



ANNEX 6.
GENDER ANALYSIS REPORT FOR BDRP UGANDA

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Executive Summary

The Notre Dame Global Adaptation Initiative (ND-GAIN) Index ranks Uganda as the 9th most vulnerable and 27th least ready to adapt to climate change.

Uganda is signatory to a number of international and regional instruments which lay out a clear foundation for women's rights to resources and services including sexual reproductive health and rights, land and other productive resources. These among others include the 1995 Beijing declaration and platform for action, the UN Convention on the elimination of all forms of discrimination against women (CEDAW) and the optional protocol, and the sustainable development goals (SDGs) which have been adopted in Uganda's NDP II and Vision 2040. There has been significant progress in respect to women's rights and addressing gender inequalities. This follows the International women's year in 1975, the UN decade for women from 1976 to 1985 and a number of policies and laws that have been enacted to enhance the rights of women in Uganda.

According to the Global Gender Gap 2016, Uganda ranks 61 overall position out 144 countries in terms of addressing the gender gap. Vision 2040 points out that in spite of progress in the political and decision making arena, other conditions sustaining gender inequality in Uganda remain salient, including: gender disparities in access and control over productive resources like land; limited share of women in wage employment in non-agricultural sectors; sexual and gender-based violence; limited participation in household, community and national decision-making (UNFPA Special edition October 2017).

In Uganda today, the self-employed (39%) and those in subsistence agriculture only (28%) are more likely to be poor than would be the case for those involved in other activities. These two account for a combined 67% of the total contribution to poverty considering activity status and majority are women. When gaps in income widened in many cases, those being left behind are also losing out in terms of access to quality health, education and other services essential to human rights and well-being.

This narrative, is intended to give the BDR project proposals a basis for gender mainstreaming in the project activities. It is purely based on document review from official government documents, NGO's and project reports.

3.1 General gender situation in Uganda

Uganda's population is estimated at 37.7 million and females constitute 51% of the total population. One in every four households (31%) are headed by females. Marginalized and vulnerable groups include, women, children, youth, older persons, persons with disability and ethnic minorities. Fifty five per cent (55%) of the population are children below the age of 18; youth (persons age 18-30) constitute 23%; older persons constitute 3.7% of the population (UNFPA 2014)

Northern Uganda has a population of almost 10 million people representing almost 30 percent of the total population of Uganda. Poverty rates remain high and relatively stagnant for the Eastern and Northern regions (MPFED 2014). This has been attributed in part to conflicts that engulfed those regions for much of the 1980s and 1990s. Poverty in the region remains four times and eight times deeper respectively in the North and East, than in the Central region.

Gender inequality is higher in the lagging Northern and Eastern regions. From the Constitution, Uganda established policies and legislation to advance gender equality. Such legislation include; Article 33(6) of the 1995 Constitution which "prohibits laws, customs or traditions which are against the dignity, welfare or interest of women.

Gender inequality in access and ownership of land and property rights goes hand in hand with other barriers to sustainable development in key sectors such as agriculture, water for production, credit service provision (Gomez, 2012). Evidence is emerging that the impacts of climate change-related disasters exacerbate existing gender inequalities. Ground and surface water depletion in Karamoja sub-region, for example, invariably affects women since they have to travel longer distances with girls, spending more time in search of water, food and fuel wood, thus increasing their workload in terms of commuter time and costs. This also puts their personal security and physical integrity at risk as they come into contact with the male folk that is seeking water for livestock, thus exposure to rape, defilement and other forms of gender-based violence.

Relating to agricultural production, male farmers face many challenges in Uganda, but women and girls face additional constraints including: control of land; lack of credit; access to markets; cultural conventions that allocate lower-value subsistence crops to women and cash crops to men; lack of access to tools and transport (such as bicycles) to which men have priority access; lack of skills or confidence; lack of a voice in cooperatives; lack of decision making power over sale, price, and investments.

The "lack of control" of resources, and the associated lack of decision-making power, is by far the most important, and most complex, of the issues. The economic dependence of women—their lack of control over productive resources and assets—is at the root of the problems women face. At the household level, women's limited decision-making is associated with their insecurity of access to productive resources, especially land, and to their being predominantly engaged in the unpaid care economy.

Water is a strategic and vital resource for sustaining life; promoting development and maintaining the environment. Access to clean, safe water and improved sanitation facilities and practices leads to improved health which is an essential investment in human capital. Water and Sanitation is one of the primary drivers of public health, therefore, access to clean water

and adequate sanitation facilities reduces the risk of contracting diseases. The National Water Policy (NWP) emphasizes recognition of water as a social and economic good, whose allocation to domestic use should be prioritised. The Uganda Gender Policy (UGP) distinguishes women and children as the main carriers and users of water with respect to the roles and responsibilities assigned by society.

More women than men have limited access to improved drinking water since they tend to constitute majority of the rural communities and are recognised as the main carriers and users of water (UBOS 2013)

Unemployment for Ugandan Youth stands at more than 65 per cent and the rate of underemployment is high, despite a 10 per cent unemployment rate. This situation in Uganda is connected to a UNESCO report on youth and skills, working below the poverty line is a much more widespread phenomenon than not working at all (UNESCO, 2012). Uganda has the youngest and most rapidly growing populations in the world and a high total fertility rate (TFR) of 6.2, a big percentage of Uganda's population is younger than 15 years standing at 52 percent above Sub-Saharan Africa's average of 43.2 percent. This situation translates into high youth dependency ratio.

3.2 Legal framework protecting women and gender equality.

The Government of Uganda has for the last decade put in place laws and policies for promoting gender equality but with inconsistencies between policy statements and the ways in which laws are enforced. The 1995 Constitution prohibits laws and traditions against women's dignity, and it is the law upon which the 1997 National Gender Policy was reformulated in 2007.

A series of legal reforms ensued, mainly; the 2010 law on Domestic Violence and the 2011 Domestic Violence regulations; the anti-Female Genital Mutilation Act of 2010; the anti-trafficking in Person Act (2009); and the Equal Opportunities Commission Act (2007). These laws have legitimized the work of gender advocates amongst parliamentarians and CSOs, in regards to demanding accountability for the elimination of gender-based discrimination in access to social and economic opportunities.

The Environment and Natural Resources gender mainstreaming strategy has been developed in response to the various international and national commitments made by the Government of Uganda (GoU) regarding gender equality. The strategy also operationalises National Gender Policy (1997), and serves as a framework and a strategic guide for gender responsive planning; implementing; monitoring and evaluation; and capacity building for the Environment and Natural Resources Subsector. The strategy aims at enhancing gender equity, participation and access to and control of resources in the environment sub sector, leading to poverty reduction.

However, there is still a disconnect between Uganda's very positive legal framework and the lack of effective implementation or enforcement of gender-positive laws. This means that women's legal status is precarious, their capacity as economic agents is limited, and their rights are not effectively guaranteed. Both the Beijing+20 review and the Progress of World's Women Report (2015-2016), acknowledged that gender sensitive legal reform has not sufficiently made rights and economic transformation real for women and girls. Therefore, much of the achievement in Uganda is formal equality (adoption of laws and policies for treating women and men equally), and not substantive equality, which focuses on visibility of

development results that have alleviated women's and girls' disadvantage relative to men and boys.

Currently, the Ministry of Gender, Labour and Social Development (MGLSD) plays the lead political and technical role in mainstreaming gender into government policy and programming, together with gender focal persons and units in different ministries.

3.3 Gender Analysis in the Context of the Proposed Project

Gender analysis is a systematic analytical process used to identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in a project or programme. This involves examining the differential impacts of development policies and programs on women and men, and may include the collection of sex-disaggregated or gender-sensitive data. Secondly, it examines the different roles, rights, and opportunities of men and women and relations between them (USAID, 2011).

This analysis employs the six domains of Gender Analysis Framework Approach namely: **access, knowledge, beliefs and perceptions, practices and participation, time and space, legal rights and status, power and decision making.**

Access

- Land in northern Uganda, as in most societies, is equated with wealth, social status and power and provides the basis for food, shelter and economic activities. There is a strong correlation between the decision-making powers and the type, quality and quantity of land rights.
- Northern Uganda has an abundance of land that many perceive a critical resource for sustaining livelihoods and vital for the reconstruction of the region. Due to the misunderstanding of customs relating to land and/or the pervasive patriarchal system, women are regularly denied full benefits of this resource and discriminated against in land matters.
- Land rights and management remain male-dominated in Uganda generally: only one-third of land is owned or co-owned by women. There is widespread support for this inequality: 27% of the population supports unequal land rights, reaching as high as 54% in the Mid-Northern sub-region.
- As a result, women do not enjoy complete and equal ownership of land that is usually accessed through male relatives. The access they possess is highly dependent on the good relationship that a woman has with male relatives.
- While women may be rendered vulnerable and marginalized regarding ownership, access and control of land and other productive resources, they are not without agency. Women exercise agency, strategize and engage coping mechanisms to maximize security, optimize livelihood options and resist constraints, norms and rules. This is what the project should take advantage of (Burke and Kobusingye, 2014).

Knowledge, Beliefs, and Perception

- Prevalence of early marriage remains pervasive with regional disparities: on average one in two Ugandan women was married before turning 18, up to two in three women in the East Central, Mid-Eastern and Mid-Northern sub-regions. Early marriage is widely accepted, but only for girls: while many communities believe that men should be married later.

Practices and participation

- Prevalence and acceptance of domestic violence are still high: twice as many women than men experienced spousal violence in their lifetime; one in two Ugandan women has been victim at least once during their life and one in three in the last 12 months. More than one in two Ugandans agree that spousal violence against women is justified under certain circumstances – two in three in the West Nile and Mid-Eastern sub-regions.
- Improving attitudes towards the division of household chores and caring activities between girls and boys are not translating into changes in practice. While two-thirds of Ugandans agree that girls and boys should have an equal share of caring responsibilities, half of the population reports that in practice, girls are still performing more housework.

Time and space

- World Development Report 2012, which indicated that, at all level of income, women do the majority of housework and care and, correspondingly, spend less time in market work. The study showed that women spend 30 percent more time on housework than men, and 70 percent more on child care. These differences have an impact on women's ability to seize economic opportunities and to participate effectively in market work.

Legal rights and status

- Securing women's access to justice remains a challenge: one-third of the population believe that women do not enjoy the same opportunities as men to access justice, i.e. police, courts of law and local traditional authorities; this rises to 60% in the Southwest sub-region. The same share agrees that unequal access is justified. In line with this the Local Governments Act states one third of the District Council at the level of lower committees including the parish or village shall be women.⁴⁰ These statutes are further reinforced by the Land Act that stipulates at least one-third of the members of the Land Board, the Land Committee and the sub-county land tribunals should be women.

Power and Decision Making

- The legislation ensuring the participation of women in government in Uganda is widely hailed as progressive in the elimination of gender discrimination amongst a broad range of civil society actors and international observers.

- Literacy levels are low in northern Uganda and there are few women in the communities with the necessary levels of education and/or experience to effectively participate and engage in decision making processes. For example, the Land Act stipulates that the chairperson of the land committee should speak and write English and that one member of the committee should have knowledge and experience in matters relating to land. It further states that members of the sub- county land tribunal should have completed a minimum formal education of ordinary level or its equivalent. Identifying individuals at the community level to satisfy these criteria is very often a challenge and both women and men without the necessary qualifications as stipulated by law are regularly appointed.

2.0 Methodology

Gender analysis requires the collecting and analysing sex-disaggregated information in order to understand gender differences. The main source of information for this report is through a desk review.

Conducting a desk review- This involved reviewing current literature to understand the target population and the context in Northern Uganda. The desk review helped to gather qualitative and quantitative background information for the landscapes as base information to complement experiences of implementing phase one of the project in the ASWA region.

Some of the desk review documents included: statistics reports from government departments and ministries, population dynamic studies from District development plans, demographic and health surveys, government policy documents, third-party gender studies, qualitative reports and quantitative surveys from the World Bank, United Nations, and IUCN organisational documents.

3.0 Project Specific Recommendations

Climate change could alter the tasks people perform and their time use, affecting women and men differently. Again, differentiated power relations between men and women and unequal access to and control over assets mean that men and women do not have the same adaptive capacity, instead women have distinct vulnerability, exposure to risk, coping capacity and ability to recover from climate change impacts. For example, supporting women and girls to achieve bigger gains from their agricultural work requires detailed knowledge of the sector, including capacity to undertake gendered analysis of: ownership and control of land and other property; credit and other forms of finance; appropriate agricultural technologies; gendered access to markets; women's experience of collective action and cooperatives.

3.1 Specific Recommendations

- i. Sex –disaggregated data should be embedded into all project activities from preliminary planning to monitoring and reporting.
- ii. Qualitative impact indicators in the M&E framework should be analysed/developed/improved from a gender perspective.

- iii. Support women in income-generating activities to enhance the diversification of income sources and livelihoods with both on-farm and off-farm productive activities and services. This is intended to reduce the impact of negative shocks on households by diversifying the risk exposure and mitigating the negative coping strategies employed by less resilient households.
- iv. Expand access to financial support services targeting women headed households to connect small-scale producers with a variety of savings, loan and grant schemes to strengthen and diversify their livelihood base and income potential. This should promote small business development by promoting small business development matching grants, with a focus on youth and women.
- v. Enhance and design programmes that target gender-based issues and youth to access to efficient financial products and services, such as access to credit and market information.
- vi. Enhance participation of women and men in improving the sustainable and equitable use of natural resources (such as land, pasture, water, trees, etc.) so as to overcome natural resource-based conflicts.
- vii. Enhance participation of women and men in rangeland rehabilitation and management while promoting fodder production to improve women access to production land, water and pasture for livestock, and can decrease natural resource-based conflicts and insecurity.
- viii. Facilitate and support community-based management of rangeland and rehabilitation through women groups, women organizations and the improvement of rangelands through cash-for-work programmes that include women participating.
- ix. Increase protection of common property resources such as water, fuelwood, fodder especially for poor householders

4. Gender Action Plan

BDRP UGANDA GENDER ACTION PLAN 2019 - 2021	
Impact The resilience of communities, to the impacts of increasingly severe and frequent climate disasters within well-managed river catchments and ecosystems is strengthened	
	By September 2021, as a result of the direct and indirect interventions of the Project, the number of female and male headed households adversely affected by climate disasters in the targeted river catchments is reduced by 30%
	By September 2021, as a result of the direct and indirect interventions of the Project, the number of female and male headed households living below the poverty line in the targeted river catchments is reduced by 30%
	By end of the Project, at least 60% of the rangelands/degraded sites identified in the baseline study with imbalance of water and pasture use an third productivity indicate recovery allowing communities to survive climate related disasters without resource /environmental degradation
Outcome The integrity and health of ecosystems in priority catchments and landscapes, and the adaptive capacities of women and men in these communities are improved over a 3-year period (2019-2021).	By September 2021, 60% of households in targeted river catchments have their livelihoods improved or diversified
	By the end of the Project, at least 70% of beneficiary households in the Lower and Mid Tana, Kenya, and Aswa and Agago, Uganda and community members in Project areas have improved adaptive, productive and transformative capacities as per resilience measurement indices when compared to baseline year.
	By end of the Project, communities in the sub-catchment sites observe grazing patterns that facilitate sustainable/efficient utilization of rangeland resources (water, pasture/browse)
	By end of 3rd year, the capacity of 5,000 people (local community members and stakeholders) is built through training, technical support and skills transfer across counties and countries via regional dialogues, exposures or exchange events

Output 1: Institutional governance for climate resilience and restoration: Capacity, participation, coordination and learning for climate-responsive mitigation and adaptation actions within catchments and landscapes is improved

- By end of the project, 25,000 people including women, youth and the elderly have enhanced knowledge for climate-responsive planning, mitigation, adaptation and disaster resilience within catchment area
- 1000 hectares of degraded landscapes and ecosystems within the Project area under restoration by end of project
- By end of the 3rd year, 20 communities demonstrate improved governance through the use of local rules, regulations and management plans to guide and support restoration actions in selected catchments across the region and beyond.
- By end of year 3, communities within project implementation area demonstrate improved governance through approval/enforcement of 2 environmental and natural resource bills that recognize local governance system on natural resources are passed approved and enforced)

Activity 1	Actions	Indicator	Responsible Institutions
<p>1.1 Strengthen existing landscape level multi-stakeholder dialogues between different natural resource users (peace committees, pastoralists, farmers, industry, water supply) to mitigate conflicts and prevent climate related hazards such as drought turning into disasters</p>	<ul style="list-style-type: none"> • The role of women and youth clearly defined in the local governance structures for landscape planning. • Women and the youth involved in the community forums for landscape planning. • Women and the youth participate in the trainings on landscape planning and ecosystem management. • Both women and men are participating in committees and groups for managing landscape and 	<ul style="list-style-type: none"> • Number of recognized forums for women, youth and the elderly to participate in climate responsive planning, mitigation and adaption actions • Number of men and women participating in landscape management activities. • Number of men and women participating in landscape management trainings. Documented role of women and youth 	<p>Local Governments, IUCN, Women groups, youth groups/CBOs,</p>

	<p>catchment areas, including ensuring women in leadership positions.</p> <ul style="list-style-type: none"> • Documentation of Gender responsive rangeland resource mapping, assessment and management. 	<p>in traditional resource management structures.</p> <ul style="list-style-type: none"> • Number of women participating in documenting traditional resource management arrangements. • Clearly defined role of women included in the legal options developed to strengthen customary arrangements. 	
<p>1.2. Facilitate critical and focused local exchange visits (between communities within a catchment area and/or outside programme site) for problem solving, learning and knowledge exchange</p>	<ul style="list-style-type: none"> • Organize educative local exchange visits for women and men in the catchment area • Engage women in contributing their unique knowledge to community and landscape planning • Ensure the involvement of both men and women rangeland management activities, including equal participation in the landscape planning processes 	<ul style="list-style-type: none"> • Number of exchange visits attended by women • Number of new innovations adapted by women and men in the catchment area 	<p>Local Governments, IUCN, Women groups, youth groups/CBOs,</p>
<p>1.3 Develop gender and youth engagement guidelines for the project covering the main project elements.</p>	<ul style="list-style-type: none"> • Establish baseline information for gender and youth needs at different stages of the project implementation 	<ul style="list-style-type: none"> • Baseline Report • Engagement guidelines 	<p>Local Governments, IUCN, Women groups, youth groups/CBOs,</p>

	<ul style="list-style-type: none"> Develop engagement guidelines for women and the youth 		
1.4 Support communication and dissemination activities to enable wider adoption of model laws at county and national level for increased uptake and implementation of lessons	<ul style="list-style-type: none"> Community-by-laws on environment and natural resources governance models developed in Aswa and Agago sub catchment in Uganda Disseminate the model laws for wider adoption by community members 	<ul style="list-style-type: none"> Number of community by-laws Dissemination meeting held with different community groups in the sub catchment 	Local Governments, IUCN, Women groups, youth groups/CBOs,
		<ul style="list-style-type: none"> 	
Output 2 Sustainable catchment restoration and management: Integrity, functioning and productivity of catchments and ecosystems is enhanced by appropriate techniques for restoration, and sustainable management (green and grey infrastructure)			
<ul style="list-style-type: none"> By the end of the Project, Community Environment Conservation Fund (CECF - MaliVerde) is established and effectively operating in 60% of targets communities in Kenya and Uganda. By the end of the project, 10 communities implement ecosystems restoration and climate smart technologies By the end of the project, 1,000 community members benefit directly from Community Environment Conservation Funds with gender differentiated models By the 3rd year, 4 climate resilient value chains/enterprises developed in Kenya and Uganda By end of the project, 5,000 women and men e in Kenya and Uganda engaged in climate resilient value chains/enterprises 			
2.1: Develop and review progress and enforcement of the community level management plans (SCMP/ENRMP)	<ul style="list-style-type: none"> Ensure women and youth interests are included in developed plans 	<ul style="list-style-type: none"> Number of activities directly benefiting youth and women implemented in SCMP/ENRMP 	Local Governments, IUCN, Women groups, youth groups/CBOs,
2.2 Support / develop community-validated strategic water sources	<ul style="list-style-type: none"> Support women interests in water resources Use water to support livelihood activities 	<ul style="list-style-type: none"> Number of women and youth elected on water management 	Local Governments, IUCN, Women groups, youth groups/CBOs,

for sustainable rangeland utilization in the drylands	preferred by women and youth	committees for the strategic water sources	
2.3 Restore 1,000 hectares of degraded landscapes and ecosystems with overexploited high value flora species for healthy rangelands (including promoting FMNR)	<ul style="list-style-type: none"> • Women and youth participate in restoration of degraded landscapes and ecosystems in the sub catchment area • Support restoration actions that specifically address needs of women e.g restoration through planting of fruit trees 	<ul style="list-style-type: none"> • Number of women and youth involved in landscape restoration activities 	Local Governments, IUCN, Women groups, youth groups/CBOs,
2.4 Scale up the identification, delineation and branding of 20 watering corridors for livestock/wildlife access to river water pastures/fodder reserves to reduce conflict between pastoralists and crop farming during dry seasons	<ul style="list-style-type: none"> • Reduce conflict based on women and youth interests 	<ul style="list-style-type: none"> • Number of women and youth whose grievances have been solved through creation of access routes for livestock 	Local Governments, IUCN, Women groups, youth groups/CBOs,
Output 3 Inclusive climate smart finance for resilient livelihoods			
<p>By the end of the project, 1,000 community member benefit directly from Community Environment Conservation Funds</p> <p>By the 3rd year, 4 climate resilient value chains/enterprises developed in Kenya and Uganda</p> <p>By end of the project, 5,000 people in Kenya and Uganda engaged in climate resilient value chains/enterprises</p> <p>By the 3rd year, 5,000 people with improved access to markets in Kenya and Uganda as a result of project supported infrastructure initiatives (access roads, communication and transport)</p> <p>By the 3rd year, 1000 people of which 50% are youth, have enhanced skills and knowledge in nature-based enterprises</p>			
3.1. CECF/MaliVerde unit and partnership established and providing advice to the scale up of the mechanism including the	<ul style="list-style-type: none"> • Develop gender responsive guidelines, manuals, tools and 	<ul style="list-style-type: none"> • Number of guidelines, manuals, tools and monitoring plans that are gender responsive 	Local Governments, IUCN, Women groups, youth groups/CBOs,

development of guidelines, manuals, tools and monitoring	<ul style="list-style-type: none"> • monitoring plans for utilizing CEC Funds 	<ul style="list-style-type: none"> • Number of women and youth trained / mentored on business development, entrepreneurship and innovative finance. 	
3.2. Design and capitalize a MaliVerde fund be supported by government; development partners, private sector and conservation trusts/funds	<ul style="list-style-type: none"> • Training women and men in finance, development of business plans • Entrepreneurship and record keeping training for all vulnerable groups • Grant management training for women and youth; • Allocation of resources for start-up enterprises for both men and women; • Training on resource mobilization for women and the youth. 	<ul style="list-style-type: none"> • Number of women and youth trained / mentored on business development, entrepreneurship and innovative finance. • Value of grants provided to women and youth groups to support ecosystem adaptation activities. 	Local Governments, IUCN, Women groups, youth groups/CBOs,
3.3. Support further development and implementation of specific value chain businesses models (shea oil/butter processing in Uganda and camel milk production in Kenya)	<ul style="list-style-type: none"> • Identification of female community members who are interested in becoming entrepreneurs and setting up businesses • 	<ul style="list-style-type: none"> • Number of women setting up businesses area. • Number of women and men engaged and participating in the implementation of priority value chains. 	Local Governments, IUCN, Women groups, youth groups/CBOs,
3.4.Support appropriate trainings for youth skills on enterprise development and business	<ul style="list-style-type: none"> • Ensure training/mentoring on business development, entrepreneurship and innovative finance is provided equally to both men and women 	<ul style="list-style-type: none"> • Number of training/ mentoring sessions held with women and men in the sub catchment • Number of women groups involved in nature based enterprises 	Local Governments, IUCN, Women groups, youth groups/CBOs,

	<ul style="list-style-type: none">• Establish women groups involved in nature based enterprises• Ensure training/mentoring on business development, entrepreneurship and innovative finance is provided equally to both men and women		
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