan, Centre for Development and Environment, University of Oslo, 2017.

³⁶ Uganda Demographic and Health Surveys, Uganda Bureau of Statistics, 2006 and 2011.

³⁷ Statistical Abstract – Uganda Bureau of statistics – 2021.

³⁸ Provisional Census Results, Uganda Bureau of Statistics, 2014.

³⁹ <https://data.worldbank.org/indicator/SP.POP.DPND?locations=UG>

⁴⁰ Uganda: Poverty Reduction Strategy Paper, International Monetary Fund, 2010.

⁴¹ Uganda Demographic and Health survey, Uganda Bureau of statistics 2016.

⁴² Negotiating Reproductive Outcomes in Uganda, Blanc et al., 1996.

⁴³ Uganda Demographic and Health Survey, Uganda Bureau of Statistics, 2006.

⁴⁵ UNICEF, More girls in South Sudan die in childbirth than graduate from high school, 2016.

LIFE EXPECTANCY

Life expectancy at birth in Uganda has been steadily improving from 46.42 years in 2000 to 63.7 years with 62.8 years for males compared to 64.5 years for females in 2014⁴⁶. The improvement has been greater for women than men progressively.⁴⁷

In 2020, the life expectancy in South Sudan increased to 58⁴⁸ years from 56.3 years in 2015.

HIV & AIDS

The Uganda National HIV and AIDS Strategic Plan 2021–2025 indicates 1,460,000 people living with HIV as of 2019. The national estimate for HIV prevalence is at 5.8% (7.1% among women and 4.3% for men). Among young people aged 15 to 24 years, HIV prevalence is 2.8% and 1.1% among young women and young men respectively. The estimate indicate that 53,000 people were newly infected with HIV. Among older adolescents and young people, HIV prevalence is almost four times higher among females than males.

According to the Joint United Nations Programme on HIV/AIDS (UNAIDS) March 2020, 89% of all adults living with HIV knew their HIV status and 84% were on treatment, among whom 75% had suppressed viral loads. About 93% of pregnant women living with HIV were on antiretroviral treatment (ART).

The 2020 UNAIDS country statistics for South Sudan indicate the adult HIV prevalence rate is 2.5% and 30% of new HIV infections occur among young people aged 15 to 24 years. Women and girls constitute 64% of new HIV infections. Young people and other key populations (sex workers and persons with disabilities) have poor access to integrated sexual and reproductive health information and services. The key barriers for adolescents and youth to access HIV related social services include poverty, insecurity and inadequate information and services on reproductive health, family planning, and prevention of sexually transmitted infections.

In 2020, 18% of the 190,000 People Living with HIV (PLHIV) were on treatment. One in every four persons living with HIV were reported to know their HIV status amidst an increasing trend in number of new HIV infections (19,000) in 2020. The Prevention of Mother to Child Transmission (PMTCT) coverage is low at 43% coupled with low antenatal care (ANC) attendants among pregnant women. The ART coverage among children is 11%⁴⁹.

GENDER-BASED VIOLENCE (GBV)

Gender Based Violence (GBV) refers to any harmful act that results in, or is likely to result in, physical, sexual or psychological harm or suffering to a woman, man, girl or boy on the basis of their gender, resulting from power inequities and power abuse⁵⁰.

Violence against women is acknowledged as a violation of basic human rights with severe negative development outcomes. Its prevalence is still high in Uganda, although innovative programmes coupled with strong legislative initiatives to address intimate partner violence have been rolled out⁵¹.

In almost all armed conflict situations, women bear the brunt of much of the conflicts and violence. Many suffer gang rape, abductions, sexual slavery, injuries, miscarriages, sexually transmitted diseases and anxiety. Despite limited formal training, women take on new roles of conflict prevention and conflict resolution, provision of relief and recovery interventions during internal displacement and in refugee settlements, as well as psychosocial support to victims and survivors. Many women take on roles often performed by men, a change in gender roles that not only increases the women's burden of care, but also exacerbated GBV⁵².

The Uganda Police Force Annual Crime Reports (2014–2019) revealed that sexual and GBV cases are the leading crimes including, common assault, domestic violence, defilement, threatening violence and child neglect. A sizeable percentage of the cases are dismissed due to lack of evidence, lack of a victim or witness support system and due to inefficiencies in the Judicial System.

Unfortunately, the prevalence of GBV in Uganda is among the highest in the world. According to a 2020 national survey of violence against women, almost all, 95% Ugandan women (ages 15 to 49), have experienced physical or sexual violence by an intimate partner or non-partner during their lifetime. Over half (56%) of all Ugandan women over the age of 15 had experienced physical or sexual violence by an intimate partner in her lifetime, and almost 35% had been victimized in the year prior to the survey—nearly twice the global averages of 27 and 12%, respectively, and higher than averages in Sub-Saharan Africa of 33 and 20%, respectively (WHO 2021)⁵³.

During the COVID-19 pandemic, there was a marked increase in GBV following the first lockdown in Uganda of March 2020. An estimated 3,280 domestic violence cases, including intimate partner violence, were reported to the police between March 30 and April 28, 2020, compared with a monthly average of 1,137 cases in 2019 (MGLSD 2020). The data also revealed

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^{46/50} Statistical Abstract, Uganda Bureau of Statistics – 2021.

⁴⁷ www.countryeconomy.com

⁴⁸ <https://data.worldbank.org/country/SS>; August 2022.

⁴⁹ UNAIDS – Country Progress Report: South Sudan, 2020.

⁵¹ The Uganda SIGI Country Report, Uganda Bureau of Statistics and OECD, 2015.

⁵² National Action Plan III on women, peace and security 2021–2025; MGLSD – March 2021.

⁵³ WHO (World Health Organization). 2021. Violence Against Women.

a 24% increase in the incidence of rape in the first six months after the start of the first lockdown. A qualitative study that included interviews with 27 service providers in July to September 2020 documents an increase in GBV due to prolonged confinement, a rise in economic insecurity, and school closures – all of which increased household stress. These impacts were exacerbated by disruptions in transport and the diversion of resources away from sexual and reproductive health services and toward a COVID-19 response, limiting women's access to needed support services.⁵⁴

Among refugee populations, there was a perceived rise in GBV-related risks during the COVID-19 related lockdowns, especially among young women. In an interagency assessment conducted in November 2020, which included a survey of 1,500 refugees in Kampala and the settlements as well as 185 expert interviews, 23% of respondents said there was an increase in sexual and GBV, and 17% said there was an increase in domestic violence (GoU, UNHCR, UN Women and CARE International 2020). Respondents listed multiple perceived drivers, including increased stress and lack of confidence among men due to their loss of livelihoods, a rise in substance abuse, and social isolation. Negative coping mechanisms during the crisis, were identified as a key trigger for exposing women to GBV-related risks.

In South Sudan, there is limited availability and access to GBV prevention and response services, and a weak capacity and investment for addressing GBV generally, and particularly in emergencies, including conflict-related sexual violence. Gender inequality and GBV is perpetuated by conflict, weakened community and social support systems, weak institutional capacities for GBV prevention and response, and the prevailing cultural norms, which discourage reporting of GBV cases to service providers. A total of 9,647 incidents of GBV were reported in 2020 through the GBV information management system⁵⁵. A recent report by the Commission on Human Rights in South Sudan (March 2022) highlights the widespread conflict-related sexual violence against women and girls in South Sudan and that the situation of women and girls there is worsened by a lack of accountability for GBV.⁵⁶

Also, the COVID-19 prevention measures had a negative impact on women as prolonged school closure exposed girls to the increased risks of sexual abuse, GBV, child marriage and early pregnancies.

EDUCATION

The Ugandan Ministry of Education and Sports (MES) last statistical analysis (2017) indicates progress towards gender equality in education. There was tremendous growth in enrolment following the introduction of Universal Primary Education in 1997, with 84% of the school-age population being enrolled and gender parity in primary education achieved (Male; 4,395,513; Female; 4,445,076) in 2017. The completion rate for primary level is still low and was last reported to be at 53% (Female 54%; Male 52%) in 2017⁵⁷. Refugee Gross Enrolment Ratio in Primary education is reported to have increased from 58% in 2017 to 73% in 2019.⁵⁸

As mentioned above, in South Sudan education rates are low with only 27% of the adult population being literate: 40% of men over 15 years compared to 16% of women over 15 years. UNICEF estimates that 70% of children aged 6 to 17 years have never seen a school from the inside.⁵⁹ South Sudan has some of the lowest education indicators, with education of girls being among the lowest. Very few girls who begin primary education continue to secondary school; in 2016 for example, 128,000 girls started primary school, but only 2700 completed secondary school.⁶⁰

The ongoing crisis in the country has aggravated an already difficult situation, with low rates of enrolment, limited girls' participation and very poor school infrastructure. The Annual Education Census of 2016 found that 36% of primary school students had no access to latrines. From 2013 to 2016, the primary school student NER decreased by 10%. The census also showed a 50.4% NER in 2016, indicating that half of school-aged children are not attending school. The most common reasons given for children not attending or dropping out of school was 'long distance to school', 'couldn't pay fees, uniforms or other costs' and 'moved/displaced'. 'Insecurity on the way to school' also featured highly as a reason. Insecurity has also been reported as the main cause of school closures, followed by delay or non-payment of teacher salaries. An education assessment by UNICEF (2016) revealed that widespread attacks against functional schools have occurred since December 2013, with at least one in three schools having suffered one or more attacks by armed groups or forces. In conflict-affected locations, schools remain closed, often occupied by internally displaced persons seeking shelter and protection.

⁵⁴ Columbia University. 2020. Impacts of COVID-19 on Gender-based Violence and Sexual and Reproductive Health and Rights Programs and Services in Uganda. Mailman School of Public Health and Makerere University. https://www.publichealth.columbia.edu/sites/default/files/uganda_2-pager_9-april_2021.pdf

⁵⁵ UNFPA – Country programmes and related matters – 2022.

⁵⁶ https://www.ohchr.org/sites/default/files/2022-03/A_HRC_49_CRP_4.pdf

⁵⁷ <https://data.worldbank.org/indicator/SE.PRM.CMPT.FE.ZS?locations=UG>; September 2022.

⁵⁸ Refugee Response Plan overview 2018 – 2021; <https://www.education.go.ug/wp-content/uploads/2020/08/ERP-Overview-1.pdf>

⁵⁹ UNICEF South Sudan, Education: The challenge, 2017.

⁶⁰ https://www.unicef.org/media/49136/file/2016arr_wash.pdf

Woman from the Refugee Community in West Nile during the Cash for Work Tree Planting activity



AGRICULTURE

The Uganda Bureau of Statistics reported an increase in the proportion of working persons in purely subsistence agriculture from 39% in 2016/17 to about 48% in 2020⁶¹. The Uganda national household survey (UNHS) 2019/20, indicated that the highest percentage of the working population (68%) was engaged in Agriculture, forestry and fishing industry.

Although women provide over 70% of the labour force that is engaged in agricultural production, they control less than 20% of the outputs. The women continue to experience challenges in accessing the factors of production (land, credit and extension services) and produce 17% less per acre on average than plots managed by men or jointly by other family members⁶².

Women are highly disadvantaged in the agricultural sector in Uganda. Actual land ownership by women is very low in comparison to men. Ugandan women own only 7% of the land, leaving the rest of them with access to land only through a male relative. Socio-cultural practices tend to discriminate against women owning land. Ugandan women are taught to perceive marriage as the ultimate goal in life and their ownership of land as incompatible with a happy marriage. The still very commonly paid bride price is considered as making a woman the husband's property, abolishing any claims she might have had to land and automatically transferring any possible property to her husband.

Additionally, women in Uganda have been particularly affected by property grabbing, a practice whereby relatives of the deceased repossess all marital property. Cultural beliefs regarding land tenure and growing tension over a shortage of arable land in rural poor communities has further fuelled property grabbing from widows. Male farmers face many challenges in Uganda, but women and girls face additional constraints including control of land; lack of credit and access to markets and financial systems; lower value subsistence crops for women and cash crops to men; lack of access to tools and transport to which men have priority access; lack of skills and confidence; lack of a voice in cooperatives; lack of decision-making power over sale, price, and investments.

The very same issues as described above affect South Sudanese women. They as well are culturally not supposed to own land or decide on what to buy but are at the same time expected to cater for all of the families' immediate needs like food, shelter and healthcare and are solely responsible for working on the fields.

⁶¹ https://www.ubos.org/wp-content/uploads/publications/11_2020STATISTICAL_ABSTRACT_2020.pdf

⁶² Agriculture Sector Strategic Plan - 2015/16 to 2019/20.

ECONOMIC PARTICIPATION

Globally, it is estimated that gender gaps cost the economy some 15% of GDP and this cost is most likely to be more pronounced in developing countries. Women's economic empowerment includes access to and control over productive resources, assets and services; political and social agency; meaningful participation in decision-making spaces and processes and access to decent work⁶³.

Women's economic participation is still low, hampered mainly by low education. Whereas females in Uganda constitute more than half the working population (52%) and have a high labour participation rate (84%) though slightly lower than males (88%), majority are employed in agriculture (76%) compared to males (66%), characterized by low skill levels and low wages and in vulnerable jobs.

42% of women in the labour force are unpaid family workers and are receiving no income despite contributing the largest proportion of the agricultural labour. After the agricultural sector, trade plays an important role in employment, particularly for women. Overall, the trade sector employs 9.4% of the working population, higher for females (10%) compared to males (8.8%). There are rural-urban differences, with women's participation in trade higher in rural areas (24.7%) compared to males (18.6%).

The gendered division of labour in South Sudan places a heavy burden on women's shoulders, making it difficult for women to engage in any activities beyond the household and farming at subsistence level.⁶⁴

ACCESS TO JUSTICE

On the whole, men in Uganda have easier access to justice than women. Despite impressive progress in legal reforms to align laws to constitutional provision of gender equality, access to justice is still a serious gender issue. A number of laws, legal processes and enforcement procedures continue to discriminate against specific categories of women. Critical gender related barriers to access to justice include:

- › Substantive issues relating to gender biased laws (particularly concerning divorce, adultery, and defilement); differences in burden of proof requirements.
- › Administration of law issues including physical access, where women have neither the time nor the money to seek justice.
- › Technical and support staff in justice delivery agencies with gender biases and stereotypes that invariably discriminate and marginalize women; and delays in delivery of justice.

Other barriers include illiteracy, culture and patriarchy that accords low status to women, power imbalances in the households as well as inadequate knowledge and information on legal rights.

Years of war had a devastating effect on South Sudan's justice sector. Much of the limited court infrastructure that existed before the war was destroyed. As a result, South Sudanese citizens have limited faith in their formal justice system. Instead, people rely almost exclusively on traditional courts, which apply the customary laws of South Sudan's tribal societies. These laws play a very important role in South Sudanese society. During the wars, this customary law became a means with which responsibilities were enforced and family support ensured. Yet the reliance on customary practices has a very negative impact on women, as it is deeply patriarchal, casting men as the undisputed heads of their families, with women playing subservient roles. While South Sudan's 2005 Interim Constitution guarantees human rights and equality for all, numerous rules of customary law continue to violate women's rights.⁶⁵

INFRASTRUCTURE FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Women and girls experience numerous barriers when trying to access basic services to improve their livelihoods. While gender equality implies equal rights, responsibilities and opportunities for women, men, boys and girls, women and girls are disproportionately affected by persistent gender inequalities when accessing infrastructure. The burden of underdeveloped and non-inclusive infrastructure falls disproportionately on vulnerable and marginalized groups, especially women and girls. Gender-blind infrastructure fails to consider the different roles, responsibilities and particular needs of women, men, girls and boys in a specific context and how this affects their ability to use or access infrastructure. In times of crisis, this can have life-threatening consequences for women and girls.⁶⁶

The 2019 issue note on gender equality and sustainable infrastructure by the OECD council on SDGs mentions key aspects that are critical in informing a gender lens for the infrastructure cycle. It is often assumed that women will automatically benefit from new infrastructure programmes in the same way as men do, without acknowledging possible distinct impacts on women and men according to their needs and social roles. In most societies, access to water, sanitation and hygiene (or lack thereof) affect women and men differently, hence the need to look for tailored solutions to address these issues.

The gender challenges of infrastructure in low-income countries are compounded by inadequate access to basic services such as water, sanitation and energy, and the concomitant role of girls and women in collecting water and biofuel. Inadequate access to water, sanitation and hygiene facilities disproportionately affect poor women and girls, constraining their educational pursuits, economic productivity and often putting at risk their personal safety.

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⁶³ The state of the Economy for the Ugandan Women, Uganda Feminist Forum – 2019

⁶⁴ A Strategy for Achieving Gender Equality in South Sudan, The SUDD Institute, Jane Kani Edward, 2014

⁶⁵ Women's Security and the Law in South Sudan, Sudan Human Security Baseline Assessment (HSBA),

⁶⁶ Infrastructure for gender equality and the empowerment of Women – UNOPS – 2020

For example, inadequate access to sanitation facilities adversely affects teenage girls school attendance because of stigmas associated to menstruation. Many work-settings in developing countries lack adequate sanitation facilities, affecting time use, productivity, and employment decisions, especially of women. Having to walk to use distant toilets or open spaces, especially at night, puts women and girls at the risk of physical attack and sexual violence.

The Natural Resources, Environment, Climate Change, Land and Water Management (NRECCLWM) programme performance report 2021 cites use of inclusive infrastructure designs in the provision of water supply and sanitation facilities that entail gender segregated toilets, access ramp, separate stance for persons with disabilities (PWDs) fitted with handrails and a seater, and menstrual hygiene provisions at schools.

Including a gender perspective from an early stage allows programmes to be planned, prioritized, delivered and managed in consideration of women's needs. It is equally important to ensure the participation of women throughout the entire cycle of the infrastructure programme, including in the consultation and decision-making process, to achieve better outcomes.

NORTHERN UGANDA

Northern Uganda is more affected by widespread chronic poverty than other regions of Uganda. This can be traced back to two decades of a brutal civil war, led by the Lord's Resistance Army (LRA) against the present Government of Uganda (GoU). Communities in the North were exposed to extreme sexual and physical violence at the hands of the insurgents. Abduction of children as sex slaves or as child soldiers, and mutilation and murders were common occurrences. These atrocities even continued after nearly 1.7 million people were forced to live in Internally Displaced People's (IDP) camps. In 2007, after multiple result less attempts at peace negotiations, the GoU and LRA signed an 'Agreement of Accountability and Reconciliation. The rebellion was subsequently crushed. West Nile, where the district of Arua in which a large part of the programme will be implemented is situated, was not only affected by the Lord's Resistance Army, but was also suffering from several insurgencies throughout the 1990s through its own rebel armies, such as the West Nile Bank Front and the Uganda National Rescue Front. These rebel armies used brutal tactics, such as the laying of landmines and abduction of civilians.

After the various insurgencies, IDPs, refugees, former rebel army recruits and abductees returned to their villages and resettled. However, up to today they face challenges of re-establishing their lives in a context where there was a complete breakdown of social structures and livelihoods, along with the challenge of victims and perpetrators living together.⁶⁷

As a result, Northern Uganda has faced erosion of traditional social and family structures (56% of the population are youth, with 28% orphaned), and high incidence of gender-based violence (GBV): among 15 to 19 years old women, 62.6% have experienced gender-based violence by a husband or partner and 16.5% of ever-pregnant women report experiencing physical violence while pregnant.⁶⁸

Girls in communities of Northern Uganda are expected to stay at home and do chores, with limited decision-making ability in their homes, while boys enjoy greater respect as well as freedom to enjoy their leisure time after chores. Moreover, girls have less access to education, as educating girls is not seen as a good investment.⁶⁹ In Northern Uganda, the gender gap between female (44.1%) and male (73.4%) youth literacy is significantly higher than at the national level (71.9% female youth; 82.4% male youth).⁷⁰ Household chores, child care and caring for the sick are still perceived as a female priority. Limited educational opportunities and weakened social structures in the region as well contribute to high rates of early marriage and childbirth. Prevalence of child marriage is highest in northern Uganda, estimated at 59%, compared to a nation-wide average of 40%.⁷¹ These circumstances result in an imbalance of power that persists throughout their life courses. Young women are expected to be obedient and submissive towards their husbands who are viewed as the primary decision-makers, providers, and protectors of the household. Gender norms and roles are learned from parents and elders.⁷²

Multiple forms of violence, with varying levels of intensity and acceptability, within communities of Northern Uganda, have been reported. Attitudes towards violence are passed on from parents, relatives, schools and cultural institutions. Most perpetrators of violence are men or boys, and victims tend to be women and girls. Beating of children, even with objects such as sticks or belts, is viewed as normal form of discipline, and expected of parents in order to bring up their children properly. Domestic violence, such as spouse beating, is common.⁷³

Family members and clan leaders are usually the first, and sometimes the only, line of intervention in cases of domestic violence. The police are usually only involved if violence has been perpetuated by a non-family member.⁷⁴

⁶⁷ Lessons from Northern Uganda in addressing Gender Based Violence, ACF, 2014.

⁶⁸ The cultural Ecology of youth and Gender-based violence in Uganda, Rebeca Lundgren, 2014.

⁶⁹ <https://www.globalpartnership.org/blog/fighting-girls-education-northern-uganda>

⁷⁰ School's out. Why northern Uganda's girls and boys are not getting and education and what to do about it, Secure Livelihoods Research Consortium, 2019.

⁷¹ <https://www.uwonet.or.ug/the-state-of-womens-rights-as-a-national-concern-2018>.

^{72/73/74} Gender Roles, Equality and Transformation Project, Georgetown University, 2012.

DIMENSION OF MULTIPLE DISCRIMINATION OF REFUGEE WOMEN

Discrimination of women in general is shaped by a variety of inequalities that can affect women in multiple ways. At the same time, women are not a homogenous group. A number of factors can influence what form of discrimination women experience. This includes for instance, class, migrant or refugee status, age, sexual orientation, marital status, disability or HIV status.

Further factors that can affect women's vulnerabilities are race, language, ethnicity, culture or religion. Conflicts, such as the one in South Sudan, tend to exacerbate existing gender inequalities in society. Refugee and displaced women are for example at a particular risk of violence during all stages of displacement; during flight, in refugee camps and settlements and in countries where they seek refuge. As a consequence, women and girls in conflict and post conflict areas are often at a greater risk of unwanted pregnancies, STIs, including HIV, and severe sexual and reproductive injuries.⁷⁵ When devising programme activities, it is therefore of utmost importance to not only consider women's possible limitations due to such consequences, but also to not further expose them to possible threats.

Men in refugee settlements tend to experience a lack of their traditional roles as head of households, as women are equally, if sometimes not even more, being involved in development activities. The policy of giving each refugee a piece of land in the refugee settlements of Northern Uganda has been described as being very empowering for South Sudanese women, who traditionally do not own land back in South Sudan and were not able to take decisions on their own concerning land.⁷⁶

On the other hand, the loss of their roles and therefore identity can affect men deeply, pushing them into unhealthy behaviours such as substance abuse and violence, often towards their own families. Programmes should therefore not only empower women, but also take care to involve men (as far as they are present) in planned activities.

⁷⁵ <https://www.who.int/news-room/fact-sheets/detail/violence-against-women>

⁷⁶ Die Fluechtlings- der Fluechtlings als Frau. Genderreflexiver Zugang, Ulrike Krause, 2017.

CONCLUSION FOR THE WatSSUP PROGRAMME // GENDER DIMENSIONS IN THE COUNTRIES

- When developing programme activities, the differences in the lives of men and women need to be taken into consideration. A one-fits-all approach will not work.
- Even though women in hosting communities and refugee settlements face different life realities, underlying societal and culturally established structures are very similar; such as the role of women as unpaid workers for all spheres of the household and frequently experienced GBV.
- In all interventions, the programme will need to apply a DO NO HARM approach with a specific focus on how the programme impacts on women and girls.
- Involve women from host communities and refugee settlements in the discussion and planning for the water supply schemes to ensure access.
- Include women as much as possible in activities, especially also in income generating activities.

3. GENDER DIMENSIONS IN THE SECTOR

3.1 META LEVEL

Women and men are affected differently by water and sanitation issues as well as water scarcity, with the main burden almost always falling on women. In sub-Saharan African countries, women are five times more likely than men to collect drinking water for the household⁷⁷ and they spend 40 billion hours a year collecting water. That is equivalent to a year's worth of labour by the entire French workforce.⁷⁸ A study found that a 15-minute reduction in water collection time can increase the proportion of girls attending school by 8 to 12%.⁷⁹

In traditional Ugandan societies, and therefore in most communities in Northern Uganda, be they hosting communities or refugees, women and children are the ones who are tasked with the collection of water⁸⁰, and are therefore most affected by the location of and access to water sources. Long distances to water sources as well as particular locations, e.g., within refugee settlements, reduce women's available working hours for other tasks and expose them to the potential of sexual violence. But not only distance and access to water sources affect women's exposure to become victims of sexual violence. Availability of sanitation facilities can also pose a threat to women's safety. In fact, many women only relieve themselves at night because there is no private place for them to use. This again increases the risk of assault, sexual harassment, and animal attacks.⁸¹

Women in Northern Uganda and South Sudan are responsible for all household-related duties⁸², such as cleaning and cooking, which all necessitate the utilization of water. Moreover, women are also tasked with the upbringing of children, including training them on sanitation and hygiene attitudes and behaviour.⁸³ Women are the main caregivers for the sick and elderly, with availability and access to clean water and sanitation, obviously having major implications.

Women in rural Uganda are also responsible to meet all household-related costs and necessities such as food, clothing, school fees and medical costs.⁸⁴ They tend to cover such costs through income generated from their gardens/ fields. The profit made of these small agricultural plots is again highly dependent on the working hours available to women to spent working on them and on means of irrigation.

Access to clean water has also main implications for the reproductive and general health of women. Access to enough good quality water is vital to protecting pregnant women from serious diseases such as hepatitis and sepsis and giving birth in places with inadequate drinking water, sanitation facilities, and poor management of medical waste increases the risk of disease and death for the mother and her baby.⁸⁵ Many health facilities in Northern Uganda and particularly in refugee hosting areas are known to be lacking in exactly these areas. Women who carry heavy water containers on their head, hip, or back can experience many physical issues, including pelvic deformities that may result in childbirth problems and loss of pregnancies.⁸⁶ 70% of the world's blind are women who have been infected, directly or through their children, with trachoma – a blinding bacterial eye infection occurring in communities with limited access to water.⁸⁷

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⁷⁷ Access to Water, Women's Work and Child Outcomes, Gayatri Koolwal and Dominique van de Walle, World Bank, 2010.

^{78 / 86} 5 facts: Women and Water, Thomson Reuters Foundation News, 2013.

⁷⁹ Water hauling and Girls school attendance, Celine Nauges (Toulouse School of Economics) and Jon Strand (World Bank), 2011.

⁸⁰ Gender Statistics Profile, Water and Sanitation Sector, Uganda Bureau of Statistics, 2012.

⁸¹ Women, WaterAid, 2017.

^{82 / 84} The Gender Gap in Agricultural productivity in Uganda, A. Haroon Akram-Lodhi, Trent University, 2017.

⁸³ Gender Assessment for the Reform of the Urban Water and Sanitation Sector Program (RUWASS), Regina Namara Kamuhanda, 2016.

⁸⁵ Water for Life, UNICEF, 2005.

⁸⁷ Facts about Women and Water, GWANET, 2016.

It is therefore clear that women bear the impact of inadequate, deficient or inappropriate water and sanitation facilities and services. However, men still dominate planning and decision-making regarding water and sanitation and women's views are often underrepresented, implying that women's needs are not adequately addressed,⁸⁸ despite the fact that the Ugandan Water Sector is outstanding when it comes to gender consideration, as it has its own Gender Strategy in place since 2003.

This strategy sets out clear aims, rationales and targets and is designed to provide clear guidelines to water sector stakeholders on how to mainstream gender in their work plans. Further, it addresses how to plan and implement water and sanitation programmes within decentralized districts.⁸⁹ One of the outcomes of this strategy is the availability of funding for gender-related activities, which fall under the aspect of community sensitization. Another very positive outcome is that one of the water sector's 11 golden indicators measures the percentage of water and sanitation committee/water boards in which at least one woman holds a key position. Districts are mandated to report on this, and it is reflected in the Annual Sector Performance Report.⁹⁰

And indeed, most committees in Uganda tend to have a woman in their water and sanitation committee/water boards. Findings however indicate that there is a strong relationship between the level of exposure and education, and women selection to the committees. Women on the committees commonly are teachers, community workers, councillors, businesswomen or church leaders.⁹¹ It is therefore noteworthy that those women who are most affected by access to and usage of water, namely rural housewives and female subsistence farmers, seem not to be represented.

A study conducted in Uganda on this category of women pointed out that the main reasons for their absence in any such bodies and decision-making processes can be found in the amount of unpaid labour and care work women are expected to provide. Women in Uganda work on average 11 hours per day compared to 8 hours a day for men. A strong driver of women's disproportionate responsibility for unpaid care and domestic work are gender-based norms and expectations. Women will perform cleaning, cooking, fetching water, collecting of firewood and taking care of the sick, the young and the old. Indeed, 78% of those who fell sick were cared for by a woman, with only 10% being cared for by a man.⁹²

Of course, these responsibilities result in women having considerably less time to engage in other activities, such as membership in a committee. Additionally, limited education and low self-esteem are strong factors for women to hesitate to volunteer for such positions,⁹³ factors that can only be overcome through the provision of sensitization, training and capacity building. Yet, utilizing their time for such activities may expose rural women in Uganda to GBV, which, as described above, is a common, established and widely accepted means to retain women within their assigned positions within society. In fact, Uganda records the highest percentage of women (40%) and men (36%) internationally who agree that wife beating is acceptable if a wife argues with her husband.⁹⁴

Men tend to enforce these culturally established structures in rural Uganda and among South Sudanese refugees by using GBV within households, which is widespread and rampant.⁹⁵ GBV again adds to the disadvantaged position of women by adding hours spent for recovery and possible hospital costs, apart from the obvious psychological damages. Apart from not being able to fulfil their workload and their low self-esteem, society tends to also not believe in women being able to handle possible conflicts related to water. A common perception is that women are too soft to confront offenders and therefore cannot handle top positions.⁹⁶

Though, it is interesting to note that women's involvement in the planning, financing, and upkeep of community water programmes in general makes the programmes six to seven times more effective⁹⁷ and in Uganda water sources under WSCs chaired by women were found to be functional sources.⁹⁸

⁸⁸ Gender Assessment for the Reform of the Urban Water and Sanitation Sector Program (RUWASS), Regina Namara Kamuhanda, 2016.

⁸⁹ Uganda: Mainstreaming Gender into Policy: Examining Uganda's Gender Water Strategy, Office of the Special Advisor on Gender Issues and Advancement of Women, Gender, Water and Sanitation; case studies on best practices, United Nations.

^{90/91/93/96} Equalizing Access to Water and Sanitation: Assessment of the Implementation of the Uganda's Water and Sanitation. Gender Strategy 2010 – 2015.

^{92/95} The Gender Gap in Agricultural productivity in Uganda, A. Haroon Akram-Lodhi, Trent University, 2017.

⁹⁴ World's Women and Girls Data Sheet, 2011.

⁹⁷ 22 Facts About Women & Water, Women Thrive Alliance, 2017.

⁹⁸ Assessment of the Effectiveness of the community-based Maintenance System for Rural Water Supply Facilities, Asingwire and Ministry of Water and Environment, 2011.

KEY PILLARS OF THE WATER AND SANITATION SUB SECTOR GENDER STRATEGY 2018 – 2022

THE STRATEGIC OBJECTIVES ARE AS FOLLOWS:

- S01: Gender integration in policy, guidelines, plans and budgets.
- S02: Capacity enhancement and promotion of a gender sensitive work environment.
- S03: Economic empowerment through equitable access to and control of water resources, ... supply, sanitation and hygiene.
- S04: Gender documentation, reporting and monitoring.
- S05: Gender coordination, partnership and networking.

3.2 MACRO LEVEL

WATER AND SANITATION SECTOR-AND REFUGEE-RELATED NATIONAL POLICIES AND STRATEGIES

A number of national strategies directly impact upon the water and sanitation sector, with the most important one being the **Water and Sanitation Gender Strategy (WSGS)**, first developed in 2003. It provides a broad guideline for mainstreaming gender by all sector stakeholders. The first WSGS was developed (WSGS I) for the period 2003 to 2008 and revised in 2010. The strategy is designed to mainstream gender in all the four components of the water sector, i.e.:

- › Rural Water Supply
- › Urban Water Supply
- › Water Resources Management
- › Water for Production

In 2012, a **Water and Sanitation Sector Gender Statistics Profile** was developed for Uganda with support of the UN Joint Programme on Gender Equality and Women Empowerment. The main objectives of compiling the Gender Statistics Profile was to establish the level of awareness of gender issues and concerns within the sector; generate gender responsive indicators for the sector; repackage information to enhance availability and use of Gender Statistics by various stakeholders and build skills of the Gender Focal Persons to generate gender responsive statistics. The profile provides a contemporary overview of gender and development concerns as well as gender differentials in access, participation and use of services in the sector.⁹⁹

The **National Water Policy** provides the overall policy framework for the water sector and recognizes the importance of gender. It states that women's involvement in design, construction, operation and maintenance of improved water supply and sanitation facilities should be supported through training. One of its guiding principles states: Institutional reforms promoting an integrated approach, including changes in procedures, attitudes and behaviour and the full participation of women at all levels in sector institutions and in institution making. The policy provides for participation of women by specifying that women and men should have equal opportunity to participate fully in all aspects of community-based management. The policy also emphasises that under the **Community Based Maintenance System**, a **Water Users Committee (WUC)** should have at least 50% women representatives. It sets out strategies for the management and sustainability aspects of the **Water Sector Strategy (WSS)**. The key criterion is that women and men should have equal opportunities to participate fully in all aspects of community management of water resources and facilities.¹⁰⁰

3.3 MESO LEVEL

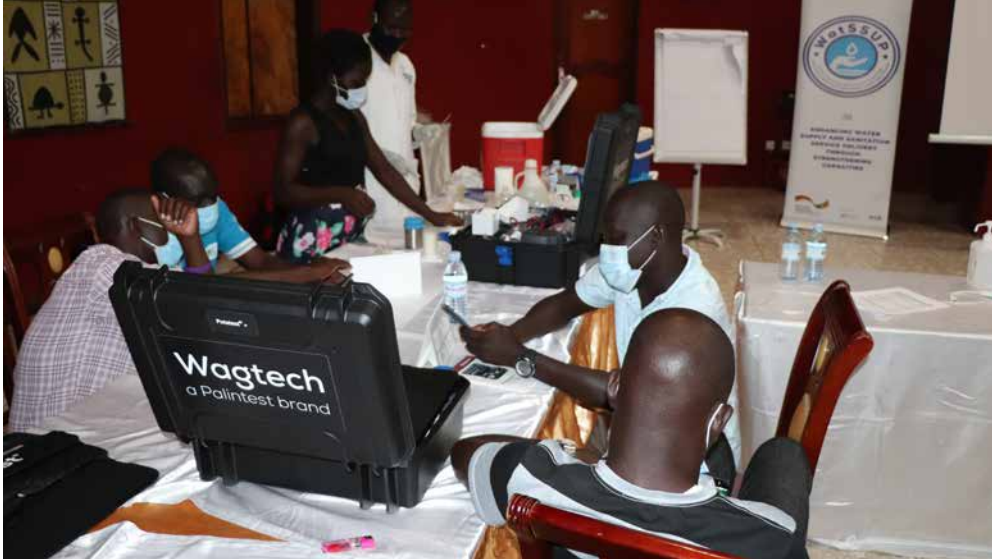
The **District Implementation Manual (DIM)** is not meant to provide new guidelines for the sector, but rather intends to guide stakeholders by bringing together all sector institutional policies, rules, and guidelines into one document for ease of reference. As such, it highlights the relevant actions provided for in the Sector Gender Strategy and requires, among other things, that capacity building of district local governments should be undertaken to ensure that the workforce at the local and sub-county government level have the competence to plan and budget for gender activities under work plans, monitor gender activities and ensure technology selection based on demand of the community, especially women.¹⁰¹

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⁹⁹ Access to Water, Women's Work and Child Outcomes, Gayatri Koolwal and Dominique van de Walle, World Bank, 2010.

¹⁰⁰ National Water Policy, Ministry of Water, Lands and Environment, 1999.

¹⁰¹ District Implementation Manual, Ministry of Water and Environment, 2013.



GIZ WatSSUP supported training on water quality testing in West Nile

The *Extension Workers' Handbook* (draft revision 2015) enables extension workers or agents to facilitate community actions regarding water supply and sanitation facilities development, operation and maintenance of facilities, and eventually sustainability. The Handbook provides extension agents specific gender tools to be utilised in community mapping and planning of WSS interventions, community mobilisation and capacity building, and setting up of WUCs.¹⁰²

The *Technical Support Unit (TSU) Quarterly Software Implementation Report* is a tool used by the TSUs to monitor and report software activities in their respective TSU districts. The tool captures information of numbers of social mobilisation meetings, number of WSCs trained, and number of district and sub county advocacy meetings held among others. TSUs are required to disaggregate data by sex on all these variables being reported on.¹⁰³

The *Plan for the Modernisation of Agriculture (PMA)* is a strategic and operational framework for eradicating poverty through multi-sectoral approach interventions enabling farmers to shift from subsistence production to producing for the market. The PMA recognises that water is a major factor for production of crops, livestock, fish and for industrial use. It also advocates for the participation of both men and women at all levels and the orientation of all institutions to be gender-responsive and commits itself to pursue rigorously the equality of access and control over economic resources and benefits, as well as the recognition of women's roles and contributions to national development efforts. The PMA and one of its components, the *National Agricultural Advisory Services (NAADS)* programme developed Gender Mainstreaming strategies.¹⁰⁴

3.4 MICRO LEVEL

It has already been indicated that women, and often also children, carry the burden of lack of access to water sources in Uganda the most. This is also true for the specific programme area in Northern Uganda.

The 2021 statistics indicate that 19.5% of Uganda's people in rural areas and 46.2% in urban areas have access to improved sanitation, compromising the sanitation needs for men and women, boys and girls. Sanitation coverage (proportion of the population accessing any form of sanitation facility regardless of its quality) stands at 76.4% in the rural areas and 89.7% in the urban areas. The proportion of the population practicing open defecation is 23.6%¹⁰⁵. In many schools in the country, toilet facilities are still shared among boys, girls and teachers. The overall national pupil stance ratio stands at 1:71 yet the standard is 1:40¹⁰⁶. The reported population with hand washing facilities with soap and water at home was 34% in 2018 with a target of 50% by 2025 (MoH, Strategic Plan 2020 – 2025). Handing washing with soap registered an increase from 38% in 2020 to 44.7% in 2021. The increase in coverage is attributed to the COVID-19 response messaging which has resulted to positive behaviour change amongst the population towards hand washing with soap (NRECCLWM Programme Performance Report – 2021).

Water, essential as it is for human survival, remains one of the scarce resources that host communities continue to share with the growing number of refugees from South Sudan on a daily basis. Severe water shortages in the districts of West Nile, among them Arua (Yumbe, Terego and Madi Okollo) where the programme implementation is to be continued, contribute to high mortality due to disease outbreaks, hunger and malnutrition.¹⁰⁷

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¹⁰² Technology Handbook for Extension Workers, Ministry of Water and Environment, 2015.

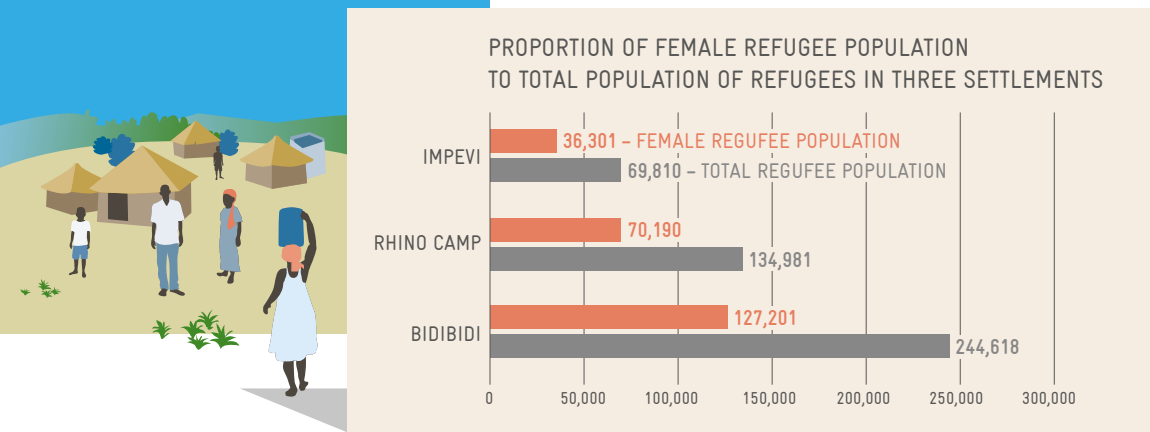
¹⁰³ Equalizing Access to Water and Sanitation: Assessment of the Implementation of the Uganda's Water and Sanitation. Gender Strategy 2010–2015.

¹⁰⁴ Plan for the Modernization of Agriculture, Ministry of Agriculture, Animal Industry and Fisheries and Ministry of Finance, Planning and Economic Development, 2001.

¹⁰⁵ NRECCLWM Programme Performance Report 2021.

¹⁰⁶ Ministry of Finance, Planning and Economic Development – Education and Sports Sector Semi-annual Budget Monitoring Report FY2020/2021.

¹⁰⁷ Water and Sanitation Crisis Interventions, relief web, 2017.



According to the UNHCR March 2022¹⁰⁸, female refugees constitute 52% of the total refugee population. The refugee population distribution in the three refugee settlements of Bidibidi, Impevi and Rhino camp is presented above.

Sanitation coverage among the refugee settlements was reported to be in Rhino Camp (76%), Impevi (78%) and Bidibidi (79%) in March 2022¹⁰⁹. During the same period, the average litres of portable water available per person per day was in Rhino Camp (18 litres), Impevi (22 litres) and Bidibidi (14 litres). The Uganda NDP III, set out to increase access to safe water supply in rural areas from 70% to 85% by 2025.

A needs assessment in Impevi refugee settlement in 2017 exposed the bad sanitation situation in health centres and schools. Absent or insufficient latrines and sanitation facilities severely hampered school attendance, especially among girls and it also showed that most refugees lacked the capacity and materials to construct their own private household latrines.¹¹⁰ When refugees do not have safe access to sufficient water of good quality, and sanitation, they can also be exposed to public health and nutrition risks (such as water related diseases and risks of malnutrition).

Refugees, who do not have safe access to sufficient water of good quality, and sanitation, may adopt risky coping mechanisms (such as obtaining water from unreliable sources; women and girls are at risk of sexual abuse if they defecate in the open, etc.). Additionally, refugee women may adopt risky or unsafe coping strategies to obtain water, sanitation or soap and buckets, such as transactional or cross-generational sex.¹¹¹

It is therefore of utmost importance to apply an Age-gender-diversity perspective and use community-based approaches when devising activities in the WASH area. For example, when supporting the establishment of pit latrines and access to water, the special needs of children, older persons, people living with disabilities and pregnant women, need to be considered. Data needs to be collected on such users and dedicated toilets and appropriate handwashing facilities constructed as near as possible to them.

Another important topic in the area of hygiene is the need for support in handling their menstruation periods in dignity, as refugee women in Northern Uganda have repeatedly pronounced. Menstrual health management is often an overlooked component in acute and protracted emergency situations, as it is not considered life threatening.¹¹² Proper menstrual hygiene management is dependent on factors like adequate water and soap for washing reusable products, and access to menstrual management products, soap, underwear, and menstrual pain relief, all of which are limited in refugee camps. Results from baseline research in Rhino Camp in 2017 indicated that girls and women lacked access to all these products. 58% of respondents reported not having access to a basin to wash menstrual hygiene products or having facilities in which to dry them. A number of other programmes including menstrual health management products and knowledge distribution have taken place in the communities; however respondents reported the supply of products to be inadequate and unreliable, irrespective of the fact that despite initial concerns about the menstrual cup (and to some extent the reusable pads), product uptake among intervention participants was high, 61% for menstrual cups and 100% for reusable pads (based on reported use during the last menstrual cycle).¹¹³

Another survey in Rhino Camp from May 2017 revealed that just fewer than 20% of households had received any menstrual supplies, despite almost 90% of them having at least one menstruating woman or girl living there. In one Primary School in Rhino camp, girls have been reported to miss school days on a monthly basis due to lack of menstrual hygiene products, water supply issues and shortage of girls' toilet.¹¹⁴

In addition to practical issues such as described above, menstruation is considered a taboo that has to be kept secret, while women lack products to do so, while at the same time they are expected to continue with all of their daily chores.¹¹⁵ Addressing the topic with men or within families to demystify and engage men in their responsibilities towards their wives and daughters could also help women to manage their menstrual health more efficiently.

¹⁰⁸ UNHCR – Uganda Dashboard – 31st March 2022.

¹⁰⁹ <https://wash.unhcr.org/dashboard/#uga>

¹¹⁰ Reaching out to refugees in Northern Uganda, relief web, 2017.

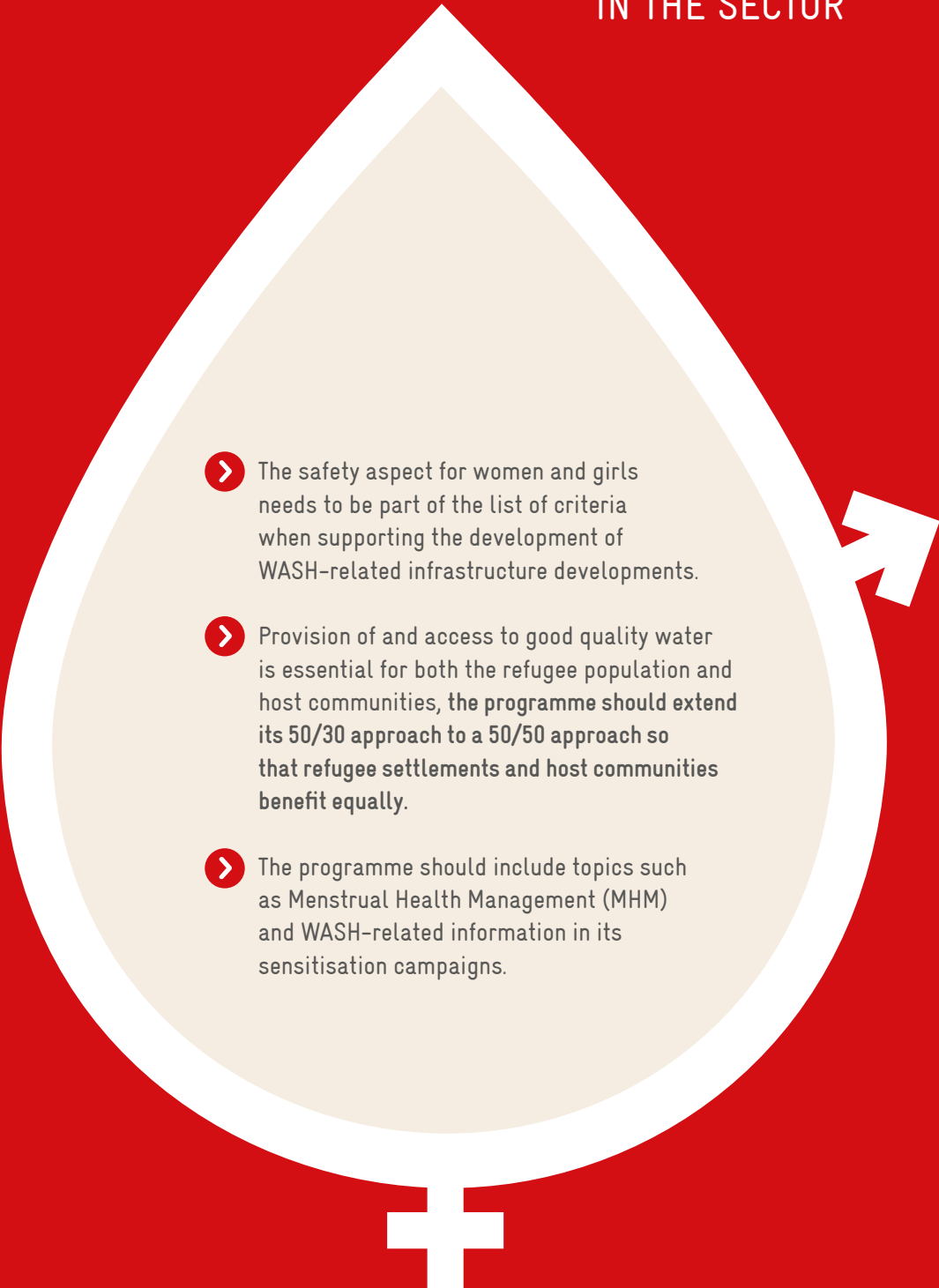
¹¹¹ WASH in Camps, Emergency Handbook, UNHCR, 2018.

^{112 / 113} <http://womensactionfund.org/menstrual-health-in-rhino-camp-refugee-settlement-west-nile-uganda>

¹¹⁴ Menstrual Cups and Reusable Pads Are Literally Changing Lives Uganda's Refugee Camps, Global Citizen, 2017.

¹¹⁵ Promoting Dignity of Women and Adolescent Girls in Refugee Camps, relief web, 2017.

CONCLUSION FOR THE WatSSUP PROGRAMME // GENDER DIMENSIONS IN THE SECTOR

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- The safety aspect for women and girls needs to be part of the list of criteria when supporting the development of WASH-related infrastructure developments.
 - Provision of and access to good quality water is essential for both the refugee population and host communities, the programme should extend its 50/30 approach to a 50/50 approach so that refugee settlements and host communities benefit equally.
 - The programme should include topics such as Menstrual Health Management (MHM) and WASH-related information in its sensitisation campaigns.

4. GENDER RESPONSIVENESS AND EXPERTISE // GENDER EQUALITY IN THE PARTNER ORGANISATION(S)

The Ugandan Ministry of Water and Environment (MWE) is the implementing partner for this programme. The water sector was one of the first sectors that developed a Gender Strategy, led by the MWE. To operationalise the national Gender Policy, MWE appointed sociologists in each department, including Gender Focal Persons, at all levels from national to sub-county levels. In addition, the ministry put in place affirmative action measures to increase the number of women in the institution. The MWE has built capacity of sector stakeholders in gender mainstreaming, to ensure that gender concerns in the sector are addressed in budgeting, planning, implementation and monitoring water and environment activities.¹¹⁶

MWE has 361 permanent staff, and the gender analysis indicates 36% (131) of staff are female and 64% (230) staff are male. The gender analysis of the staff for a period of 5 years (2017 to 2021) reveals that the number of female staff members has not significantly increased over the five years and with the gender disparity between men and women stalling for the last three years. Data from 135 district local governments in Uganda indicates that only 4% of the districts have female district water officers. The districts with female Water officers are Lamwo, Butambala, Kamwenge, Katakwi and Kabale and its an increment from 3% reported in 2020.

Data from Ministry of Water Supply Data Base from 134 districts indicates an improvement from 86% in FY 2019/20 to 90% of water source committees have women occupying key positions in FY 2020/21¹¹⁷. Key positions on water source committees include chairperson, vice chairperson, secretary and treasurer.

The World Bank assessed the efforts of the MWE regarding gender in a report from 2016 and found that capacity-building efforts in the WSS are noteworthy. However, it was observed that while introductory materials and trainings were conducted at several levels, there is an obvious need to design a more comprehensive set of training materials and to conduct trainings for their staff on a regular basis. The World Bank assessment further identified a gap in gender sensitivity training for engineers, who are a critical component if gender is to be successfully mainstreamed in the sector. The ministry has conducted several gender capacity building trainings for staff.¹¹⁸

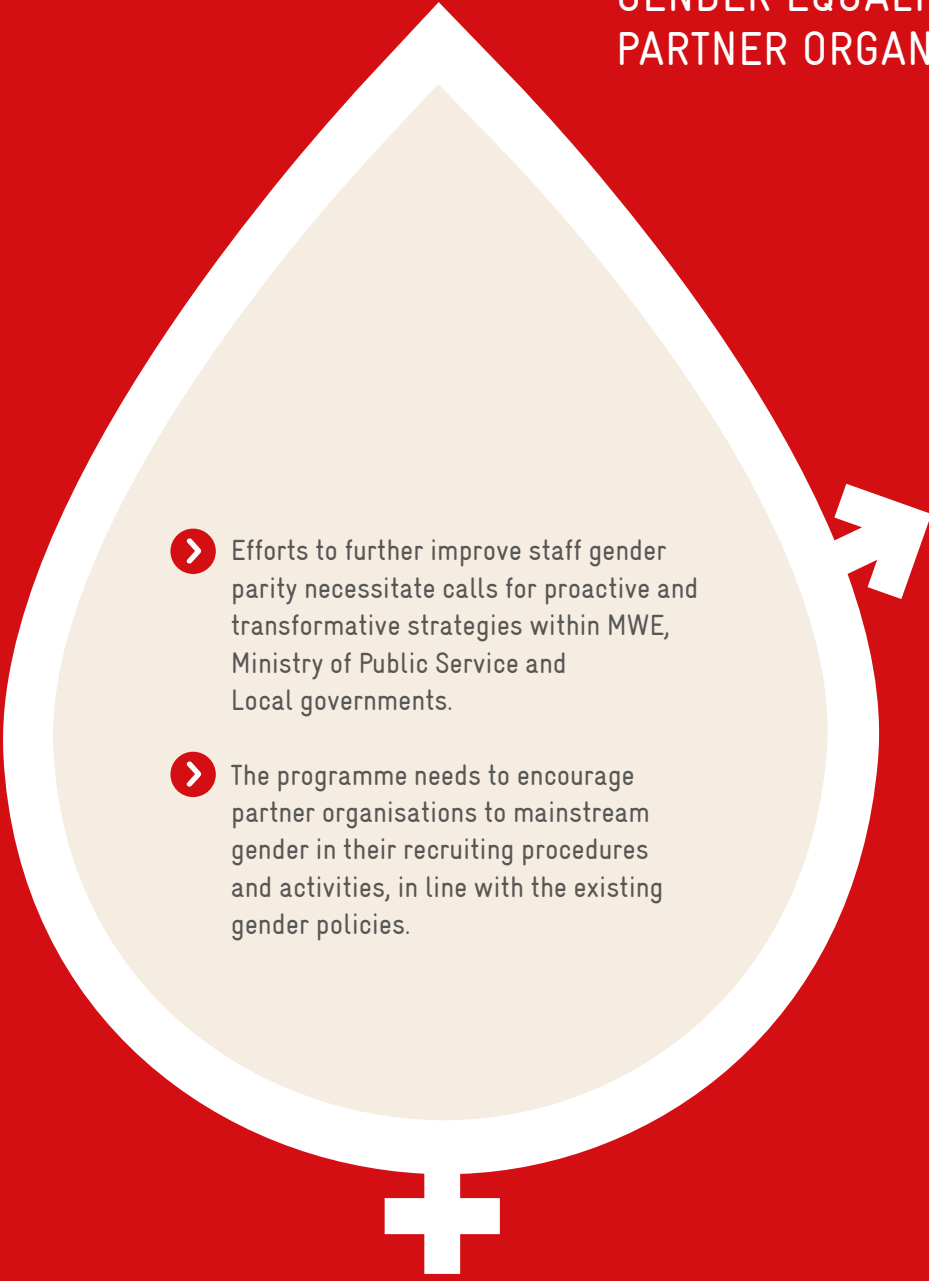
Implementing partners are the district administrations and decentralised structures of the MWE. It is recommended that at some point in the implementation process, a gender audit is conducted with the implementing organisations to assess to which extent existing gender policies and procedures are put into practice, in addition to the level of gender know-how that exists at these institutions at the local level. By trend, district local governments tend to have low numbers of women represented, mixed with low levels of gender-relevant knowledge. Nevertheless, willingness to attend trainings on such topics is usually present.

¹¹⁶ Sector Performance Report, Ministry of Water and Environment, 2015.

¹¹⁷ NRECLWM Programme performance report 2021.

¹¹⁸ World Bank Water Program Task Team (Ella Lazarte, Shahina Zahir, Tumwesigye Eric), Equalizing Access to Water and Sanitation: An Assessment of the Implementation of the Uganda Water and Sanitation Uganda Gender Strategy 2010-2015, World Bank, 2016.

**CONCLUSION FOR THE
WatSSUP PROGRAMME
// GENDER RESPONSIVENESS
AND EXPERTISE //
GENDER EQUALITY IN THE
PARTNER ORGANISATION(S)**

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- Efforts to further improve staff gender parity necessitate calls for proactive and transformative strategies within MWE, Ministry of Public Service and Local governments.
 - The programme needs to encourage partner organisations to mainstream gender in their recruiting procedures and activities, in line with the existing gender policies.

5. GENDER RESPONSIVENESS AND EXPERTISE IN THE PROGRAMME AND AT GIZ COUNTRY-LEVEL

5.1 EQUAL OPPORTUNITIES IN THE TEAM

GIZ UGANDA GENDER POLICY

GIZ Uganda has a policy on HIV, Health and Wellbeing that is anchored along the key principles of non-discrimination, gender equality and confidentiality. The policy complies with the existing Ugandan policies and laws regarding health and HIV and AIDS. It is guided by national and GIZ frameworks with reference to the National HIV Strategy, the National Health policy, the BMZ HIV mainstreaming guidelines and Gender Strategy for German Development Cooperation, and the HIV workplace programme for GIZ personnel.

GENDER BALANCE IN THE PROGRAMME TEAM

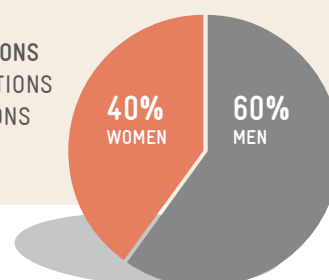
The programme team as of September 2022 comprises of 40% women out of which two serve in the key leadership and management positions i.e. the Head of Programme and the Team Leader of the Consulting input. Since the WASH sector in Uganda is traditionally male dominated it is difficult to fully achieve full gender parity within the team.

A total of 20 people are working in the programme by September 2022 out of which 8 are women and 12 are men. This means that 40% of the hired programme staff of 20 people are female and 60% are male. However, this distribution is likely to change as the personnel concept will be adjusted within the context of the extension and thus at least five new staff members will be recruited by GIZ. Although the team of the WatSSUP Programme is not fully gender balanced, the fact that the GIZ Head of Programme and the Team Leader of the Consulting are both women is positive and not necessarily the norm in the water sector.

OVERVIEW OF GENDER PARITY IN THE PROGRAMME

| POSITION IN THE PROGRAMME | GENDER |
|--|-----------------------|
| GIZ STAFF | |
| TECHNICAL STAFF | |
| > Head of Programme (International) | FEMALE |
| > Senior Technical Advisor (National) | Position not occupied |
| > Advisor (National) | MALE |
| > Junior Advisor (National) | FEMALE |
| > Junior Advisor (National) | FEMALE |
| > Senior Procurement Officer (National) | MALE |
| > Finance Manager (International) | FEMALE |
| SUPPORT STAFF | |
| > Administration Officer (National) | FEMALE |
| > Administration Manager (National) | MALE |
| > Driver (National) | MALE |
| > Driver (National) | MALE |
| CONSULTING STAFF (GFA CONSULTING GROUP GMBH) | |
| TECHNICAL STAFF | |
| > Team Leader (International) | FEMALE |
| > Advisor Water Utility Management (International) | MALE |
| > Advisor Water Utility Management (National) | MALE |
| > Advisor Water Supply and Sanitation (National) | MALE |
| > Advisor Water Supply and Institutional Specialist (National) | FEMALE |
| > Advisor Environmental Health and Public Outreach (National) | MALE |
| > Advisor Sanitation Specialist (National) | MALE |
| SUPPORT STAFF | |
| > Office Manager (National) | FEMALE |
| > Driver (National) | MALE |
| > Driver (National) | MALE |

TOTAL: 21 POSITIONS
 WOMAN: 8 POSITIONS
 MEN: 12 POSITIONS
 NOT HIRED: 1



STAFF DEVELOPMENT

All members of GIZ staff benefit from staff development via yearly staff appraisals. During the appraisals, performance targets for the next year, and career development measures (for the current position as well as future positions) are discussed. All staff have the opportunity to discuss training capacity needs. However general topics like Gender and Gender Mainstreaming are also discussed during team meetings and retreats and thus involve all staff (incl. GFA).

GENDER AND HR POLICY

The programme addresses societal barriers to gender by having a Gender Focal Person with clear terms of reference within the programme to provide information to other staff on gender issues and assist with external programme gender mainstreaming. This staff member will continue to attend regular meetings and coordinate gender concerns with other Gender Focal Persons within GIZ programmes in the country.¹¹⁹

Gender Focal Persons receive regular refresher trainings and updates on gender-relevant developments within the country through the Gender Focal Point at country office level. There are further possibilities for this focal person to receive gender training and capacity building within GIZ tailored training programmes. Additionally, all staff attend gender equality events organised by the Gender Focal Point at the GIZ country office.¹²⁰

CONCLUSION FOR THE WatSSUP PROGRAMME // GENDER RESPONSIVENESS AND EXPERTISE IN THE PROGRAMME AND AT GIZ COUNTRY-LEVEL

- Build on existing good practices around gender and gender mainstreaming established within GIZ.
- Pay attention to the gender spread both at staff level as well as among short term and long-term advisors and consultants.
- Proactively encourage the application of women during the recruitment process.
- Ensure there is actual accountability for gender within the programme team and particularly during implementation.
- Conduct and participate in relevant trainings and events to ensure staff learns how to apply gender-responsive approaches/activities.

¹¹⁹ GIZ Uganda HIV, Health and Wellbeing Policy, 2018.

¹²⁰ Gender Assessment for the reform of the urban water and sanitation sector program (RUWASS), Regina Namara Kamuhanda, 2016.

6. MEASURES FOR A GENDER RESPONSIVE/TRANSFORMATIVE PROGRAMME DESIGN

SUMMARY

OF THE RESULTS OF THE ANALYSIS AND CONCLUSIONS FOR THE PROGRAMME

- › This gender analysis aims at providing guidance regarding gender-sensitive design and implementation for the GIZ Programme: Water Supply and Sanitation for Refugee Settlements and Hosting Communities in Northern Uganda.
- › Gender inequality is pervasive in Uganda at meta, meso, macro and micro levels. Problems such as sexual and gender-based violence and socio-cultural norms that deeply exclude women are still persistent.
- › Uganda has made many commitments to gender equality at national, regional and international level and there are many opportunities for collaboration between the government and various stakeholders. However, there is a disconnect between Uganda's very positive legal framework and the ineffective implementation or enforcement of gender-positive laws.

MEASURES TO PROMOTE GENDER EQUALITY

- › Ensure there is actual understanding and accountability for gender within the programme team and implementation.
- › Conduct and participate in relevant trainings and events to ensure staff learns how to apply gender-responsive approaches/activities.
- › Directly engaging with both the refugees and the hosting communities involved in the programme to ensure that all members have an equal opportunity to voice their opinions.
- › Pay attention to special interest groups such as the elderly, people living with disabilities, and pregnant women in the establishment of WASH facilities.
- › Gather relevant sex-disaggregated data in relation to the use and access to WASH facilities.

MEASURES TO PREVENT OR REDUCE POSSIBLE UNINTENDED NEGATIVE IMPACTS

- › Gathering relevant sex-disaggregated data on the differences between women and men to ensure no group is excluded by the programme (DO NO HARM).
- › Gender is incorporated into the Monitoring and Evaluation systems of the programme to learn from and respond to changing gendered experiences through an adaptive programming approach.
- › Providing gender training that teaches staff about their own gender biases and how this may affect their work.
- › Ensuring equal and active community engagement at all times, so community members know how to claim their rights and can bring any safeguarding/ protection concerns to the team.

I. METHODOLOGY

Gender aspects which are particularly relevant for the implementation of the programme and must be taken into account (external gender mainstreaming)

GENERAL GUIDING QUESTIONS

- › Women and men are affected differently by water and sanitation issues as well as water scarcity, with the main burden almost always falling on women.
- › In traditional Ugandan societies, and therefore most communities in Northern Uganda, be they hosting communities or refugees, women and children are the ones who are tasked with the collection of water and are therefore most affected by the location of and access to water sources. Long distances to water sources as well as particular locations, e.g. within refugee settlements, reduce women's available working hours for other tasks and expose them to the potential of sexual violence.
- › Access to enough good quality water is vital to protecting pregnant women from serious diseases such as hepatitis and sepsis and giving birth in places with inadequate drinking water, sanitation facilities, and poor management of medical waste increases the risk of disease and death for the mother and her baby. Most health facilities in Northern Uganda and particularly in refugee hosting areas are known to be lacking in exactly these areas.
- › The programme aims to strengthen collaboration between government institutions, humanitarian actors, development actors, donors, academia, civil society and the private sector to enhance resilience and self-reliance among refugees and host communities by:
 - Building and strengthening ownership and capacity among local governments and community institutions.
 - Improving basic social service delivery in terms of access, quality, and efficiency.
 - Expanding economic opportunities and sustainable livelihoods with a focus on women and youth.
 - Addressing environmental degradation in refugee-hosting areas.

OVERARCHING PROGRAMME MEASURES

- | | |
|--|---|
| <ul style="list-style-type: none"> › The programme supports the achievement of SDG 5. | <ul style="list-style-type: none"> › Gender is part of the infrastructure cycle from day one. › Women-led households are supported and selected for the implementation of hygiene and sanitation measures. › Women are part of all activities and are proactively invited. › Staff members are sensitised on gender-related topics such as GBV. |
|--|---|

MEASURES FOR OUTPUT 1/A; OUTPUT 2/B

- | | |
|--|---|
| <ul style="list-style-type: none"> › Include gender mainstreaming and the need to involve women in the monitoring of the implementation of the Water Environment Sector Refugee Response Plan (WESRRP). › In the selection of Water Supply Schemes that need to be upgraded select areas that have high number of female-led households need to be given priority. › Include women from refugee communities and host communities in sensitisation events. › Work in cooperation with UNHCR to ensure incoming utility staff are aware of Protection Principles in the settlements. › Request construction companies to hire an equal number of women and men for work on the construction site. | <ul style="list-style-type: none"> › Ensure gender data is disaggregated. › Particularly consider women in refugee and host communities and how they are impacted by the implementation of the WESRRP. › Particularly consider issues within the water and sanitation context that affect men, women, children and marginalised groups or people affected by multiple discrimination differently, such as (refugee) women living with HIV, women living with disabilities, teenage parents, etc. and ensure to specify their particular needs. › Assess staff capacity and support enhancement of competitiveness in gender programme mainstreaming and implementation. › Ensure that women are at least always 50% of the groups that benefit from improved water supply. |
|--|---|

MEASURES FOR OUTPUT 3/C

- | | |
|--|--|
| <ul style="list-style-type: none"> › Strengthen coordination relations for planning processes and integration of water-related concerns of refugee settlements into the district's development and work plan. › Investigation of training needs and development and implementation of training courses for members of water user groups. | <ul style="list-style-type: none"> › Ensure that specific issues and needs (such as the need for easy access to water sources, sanitation and handwashing facilities for women with disabilities or pregnant women, possible security risks for women and children when accessing facilities for example at night, etc.) are integrated in the district's development and work plan. › Consider not only women's, youth's and men's training needs but also barriers that might prevent them from attending (such as women's multiple responsibilities: being unpaid care and domestic work, assigned responsibilities, working hours spent how and when, unavailability of menstrual hygiene products (possibly causing women to miss activities), youth's school going and domestic chore hours, etc.) and possible barriers in applying learned content (such as limited decision-making abilities, cultural barriers that may for example not allow women and young people to speak up in the presence of men, etc.). › Ensure that women and youth are adequately represented in WUCs. › Encourage women to not only accept typical roles within WUCs such as treasurer, but also those of chairperson, vice chairperson etc. › When designing any programme activities that women are meant to engage in, such as qualification measures, trainings, sensitisation, or participation in WUCs, keep in mind their assigned responsibilities and extremely busy work schedules, in order to facilitate their participation. › Gender Mainstreaming in trainings: consider adding short sessions on gender-related issues in all training curricula when developing training materials and/or consider using gender sensitive training materials (e.g. a model couple instead of a man in a training manual). |
|--|--|

| MEASURES FOR OUTPUT 4/D | |
|---|---|
| | <ul style="list-style-type: none"> › Conception of training courses including equipping of training facilities for water-specific courses (including maintenance and repair of solar-powered pumps). › Consider equipping facilities in a way that will enable them to cater for the needs of diverse participants (e.g., people with disabilities). › Consider encouraging women to participate in trainings through outreaches and sensitisation and by organising trainings in a way that allow women to participate. (Ensure location, time is accessible for women, if applicable also provide childcare support) › Include sensitization exercises on gender inequalities in all training curricula. Programmes might not benefit women (and men), if cultural norms that put women at a disadvantage are not addressed. |
| MEASURES FOR OUTPUT 5/E | |
| | <ul style="list-style-type: none"> › Development and implementation of the installation of latrines for households. › Women-led households should benefit from the activity (Selection of beneficiaries should focus on women-led households) › Women might need to be encouraged to get engaged in such activities through outreaches and sensitisation and by organising trainings in a way that allows women to participate. › Apply the do-no-harm principle when including women in programme activities. Women could be exposed to greater levels of GBV. Male partners need to be sufficiently involved and brought on board in order to not create power imbalances that might be addressed through GBV. |
| <p>Key findings on gender expertise, gender responsiveness, and equal opportunities in the partner organisations (chapter 4) (external gender mainstreaming)</p> <ul style="list-style-type: none"> › GIZ's Political Partner in this programme is the Ugandan Ministry of Water and Environment (MWE). MWE as part of the water sector was one of the first sectors to develop a Gender Strategy to operationalise the national Gender Policy. › MWE appointed sociologists in each department, including Gender Focal Persons, at all levels from national to sub-county levels. In addition, MWE put in place affirmative action measures to increase the number of women in the ministry. › MWE also has continuously built capacity of sector stakeholders in gender mainstreaming to ensure that gender concerns in the sector are addressed in budgeting, planning, implementation and monitoring water and environment activities. | <ul style="list-style-type: none"> › Planning and implementation of information events with refugee councils, women's and youth groups on water, sanitation and hygiene. › Before conducting events, assess knowledge and existence of possible myths and misunderstandings among particular population groups. › Ensure that marginalised groups participate in such events. › Consider barriers that might prevent certain groups from participating (such as limited time available for women). › Consider sex-disaggregated groups for certain topics to allow for open and free discussions. |
| <p>Key findings on gender expertise and responsiveness, in the programme team (chapter 5) (internal gender mainstreaming)</p> <ul style="list-style-type: none"> › GIZ Uganda has good practices around gender mainstreaming sexual harassment and disability inclusion. › Willingness at various levels to take gender into consideration when working on programmes exists and can be utilised. › The programme team both at management and implementation level is well balanced with both national and international experts. | <ul style="list-style-type: none"> › Collection of issues that exist in the context of water and sanitation in the refugee hosting districts (or arise in the course of implementation) and addressing the issues of integration in the National Development Plan (NDP). › The programme can lead by example in the way it sets up the management and oversight structure of the programme, to ensure both men and women's voices are represented and heard. › The programme can conduct relevant trainings and provide other support to ensure that all staff are gender-responsive. › Pay attention to the gender spread both at staff level as well as among short term and long-term advisors, consultants and partners it will work with. › Ensure there is actual accountability for gender within the programme team and particularly during implementation. › Conduct and participate in relevant trainings and events to ensure that all staff are gender responsive. › Currently there is a positive gender balance in the team. Recruitment of qualified women is recommended for the vacant positions. However, it needs to be noted that the WASH-sector is dominated by men and thus finding qualified female applicants may not always be easy. |

II. RESULTS FRAMEWORK

| LEVEL OF RESULTS FRAMEWORK (OUTCOME OBJECTIVE/ OUTPUT LEVEL) | FORMULATION OF CONCRETE GENDER INDICATORS OR CRITERIA FOR EMBEDDING GENDER DIMENSIONS IN THE RESULTS FRAMEWORK |
|--|---|
| <p>The programme has 5 indicators at outcome level and 12 indicators at output level. The gender related outcome indicator of the programme is as follows:</p> <p>> Additionally, 500 vulnerable, largely female-headed households in refugee settlements and hosting communities in the district of Arua (approximately 25,000 people in total, of which at least 30% are in host communities) have simple toilets with hand washing facilities installed on their land.</p> | <p>SPECIFIC GUIDING QUESTIONS</p> <ul style="list-style-type: none"> > To ensure that the programme continues to adopt a gender transformative approach it needs to move beyond individual self-improvement towards transforming power dynamics and structures that reinforce gender inequality. This gender analysis is a positive starting point as it identifies the gender issues at the meta, macro, meso, and micro levels in Uganda, and more specifically in the refugee context. > The programme has objectives that focus on water and sanitation provision for refugees and host communities alike. To ensure that gender is a consideration in all interventions, gender questions must be included at all stages of the programme; planning, implementation, and monitoring. Stakeholder involvement is also key to ensuring that gender is mainstreamed throughout the process. Engagement with refugees and host communities needs a participatory approach that ensures all voices are heard. > There also needs to be SMART gender indicators that can monitor the programme's progress in terms of gender equality, ensuring that women and men's distinct needs are being met. |
| <p>The programme identifies six gender related output indicators.</p> | <p>INDICATOR C1 The programme gender related indicators at output level have been identified as; In the development plan and work plan of Arua (Yumbe, Terego and Madi Okollo) district coordinated needs have been addressed with stakeholders for drinking water and sanitation in refugee settlements and hosting communities.</p> <p>INDICATOR C3 3/4 of the approx. 400 male and female participants from user groups of tapping stations (currently around 250 in host communities and 400 in the two refugee settlements) confirm in a scaled survey that further education (e.g. fee collection, bookkeeping, communication, hygiene education) were helpful or very helpful in better performing their duties.</p> <p>INDICATOR D1 Female and male hand pump mechanics in Arua (Yumbe, Terego and Madi Okollo) district have successfully completed the training courses offered by the Technical Institute in Arua on the operation and maintenance of solar-powered drinking water supply systems.</p> <p>INDICATOR D2 The Arua and Yumbe district association of female and male hand pump mechanic has successfully completed 15 repair or maintenance orders for solar powered drinking water supply systems in refugee settlements (with 261,000 inhabitants) and host communities (with 138,300 inhabitants).</p> <p>INDICATOR E1 2 Set up latrines with hand washing facilities for vulnerable families (predominantly women and children) implemented in a participatory manner with participating actors (a total of around 25,000 people, of which at least 30% in refugee hosting communities).</p> <p>INDICATOR E2 Refugee councils, women's and youth groups from Bidibidi, Rhino and Imvepi settlements have organised 10 awareness-raising sessions on water, sanitation and hygiene together with refugees and residents of host communities.</p> |

III. PROGRAMME ACHIEVEMENTS (2018–2022) – GENDER PERSPECTIVE

| PROGRAMME OUTPUT INDICATORS | ACHIEVEMENTS BY PROGRAMME OUTPUTS |
|--|--|
| <p>OUTPUT A Strengthening the coordination role of the MWE – Secretariat of the Refugee Sub-Group</p> | <p>OUTPUT B – ACHIEVEMENTS</p> <ul style="list-style-type: none"> > Developed a draft Monitoring & Evaluation framework for the Water and Environment Sector Refugee Response Plan (WESRRP). Monitoring and evaluation data disaggregated by gender will be collected and reported to inform programme implementation – (Framework still has to be adopted). > Supported regular engagements at national and regional level between key stakeholders of the transition to discuss the implementation of the utility model. Gender issues along with vulnerable categories are part of the discussions that have emerged and have to be addressed in the utility model. Women participation and representation from the stakeholders has been attained during the engagements. |
| <p>OUTPUT B Strengthening capacities of decentralized structures of the MWE in Lira for water supply and sanitation as well as water resources management</p> | <p>OUTPUT B – ACHIEVEMENTS</p> <ul style="list-style-type: none"> > Gender was one of the key criteria in the selection tool to identify the Water Supply Schemes for rehabilitation. > Selected and began the rehabilitation and upgrade of 23 WSS in refugee settlements and host communities. The WSS target beneficiaries are disaggregated to indicate female, children and elderly > Contractors for the construction measures have to be sensitised on protection principles by UNHCR and OPM before they can deploy on site in the refugee settlements. > Contractors are required to disaggregate the data of staff they hire by gender and submit the data in their monthly site reports. |
| <p>OUTPUT C Improving Service Delivery of District Local Governments regarding tasks related to water supply and sanitation services</p> | <p>OUTPUT C – ACHIEVEMENTS</p> <ul style="list-style-type: none"> > Capacity Development Strategies developed based on conducted Capacity Needs Assessments for the districts of Yumbe, Terego, Madi Okollo and Arua. The participation of women is mainstreamed in the strategies. > Improved existing water supply data collection tools through introduction and training on use of Kobo Toolbox. 98 extension workers were trained on the digital data collection out of which 32 are women (32,6%). |
| <p>OUTPUT D Utilization of the potential of local actors in the districts of implementation for improved operation and maintenance of water supply and sanitation systems</p> | <p>OUTPUT D – ACHIEVEMENTS</p> <ul style="list-style-type: none"> > Trained 48 Handpump Mechanics, 23 NUWS technicians, 10 teachers of ATIR at ATIR in O&M of solar powered piped water systems in collaboration with the Nakawa Vocational Training College out of which 6 women (8%). |
| <p>OUTPUT E Local actors implement measures for improved hygiene, sanitation and ground water protection</p> | <p>OUTPUT E – ACHIEVEMENTS</p> <ul style="list-style-type: none"> > Implementation of water source protection Cash for Work (CfW) Tree Planting Activity: up to 7,500 seedlings planted and 185 CfW beneficiaries (69% women) reported improvement in income with which they support over 1,000 persons. > 32 WASH sensitization events held in Rhino, Imvepi and Bidibidi refugee settlements; over 950,000 beneficiaries reached with 51% women participants. > Developed an educational handwashing and hygiene game, WASH Quartet, to sensitise refugees and hosts on handwashing; 93% of participants were women. |

IV. GENDER MARKER

| WHICH GENDER MARKER IS ASSIGNED? | RATIONALE FOR THE GENDER MARKER |
|---|---|
| <p>Based on the analysis, the programme has potential to have a positive impact on gender equality but is not the main objective. Gender issues are being considered in most of the activities and a number of indicators, but Gender-transformative measures are not the main outcome of the programme. It is recommended to allocate gender marker G-1.</p> | <p>Gender Marker for the proposed activities should be strongly underlining gender equity throughout the programme planning and implementation. Taking a gender transformative approach, gender roles should be critically considered and dissolved/transformed wherever possible to enhance programme outcomes and to prevent negative effects. The marker is suggested to cover all programme areas of action as gender inequality. However, the main target of the programme remains strengthening the coordination capacities of the Ministry of Water and Environment and its regional structures in the provision of water and sanitation services in the refugee settlements and hosting communities and thus gender transformation remains a secondary objective. Therefore, Gender Marker G-1 is assigned.</p> |

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