

UGANDA

PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS



STEERING COMMITTEE



SUB-SAHARAN AFRICA COUNTRIES COVERED BY THE PATHWAYS STUDY

EAST AFRICA



Ethiopia Kenya Rwanda Tanzania Uganda

WEST AFRICA



Cameroon Côte d'Ivoire Ghana Nigeria Senegal

SOUTHERN AFRICA



Angola Botswana South Africa

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RESEARCH BACKGROUND AND FRAMEWORK

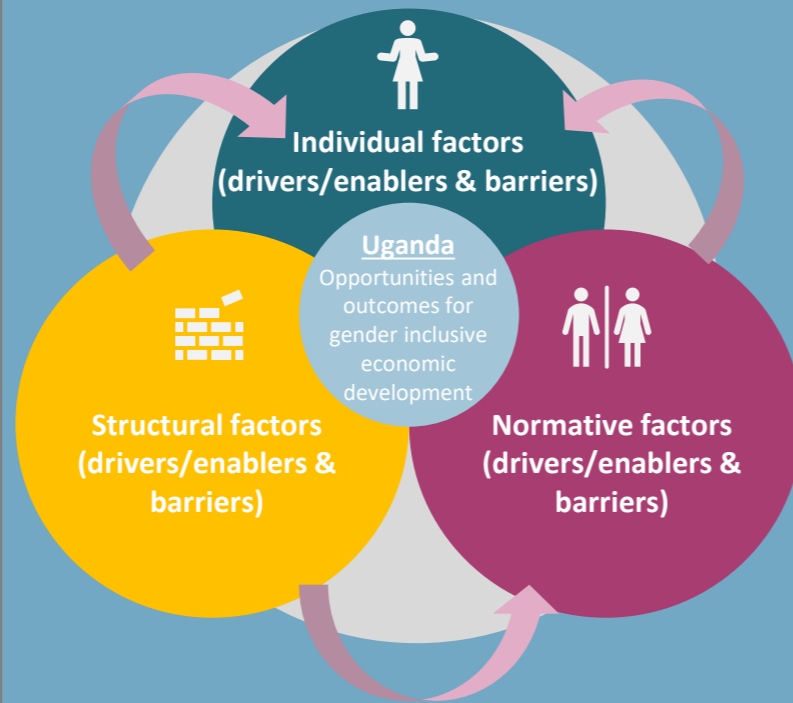


The Pathways SSA Gender Study explored opportunities for women's economic empowerment (WEE) in 13 African countries across West, East and Southern Africa

RESEARCH OBJECTIVES

- 1 Identify sectors with the highest potential for growth and for women's economic empowerment
- 2 Understand women's roles, as well as drivers, barriers, and economic opportunities in priority sectors
- 3 Tailor and propose sector-specific recommendations to each country's and sector's context

RESEARCH FRAMEWORK



The research framework identifies factors that influence women's economic participation at three levels

- **Structural factors:** policies, regulations, and laws that either directly or indirectly impact women's economic empowerment
- **Normative factors:** social and cultural norms that shape women's economic participation (i.e., unpaid care work and violence against women)
- **Individual factors:** women's access to human, social, and economic capital (i.e., education, training, land, financial resources, and digital technology)

TARGET SECTOR SELECTION



COUNTRY CONTEXT FOR WEE IN UGANDA

Uganda is East Africa's third largest economy, after Kenya and Tanzania, with GDP at US\$35.1 billion supported by substantial natural resources, however the country remains one of the poorest in the world



Agriculture has expanded in recent years, accounting for 20% of the economy in 2020



Ugandan women's economic participation is largely in informal employment, namely small-scale farming and subsistence agriculture, as well as trade and manufacturing, among other sectors.

Employment & economic participation

68% Female labour force participation ⁽¹⁾

88% Of women employed informally ⁽²⁾

3% Of women unemployed ⁽³⁾

Uganda's population is young and predominantly rural



With a population at 47.1 million expanding at an annual rate of 3.3%, Uganda is a young and ethnically diverse country characterised by high numbers of refugees due to conflicts in the region.

Demographic trends

50% Of population aged under 18 ⁽⁴⁾

5.7 Births per woman ⁽⁵⁾

28% Share of urban population ⁽⁶⁾

Uganda falls within the "low human development" category



Uganda ranked 159 out of 189 countries in the Human Development Index (HDI), 2019. Literacy rates are higher than the SSA average, yet only 41% of children complete primary school.

Human development

20% Of population living below national poverty line in 2020 ⁽⁷⁾

71% Of women are literate ⁽⁸⁾

26% Of child brides aged under 15 ⁽⁹⁾

Sources and links: (1) World Economic Forum (2021), (2) Uganda Bureau of Statistics (2017), (3) Based on ILO modelled estimates for 2020. World Bank (n.d. (b)) <https://data.worldbank.org/>, (4) UNFPA (2017), (5) Based on 2022 US Census Bureau estimates, (6) World Bank (2020), (7) SDG Secretariat, Uganda (2021), (8) World Economic Forum – Global Gender Gap Report (2021), (9) UNICEF/UNFPA (2019)



COUNTRY-LEVEL DRIVERS & BARRIERS FOR WEE



Uganda's policy framework is generally supportive of women's economic activities, although some gaps exist regarding parental leave and protection against discrimination and harassment

- ➔ **Policy environment for women's rights**
- The Third National Development Plan (NDP III; 2020/21-2024/25) and Vision 2040 prioritises women's empowerment and gender equality.
 - The Ministry for Gender, Labour and Social Development (MGLSD) plays a leading role in mainstreaming gender into policy.
 - The Ministry of Finance, Planning and Economic Development (MoFPED) issued a requirement for gender-responsive budgeting in the 2015 Public Finance Act.

Spotlight:
Employment (Amendment) Bill, 2020
 In April 2020, the Employment (Amendment) Bill was passed, stating that all employers are now required to put in place measures to prevent sexual harassment in the workplace, and to prohibit abuse, harassment or violence against employees. This bill also provides care for unpaid domestic workers, most of which are women.⁽¹⁾

Key ratifications & commitments

(View full list of ratifications [here](#))

+ LEGISLATIVE DRIVERS

- 1995 Constitution provides for equal rights between men and women
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- The Constitution of Uganda protects choice of work and equal pay
- The National Co-operative Policy (2010) states that its vision is "a self-driven, vibrant, prosperous and gender responsive cooperative movement".
- The Agricultural Sector Strategic Plan 2015/16 – 2019/20 seeks to create employment opportunities especially for women and youth

LEGISLATIVE BARRIERS

- Uganda has not yet signed CEDAW's Optional Protocol
- The Succession Amendment Act 2019 does not apply to Muslim communities
- The Domestic Violence Act does not cover cohabiting partners
- The 2004 amendment to the Land Act of 1998 does not recognise co-ownership of land between spouses
- The employment (Sexual Harassment) Regulations 2012 does not cover full range of unacceptable behaviours directed at a person because of their sex or gender
- The 2006 Employment Act has no requirements for paid parental leave and does not prohibit sexual harassment.

Legislative environment for women's rights

Ugandan law recognises gender equality in access to financial services including accessing bank accounts, signing contracts and registering businesses.

CRITICAL DEVELOPMENT: THE 2021 SUCCESSION AMENDMENT ACT

The [Succession Amendment Act of 2021](#) was the result of intense advocacy and lobbying by the women's rights movement.

The revised law addresses previous inequalities in inheritance by providing equal provisions for female and male heirs and dependents' right to inherit land and other assets.

This includes a stipulation that surviving spouses will now be entitled to 50% of the estates of a deceased intestate, up from the previous 15%.⁽²⁾

However, Muslims are exempt on religious grounds, and there is a lack of data on implementation to date.





Sources and links: (1) UN Women (2021, 23 August), (2) Parliament of Uganda (2021, 31 March)



NORMATIVE FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN UGANDA



Whilst Ugandan's patriarchal society shapes gender roles, and women are mainly seen in lower-paid positions, recent initiatives promoting women in leadership roles are being transformative and inspiring for young girls

<p>PROMOTION OF WOMEN IN LEADERSHIP</p> <p><i>When policies are supportive of women in leadership in formal groups, women's active participation increases, providing role models for the next generation of female leaders.</i></p> <p><i>For example, the Uganda National Farmers' Federation (UNFFE) promotes women in leadership through a quota system, whereby a third of leaders must be women.</i></p> <p><i>A representative interviewed for the Pathways Study explained that this policy has helped to promote women in different stages of the value chain, improved women's self-confidence and negotiating skills, and increased their information access and active participation in meetings and training. Another Pathways Study interviewee explained the transformative effects of women in leadership on girls' and young women's aspirations.⁽¹⁾</i></p>	<p>Gendered roles and stereotypes position women as caregivers and men as protectors. Women undertake the bulk of care work (e.g., childcare and care for family members), in addition to unpaid labour (e.g., food production on land they do not own).</p> 	<p>Norms around women's mobility restrict the types of income-earning activities they can be involved in. In some areas, social prohibitions, such as against women riding bicycles or motorbikes (the main form of transportation), further inhibit market sales.</p> 
<p>53 Hours per week worked by women on unpaid care work and unpaid production of produce for home consumption⁽²⁾</p>	<p>50% Price difference between crops sold at centralised markets in comparison to crops sold at the farm gate⁽⁴⁾</p>	
<p>Despite some recent progress in women's political representation, politics and decision making remain male-dominated. For example, women councillors are under-represented in all districts, and women mayors are a rarity.</p> 	<p>Violence against women and girls constrains women's economic outcomes. Gender-based violence is normalised; for instance, husbands demanding their partner's income or denying women control over the income they earn.</p> 	
<p>32% Of legislators, senior officials and managers are women⁽³⁾</p>	<p>50% Of women aged 15-49 have experienced physical or sexual violence by an intimate partner⁽⁵⁾</p>	




Sources and links: (1) Pathways Study Interviews (2) Oxfam (2018), (3) World Economic Forum (2020), (4) Yamano; Arai (2011), (5) Uganda Bureau of Statistics (2016)



INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN UGANDA



Advocating for the creation of women-led cooperatives and village savings and loan associations can significantly help drive women's access to social capital and economic capital, thus contributing to achieving WEE

<p>Women-led cooperatives to increase women's vertical social capital, skills and access to financial resources</p> <p><i>The Bokonzo Joint Co-operative Union in Western Uganda is 83% owned by women coffee farmers. Women members have had the opportunity to acquire leadership skills and have assumed leadership positions.⁽¹⁾</i></p> <p><i>The Manyakabi Area Cooperative Enterprise (MACE) was founded by a group of widowed women. Female farmer members improved their livelihoods, notably benefitting from market linkages with traders and large-scale buyers. Cooperative members also reported an increased sense of business skills, leadership and independence.⁽²⁾</i></p>	<p>Village Savings and Loan Associations (VSLAs)</p> <p><i>Village Savings and Loan Associations play an important role in increasing women's social and economic capital.</i></p> <p><i>Pathways Study interviewees highlighted that VSLAs are particularly valued given that unlike formal lenders, they do not require collateral to take out a loan.</i></p> <p><i>VSLAs attract a largely female base (i.e., 71%). An evaluation of a Farm Africa-led, gender-sensitive VSLA intervention in the coffee sector found that the intervention led to a large increase in women's decision-making power about agricultural production, improved access to financial services, improved ownership of productive assets and improved control over income.⁽³⁾</i></p>	<p>Human capital</p>  <p><i>Inequalities in education and skills affect access to economic and financial opportunities and benefits. Women's educational attainment in Uganda lags men's, largely due to families prioritising boys' over girls' education.</i></p>	<p>Over a third of women are illiterate⁽⁴⁾</p>
		<p>Social capital</p>  <p><i>Women tend to have less access to vertical social capital than men, who have greater access to job networks and mentors in higher-paying fields. Women have less in information exchange with others, civic engagement and social institutions.</i></p>	<p>42%</p> <p>Of cooperative members were women in 2009⁽⁵⁾</p>
		<p>Economic capital</p>  <p><i>A quarter of the population are financially excluded, with a higher proportion of rural residents and younger people aged 14-35. The barriers to financial services include the high costs of service provision for financial institutions in rural areas.</i></p>	<p>23%</p> <p>Of women are financially excluded⁽⁶⁾</p>

Sources and links: (1) Ikwera; Twongyirwe (2019), (2) Ferguson; Kepe (2011), (3) Farm Africa (n.d.), (4) Uganda Bureau of National Statistics (2016), (5) Majurin (2012), (6) Finscope Uganda (2018)



FOCUS SECTORS FOR WEE

In 2020, Uganda was the world's seventh largest coffee producer. The government is actively seeking to expand coffee production due to it being a cash crop for local coffee farmers and a key export commodity for the country.

Key players in the coffee value chain in Uganda

- 26 processing facilities
- 10,000 intermediaries / traders
- 72 exporters
- Agricultural cooperatives
- Government
- NGOs



Key challenges for the coffee sector

- 1** The sector suffers from low productivity, lack of local consumption and exports being mostly unprocessed, or minimally processed.
- 2** Farmers are often dependent on middlemen and are often trapped in cycles of debt, which in turn limits their ability to negotiate good prices.
- 3** Farmers are vulnerable to economic and social challenges such as poverty, lack of access to inputs or land tenure, deforestation and coffee disease, high cost of fertilizer, and climate change.
- 4** Some coffee producers are in locations that are recovering from severe conflict with continuing implications for building trust and collective action, such as in Kasese district.

Spotlight: Smallholder farmers growing coffee in Uganda



- On average, each coffee-growing household uses one acre of land.
- The production of coffee is often intercropped with food crops.
- Most farmers sell unprocessed products to middlemen at the farm gate.
- Over a third (40%) do some initial processing at the farm (hulling).⁽¹⁾
- A minority bring their coffee to mills.



COFFEE SECTOR FACT SHEET

94%

Of Ugandan coffee is exported ⁽²⁾

90%

Of coffee production relies on smallholder farmers ⁽³⁾

1.7 million

Households grow coffee in Uganda ⁽⁴⁾

15%

Of coffee producers are in associations ⁽⁵⁾



THE COFFEE SECTOR IN UGANDA

Image credits: Farmers Guardian

Sources and links: (1) Trust (2012), (2) ICO (2019), (3) AfDB (2016), (4) Feed the Future Alliance for Resilient Coffee (n.d.), (5) For example, belonging to a cooperative or farmers' association. Feed the Future Alliance for Resilient Coffee (n.d.)

Women in the coffee sector

Women involved in coffee value chains in Uganda are generally older, usually over 35.⁽⁸⁾ This is attributed to the fact that coffee, as a perennial cash crop, requires more access to and control over assets including land and more time availability. As a result, the sector attracts older people who may have acquired more resources over time.



Image credits: Farm Africa

Women in the sector primarily contribute to fieldwork and harvesting roles

Only 10% of in-country trading and export roles are taken up by women ⁽⁵⁾

WOMEN'S REPRESENTATION

40%

Of coffee producing households are female-led households⁽¹⁾

60%

Of labour in the sector is provided by women⁽²⁾



Women provide most of the labour on coffee farms but do not benefit equally as men, as they are concentrated at the lower end of the value chain in positions that provide lower returns and lower control over income, such as planting, weeding and harvesting.



Men control marketing and processing activities, as well as the income from sales. Female coffee producers earn 41% less income than male farmers. The capacity for value addition may be a key driver of these differences.⁽³⁾



Female-headed farming households are less profitable than male-headed households, up to 44% lower in Uganda, according to a World Bank census data analysis.⁽⁴⁾

SPOTLIGHT – Kibinge Coffee Farmers' Co-Operative Society

Kibinge Coffee Farmers' Co-Operative Society, with a third of women members, indicate that becoming Fair Trade Certified helped both male and female members. They accessed improved benefits including higher market prices and utilised the FairTrade Premium to expand their production area, and to establish a farm supply shop and a savings and credit union.



Women are excluded from income made from coffee sales

- In Kanungu district, women in male-headed households are not involved in processing and marketing because of the interests the men have in the income generated. Although women provide 58% of labour at the fieldwork and harvest stage, and 72% during post-harvest (where most of the value and profit is added), men control marketing and processing activities, as well as the income from sales.⁽⁶⁾
- A 2010 study of the Gumutindo Coffee Cooperative Enterprise (GCCE) found that women did most of the work on coffee farms (up to 90%), yet they received few of the benefits. Members of one of the primary societies reported that men do not share the income with their wives, nor are the women consulted about how this income is to be spent.⁽⁷⁾

Gender differences in participation in market channels are influenced by the fact that women market smaller quantities of coffee and do not own bicycles to access the coffee market.

Both a food and cash crop, maize is the third most cultivated crop in Uganda, following plantain and cassava. It constitutes Uganda's third most valuable export crop after coffee and tea. Production relies on smallholder farmers, as three quarters of the country's output is cultivated on plots of under half a hectare.

Key players in the maize value chain

- Small players buy at the farm gate and sell to small maize processors.
- Bigger players work in towns and transfer the crop to large processors.
- Both small and large processors sell to local shops, supermarkets and institutions such as schools.



Key challenges for the maize sector

- 1** The maize sector is largely informal with small farm sizes, the limited adoption of improved agricultural practices or improved varieties, and dependence on seasonal harvests.
- 2** Decentralised selling practices limit producers' income, as do post-harvest losses and challenges in post-harvest handling, weaknesses in coordination of cooperatives, and the vulnerability to climate change.
- 3** Maize farmers are often inadequately linked to food suppliers and customers. They are often unable to achieve their quality standards due to limited infrastructure, inefficiency and low product quality.

Spotlight: Sales process for smallholder farmers



Small farmers generally sell at the farm gate to small itinerant intermediaries. In other cases, small farmers will consume the maize on-farm, roast and sell part of the crop themselves, transfer their crop to organised farmers' groups such as cooperatives, or sell directly to local maize processors. Selling at the farm gate is less profitable than selling through markets.



MAIZE SECTOR FACT SHEET

3.7%

Maize annual sector growth over 2015-2020 (1)

780

Maize milling plants operate in Uganda (2)

IMPACT ON LIVELIHOODS

2 million

Ugandan households involved in maize production (3)



THE MAIZE SECTOR IN UGANDA

Image credits: The Grain Council of Uganda

Women in the maize sector

Both men and women grow maize in Uganda. However, married women are more likely to cultivate maize as a household and income crop than unmarried women, who mostly cultivate income crops such as bananas, coffee and beans. Maize is considered both a food and a cash crop.



Image credits: Chemonics International

Women are less likely to sell maize at points beyond the farm gate

When used as a cash crop, maize is predominantly sold by men

WOMEN'S REPRESENTATION

5-35%

Of grain traders (maize, beans) are women (1)



Women are concentrated in roles at the lower end of the value chain.



Some women are involved in selling roasted maize, but this is a small-scale activity done near the home. In general, no women are adding value to their crops through post-harvest production such as milling.



One processing task that women are involved in is traditional shelling. This is a slow and labour-intensive task that is done by hand or using sticks, and it is usually done by women when alternative modern shelling equipment is not available nearby.

➔ *Among farming communities in the Busonga region, maize is the most important food crop for families, who also derive half of their household income from maize sales.(2)*



Women are involved in the sale of maize, although to a lesser extent than men. A study targeting spouses in maize farming households showed that most sales are done jointly, followed by men alone. When men and women sell maize alone, men appear to assume / report a higher selling price than women do, potentially to reinforce their cultural role as providers.

“We have less women in maize value addition because of the maize mills; many of these are owned by men. Even in roasting the maize on the street, women are few because they have a backlog of work at home involving going to the garden and coming back at around midday, by the time they reach home, there is a lot of work and only decide to come to the streets to roast maize around 4pm.”

– Pathways Study Interview, Farmers' Association Representative



The Ugandan fishing and aquaculture sector sustains a large number of households, with fish being caught in five major lakes, namely Victoria, Kyoga, Albert, George and Edward. The majority of fishers are classed as artisanal, meaning fish are either sold directly to the consumer or caught for domestic use.

Key players in the fishing and aquaculture value chain

- Buyers for fish factories (e.g., operators of transport boats)
- Fish factory agents and middlemen
- Larger fishmongers, traders, transporters, as well as small fish traders, small itinerant fishmongers, and small market fishmongers, and finally end consumers.



Key challenges for the fishing and aquaculture sector

- 1 Stocks have dwindled due to over exploitation of lakes and lack of sustainable fishing practices
- 2 Inadequate infrastructure, namely lack of cold chain storage facilities and efficient transport to access centralised markets
- 3 The market preference for fresh fish creates competition and low negotiation power among fishers
- 4 Underdeveloped and unproductive aquaculture, and vulnerability to climate change



Spotlight: AQUACULTURE



Ugandan households have established 20,000 fishponds, typically clay structures built on a family's land irrespective of whether it has direct access to a lake or river. Aquaculture is often promoted as an alternative to capture fishing, but it is not an easy industry to enter. Multiple permits are required to grow fish for sale, and tax exemptions on inputs are difficult to obtain. The sector value chain has weaknesses in input supply and delivery, resulting in low productivity.

SECTOR FACT SHEET

1.6%

Sector contribution to GDP in 2016 (1)

36%

Export growth over 2009-2019 (2)

80%

Of fishers are classed as artisanal (3)

20,000

Number of fishponds established by Ugandan households for aquaculture (4)

IMPACT ON LIVELIHOODS

1.5 million

Households sustained by the sector (5)

THE FISHING AND AQUACULTURE SECTOR IN UGANDA

Image credits: Uganda Aquaculture Society

Women in fishing & aquaculture

Women generally participate in small-scale processing, involving slow processes and minimal financial returns such as drying, smoking and frying. Women are also involved in selling fish to local markets in Lake Victoria and Lake Wamala, while trading is done by female groups.



Women tend to participate in processing (sun drying) and trade

PROCESSING

Although women are involved in processing, this form of value addition is generally done for preservation rather than to improve profit margins.

For example, in the Buikwe district, mukene is sun dried, while tilapia and Nile perch are either smoked, deep fried or salted.

Due to the capital-intensive nature of the fish trade, women are hired for offloading and drying mukene, and they are often paid in-kind.⁽¹⁾

SUPPORTING ACTIVITIES

Women engaged in supporting activities in fish landing sites (e.g., bars, restaurants, tailoring, petty trading) appear to earn more than women processing or trading fish.⁽³⁾

AQUACULTURE

In aquaculture, women provide much of the daily labour, but men own the fishponds and oversee several activities including decision-making on production and selling.

These include pond site selection and construction, stocking, sampling, sourcing of inputs, as well as harvesting and sales, and keeping of records.

Women are more likely to carry out routine activities, such as feeding fish and supervising workers when maintenance is needed.⁽²⁾

Women fishers remain a minority within the overall sector

GENDER QUOTAS IN BEACH MANAGEMENT UNITS (BMU)

30%

After the introduction of gender quotas in beach management units (BMUs), an average of two women members are found in each of the 28 BMU.⁽⁴⁾

In 2003, a system of co-management was introduced to improve participation. Beach management units were designed to represent all resource user groups, and a quota system is in place. Each unit elects a committee, which should include boat owners, boat crew, processors, boat and gear makers, equipment dealers, managers and charterers, and fishmongers.

A third (30%) of members should be women. In practice, however, fisheries' decision-making processes are still dominated by wealthier boat owners, who are most often men.⁽⁵⁾

BOAT OWNERSHIP AND RENTAL



Some women have also progressed to boat ownership and rental.⁽⁶⁾ Boat owners generally have higher incomes than crew members and are an important group of stakeholders.⁽⁷⁾

However, due to rigid gender roles and norms, most women remain in lower-income roles in the sector.⁽⁸⁾

Fishing remains a more lucrative and faster way to acquire livelihoods or assets when compared with other activities within the capture fishing value chain at these sites.⁽⁹⁾

Tourism constitutes one of Uganda's largest sources of export income and foreign currency. Ugandan tourism is largely driven by regional business travel, as well as international travel by North Americans and Europeans attracted by the country's flora and fauna. The government is actively seeking to expand the sector.

National frameworks for the tourism sector

- The Third National Development Plan (NDP III) states that tourism is a key development strategy
- Targets include to increase revenue from tourism to USD3 billion, increase tourism employment to 10% of total employment, and more than double the number of visitors from the EU, US and China by 2024/25.⁽¹⁾



Key challenges for the tourism sector

- 1** The sector overall lacks formal representation
- 2** The sector was one of the worst affected by the COVID-19 pandemic and was expected to lose over one million tourist arrivals in 2020
- 3** Promised government funding has sometimes not materialised and/or remains a fraction of what neighbours such as Kenya and Rwanda spend.



SECTOR FACT SHEET

US\$1.6 billion

Sector's worth in foreign exchange in 2018 ⁽²⁾

7.8%

Sector's share of GDP in 2018 ⁽³⁾

6.7%

Employment share generated by the sector in 2018 ⁽⁴⁾

700,000

People employed by the sector ⁽⁵⁾

Spotlight: SECTOR DOMINATED BY SMEs

SMEs and family-owned businesses dominate the tourism industry. Many operate as single proprietorships with the majority employing under ten people (e.g., tour operators, transport, drivers and tour guides, accommodation providers, food and beverage providers, attraction and activity providers).

NGOs AND TOURISM ASSOCIATIONS



NGOs and community-based tourism associations support the marketing of community enterprises such as women's craft products, as well as training and other opportunities for women.

THE TOURISM AND HOSPITALITY SECTOR IN UGANDA

Image credits: Afrikta

Sources and links: (1) The Republic of Uganda (2020), (2) & (5) Ministry of Tourism, Wildlife and Antiquities (2020), (3) & (4) EABW Editor (2019, 18 September),

Women in tourism & hospitality

Men and women constitute roughly equal proportions of people employed in tourism; however, women appear to be disproportionately represented in lower-paying sub-sectors. Women dominate roles in tourism establishments such as hotels, bars and restaurants, which were closed during lockdown. Therefore, women experienced acute job losses as a direct consequence of the COVID-19 pandemic.



Image credits: USAGA (Uganda Safari Guides Association)

Women are mainly present in waitressing, reception and housekeeping roles

Women now constitute the majority of graduates from local tourism training institutions

WOMEN'S PARTICIPATION⁽¹⁾



78% of restaurant and mobile food sector employees are women



63% of events employees are women



90% of community tourism-focused enterprises (e.g., handicrafts) are initiated / managed by women

BARRIERS TO WOMEN'S EMPLOYMENT



Men dominate in roles such as drivers and tour guides within the tourism sector.

Pathways Study interviewees suggest that the reason for this trend is that many Ugandan women are currently unable to drive or speak English, which are both prerequisites for most companies offering these employment opportunities.

Importantly, these roles provide a recognised way to move up the tourism value chain, as guides become local arrangers who then move on to establish local or even national tourism businesses.

LINK BETWEEN TOURISM SECTOR AND SEX WORK

Sex work intersects with the tourism and hospitality sector at several points. Populations of itinerant men appear particularly likely to seek out paid sex. Hence, many sex workers gather at hospitality venues, such as truck stops, that host many travellers, whether Ugandan or foreign.

Some lodging establishments facilitate sex work, offering condoms and, at least in theory, some protection from potentially violent customers. Likewise, transactions for paid sex frequently occur in Uganda's restaurants and, especially, bars. Hospitality staff facilitate sex work, helping establish links between providers and potential customers.

Some hospitality staff also engage in sex work themselves to supplement the relatively meagre income derived from waitressing, bartending, housekeeping, or other hospitality occupations often regarded as low skilled.



Ugandan women in the tourism sector make about 85 cents for every dollar a man makes⁽²⁾

Sources and links: (1) UNWTO (2014), (2) UNWTO (2019)



CROSS-SECTORAL DRIVERS & BARRIERS FOR WEE




At a structural level, greater focus on gender-responsive community-level interventions, whilst ensuring that women are safe and protected in the workplace can significantly drive WEE

Progress has been made in terms of promoting women in leadership roles, as well as designing long-term sectoral strategies encompassing gender-related policies. Enhancing women's inclusion and protection against GBV would considerably help drive women's empowerment in the future.


Key drivers

Sector-level success cases

1 PARISH DEVELOPMENT MODEL (PDM) COULD INCREASE POTENTIAL FOR WOMEN'S INCLUSION AT GRASSROOT LEVEL

UGANDA NATIONAL FARMERS' FEDERATION 
 The Uganda National Farmers' Federation (UNFFE) promotes women in leadership through a quota system whereby a third of leaders must be women. A UNFFE representative explained that this policy has helped to promote women in different parts of the value chain, improved women's self-confidence and negotiating skills, and increased women's active participation in meetings and training.

2 GENDER-RESPONSIVE BUDGETING AND COMMUNITY MONITORING

UGANDA NATIONAL COFFEE STRATEGY 
 The Uganda National Coffee Strategy 2015/16-2019/20 is aligned with Vision 2040, the NDP III and the draft Agriculture Sector Strategic Plan (ASSP). The strategy includes gender and youth mainstreaming as a key theme. Strategy 1.9 focuses on mainstreaming through development and the promotion of affirmative action for both women and youth.

3 EMPLOYMENT (AMENDMENT) BILL STIPULATING MEASURES TO PREVENT SEXUAL HARASSMENT IN WORKPLACE

Key barriers

1 CUSTOMARY LAW NOT FAVOURING WOMEN'S ACCESS TO LAND

2 GAPS BETWEEN NATIONAL LEVEL POLICIES AND LOCAL LEVEL IMPLEMENTATION AND BUDGETING

3 LACK OF PHYSICAL INFRASTRUCTURE – COLD CHAIN STORAGE, WAREHOUSING FACILITIES, DILAPIDATED ROAD / RAIL NETWORKS

4 INADEQUATE QUALITY OF EDUCATION IN TOURISM AND HOSPITALITY MANAGEMENT

Across sectors, women remain hindered by unfavourable customary law and a lack of available education schemes to support their ability to enter key sectors. Gaps between national policies and their implementation at the local level, as well as inadequate infrastructure, further limit women's economic empowerment.

Sector-level examples of barriers

INSUFFICIENT RESOURCING OF NATIONAL POLICY 
 Pathways Study interviewees flagged insufficient resourcing of national policy as a critical challenge, as well as challenges rolling out national level policy commitments at the local level, thus forming key gaps in policy implementation.

CONFLICTING MANDATES 
 Various government entities are involved in regulating the tourism sector. Sometimes they pursue overlapping or conflicting mandates, thus limiting the government's ability to manage the sector or guide its strategic direction.



CROSS-SECTORAL NORMATIVE FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT



Targeted initiatives designed to balance men's and women's roles at the household level and within employment, whilst advocating to improve sectoral infrastructures, form key strategies to achieve WEE

Progress is needed in terms of gender equity both within the household and within employment. Supporting interventions to reduce gender-based violence and advocating for women's fair participation across sectors can significantly enhance their economic empowerment in the future.

Key drivers

<p>1</p> <p>PROMOTING PARTICIPATORY INTRA-HOUSEHOLD DECISION MAKING</p>	<p>2</p> <p>STRENGTHENING LOCAL LEVEL RESPONSE TO GBV AND ECONOMIC VIOLENCE</p>	<p>3</p> <p>INNOVATIONS ADDRESSING WOMEN'S UNPAID CARE BURDEN</p>	<p>4</p> <p>STRENGTHENING HORIZONTAL AND VERTICAL NETWORKS VIA COOPERATIVES</p>	<p>5</p> <p>CHALLENGING SOCIAL AND GENDER NORMS ON WOMEN'S PARTICIPATION</p>
<p>6</p> <p>CHALLENGE GENDER-INEQUITABLE NORMS AND STEREOTYPES IN ALL SECTORS</p>	<p>7</p> <p>COFFEE VALUE CHAIN CAN BE AN ENTRY POINT TO CHALLENGE DISCRIMINATION</p>	<p>8</p> <p>IMPROVED INFRASTRUCTURE TO ENSURE AFFORDABLE AND SAFE TRANSPORT</p>	<p>9</p> <p>IMPROVING WOMEN'S POWER AND ROLE IN INTRA-HOUSEHOLD DECISION MAKING</p>	

Key barriers

<p>1</p> <p>INTRA-HOUSEHOLD POWER DYNAMICS AND DECISION MAKING</p>	<p>2</p> <p>GBV INCLUDING ECONOMIC VIOLENCE AND LAND DISPOSSESSION</p>	<p>3</p> <p>FINANCE IS SEEN AS MEN'S DOMAIN</p>	<p>4</p> <p>NORMS AROUND UNPAID CARE AND UNPAID WORK</p>	<p>5</p> <p>GENDER NORMS ON MALE OWNERSHIP OF CASH CROPS</p>
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Women's economic empowerment remains considerably hindered by economic violence and unfavourable intra-household power dynamics, while unpaid care and unpaid work severely restrict their ability to engage in economic activities and career development in the long-term.

Sector-level examples of barriers

ECONOMIC VIOLENCE NORMALISED IN FISHING COMMUNITIES

Economic violence appears to be normalised in fishing communities. Men control income from much of the fishery value chain; however, little of this income makes it back to the household, as men withhold information about their income and expenditures. Conversely, when women do earn an income, they fear that their husbands will withdraw all financial assistance to the household and so are compelled to hide their earnings.



MAIZE IS A WOMAN'S CROP UNTIL IT BECOMES MARKETABLE

In Sironko and Kamwende districts, women explained that sometimes men would harvest crops before maturity and sell them, without sharing the proceeds of their sales with the women who had invested their own time, labour and money into growing these crops. This is valid for maize as well as other crops such as beans and sorghum.



CROSS-SECTORAL INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT



Gender-focused initiatives at the community level, combined with improved access to entrepreneurial skills, market information, sales networks and digital technology, form successful strategies to achieve WEE

Community-based, women-led enterprises form successful models to achieve women's economic empowerment, while facilitating their access to capital, proves crucial to their long-term financial stability and resilience. Encouraging their access to entrepreneurial skills, market information and sales networks can further strengthen their full participation in the labour market.

Key drivers

- | | | |
|--|--|--|
| 1 ACCESS TO ENTREPRENEURIAL SKILLS, INFORMATION AND NETWORKS | 2 LEVERAGING COOPERATIVES TO IMPROVE WOMEN'S SKILLS AND ACCESS TO SOCIAL & ECONOMIC CAPITAL | 3 IMPROVING WOMEN'S DIGITAL INCLUSION |
| 4 IMPROVE ACCESS TO FINANCE, TECHNOLOGY AND PRODUCTIVE ASSETS | 5 MARKETABLE SKILLS ARE ENABLERS TO SUCCESSFUL ENTERPRISES IN SUPPORTING TRADES | 6 ACCESS TO CAPITAL IS KEY – DESIGN PRODUCT-ENABLING AFFORDABLE ACCESS TO FINANCE |

Sector-level success cases

COMMUNITY-BASED WOMEN-LED ENTERPRISES



Members of Buhoma-Mukono Women's Handicraft Group have been able to earn an independent income and generate savings to invest in their household needs thanks to their membership in the group.⁽¹⁾

CAPITAL IS KEY IN FISHING SECTOR



Capital and family support are key enablers for women moving to landing sites in search of economic opportunities. Women who had capital when they moved, had a significant advantage over those who did not. This capital often came from family or partners. Women with assets could return quickly to work in case of occurrences of theft, illness and pregnancy.⁽²⁾

Key barriers

- | | | |
|---|--|--|
| 1 WOMEN'S LOW EDUCATIONAL ATTAINMENT AND LOW ACCESS TO RESOURCES | 2 LOWER ACCESS TO EXTENSION SERVICES OR TRAINING | 3 LIMITED ACCESS TO AND CONTROL OVER LAND |
| 4 LOWER INTERNET ACCESS AND MOBILE PHONE OWNERSHIP | 5 BARRIERS IN ACCESSING, PARTICIPATING AND LEADING COOPERATIVES | 6 WOMEN ARE LESS LIKELY TO ACCESS FINANCIAL SERVICES OR TO HAVE SAVINGS |

Across sectors, women lack adequate educational background to further their economic participation, while their limited access to extension services and training further restricts them to low-skilled, low-paid roles over time. Barriers to internet access and mobile ownership puts Ugandan women at a disadvantage compared to other countries, which is made worse by their limited financial assets.

Sector-level examples of barriers

LOW ACCESS TO CLIMATE-RESILIENT PRACTICES



Women often cannot access information on technologies for climate adaptation. Inefficient storage practices and lack of post-harvest handling technologies in the coffee sector and others pose additional challenges to women's economic empowerment.⁽³⁾

INADEQUATE QUALIFICATIONS FOR TOURISM EMPLOYMENT



In the tourism sector, educational qualifications even at tertiary level, do not appear to facilitate entry into senior management positions. The government estimates that Uganda lacks adequate personnel to meet current tourism needs.⁽⁴⁾

Sources and links: (1) UNWTO (2019), (2) Pearson et al. (2013), (3) Daly et al. (2016), (4) The Republic of Uganda (2020)

IMPLICATIONS & PROPOSED RECOMMENDATIONS

Improving the implementation of key policies at the local level and advocating to strengthen women's rights are crucial to achieving Uganda's Vision 2040 and creating economic opportunities for both men and women in the future.

CROSS-SECTORAL PROPOSED RECOMMENDATIONS

Proposed recommendations are aimed at policymakers, financial institutions, community leaders, programmers and researchers engaged in WEE-focused programmes and initiatives



Proposed Policy/Advocacy Recommendations

Address key policy gaps and improve implementation and monitoring of key legislation around women's land ownership, girls' education and gender-based violence.



Recommended strategies

- Create an enabling environment with clear and predictable economic policies supporting WEE
- All agricultural policies should adopt a gender-based approach
- Strengthen policies, accountability and remediation mechanisms on equal land ownership, sexual harassment, GBV

Proposed research, monitoring and evaluation recommendations



Commission / undertake research to address research gaps including studies to understand the dynamics of economic violence (asset / land dispossession).

Undertake community sensitisation, capacity building and advocacy around existing legislation to strengthen women's rights.



- Training and capacity building of key duty bearers
- Facilitation of community conversations and peer training
- Community-based sensitisation on women's rights
- Social and behaviour change communications (SBCC)



This research should include measures of key factors enabling or constraining WEE including gender-specific measures focused on women's capabilities and agency, household relations, gender norms, and attitudes.

Advocate to remove gender-based barriers to finance and promote women-friendly financial services



- Pass and enforce legislation against gender-discriminatory practices in access to credit
- Work with lenders to reduce gender-discriminatory practices in lending practices



At a minimum, disaggregate results by sex and include sex-disaggregated targets. Programmes and research should further disaggregate by female, male, income, age, race, disability, migratory status and geographic location.

Proposed programming recommendations

All programming should be based on a robust gender analysis that identifies risks and mitigating measures at each level of the change pathway



Recommended strategies

- This is essential for all types of programmes, including those that may not have gender or women's economic empowerment as a core area of focus



Commission mixed-method research and theory-based evaluations on these issues (e.g., economic violence, marginalised women) to understand what works, how / why change happens, and the extent of change.

Assess and address women's / girls' unpaid care and domestic work burden, so they can complete their education, acquire marketable skills and work for pay outside the household



- Carefully assess the extent to which project activities could increase women's workload, and actively incorporate time- and labour-saving interventions targeted at women



Support participatory qualitative research to enable women to tell their own stories to better understand women's lived realities and propose more context-cognisant, non-linear and tailored solutions.

Work with and grow women's collectives to build social, human and economic capital, and tackle normative barriers.



- Work to strengthen existing groups and support the formation of new commercially-orientated, women-led cooperatives
- Design training activities that incorporate business mentorship and networking



Monitor, track, mitigate against signs of potential backlash during programme implementation including increased rates of violence against women.



SECTOR-LEVEL PROPOSED RECOMMENDATIONS (1/2)*

Strengthening existing gender-related commitments and supporting interventions designed to increase women's economic, social and human capital are at the forefront of key strategies to achieve WEE

Recommendations for the coffee sector

1

Strengthen the coffee sector's commitment to gender equality

2

Work with market actors including the government to improve the reach of interventions to women farmers

3

Improve women's human, social and economic capital

4

Support interventions at the household level to increase women's economic, social and human capital

5

Support household and community level interventions addressing women's unpaid care and domestic work burdens

6

Address research gaps and build evidence of what works

Recommendations for the maize sector

1

Support interventions at the household level to increase women's economic, social and human capital

2

Establish specific initiatives that give women ownership and control of maize farmland and crops

3

Improve women's knowledge, skills and practices to improve confidence and negotiating skills

4

Improve women's human, social and economic capital through cooperatives and collective activities

5

Facilitate women's access to affordable finance and technology through better products and services

6

Focus on research to fill evidence gaps and build on evidence of what works



SECTOR-LEVEL PROPOSED RECOMMENDATIONS (2/2)*

Supporting interventions to address women’s unpaid care and domestic work burdens, whilst working with employers to promote gender-sensitive and safe workplaces are core foundations towards achieving WEE

Recommendations for the fishing and aquaculture sector

<p>1</p> <p>Strengthen the fishing and aquaculture sector’s commitments to gender equality</p>	<p>2</p> <p>Support interventions at the household level to increase women’s economic, social and human capital</p>	<p>3</p> <p>Support interventions to improve the profitability and productivity of women in the value chain and supporting sectors</p>	<p>4</p> <p>Support household and community level interventions addressing women’s unpaid care and domestic work burdens</p>	<p>5</p> <p>Improve women’s participation and labour conditions in the industrial fishing sector</p>	<p>6</p> <p>Improve women’s human, social and economic capital through leveraging collectives and cooperatives</p>	<p>7</p> <p>Address research gaps and build evidence of what works</p>
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Recommendations for the tourism and hospitality sector

<p>1</p> <p>Strengthen the tourism and hospitality sector’s commitment to gender equality</p>	<p>2</p> <p>Support interventions at the household level to increase women’s economic, social and human capital</p>	<p>3</p> <p>Work with employers to promote gender-sensitive and safe workplaces</p>	<p>4</p> <p>Engage with and protect the most marginalised</p>	<p>5</p> <p>Implement skills building and vocational training to improve women’s opportunities in the sector</p>	<p>6</p> <p>Improve women’s human, social and economic capital through leveraging collectives and cooperatives</p>	<p>7</p> <p>Address research gaps and build evidence of what works</p>
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* **NOTE:** Please see Appendix for detailed, sector-level recommendations.



APPENDIX

APPENDIX

Detailed sector-level strategies for proposed recommendations – Coffee sector (1/2)

1. Strengthen the coffee sector's commitment to gender equality

- Support industry actors including international buyers to commit to policies, regulations and actions that further gender equality, and monitor gender equality commitments.
- Develop economic incentives for coffee produced by women-led cooperatives and/or on women's land. This may be a price premium for coffee that can be traced back to land (or trees) owned and managed by women or those with equal ownership. A supporting or alternative strategy is to train couples on the importance and advantages of collective production and marketing to improve cohesion and prevent household tensions arising from women getting higher prices than men.
- Address child labour in the sector. Potential pathways can include advocating for increased implementation and monitoring of child labour legislation and promoting a zero-tolerance approach and implementing social norms behaviour change campaigns.
- Support for the enforcement and monitoring of the National Coffee Policy's gender and youth commitments.
- Capacity building for Fair Trade membership and certification.
- Commit resources to collecting and reporting on sex-disaggregated data across various topics including land ownership and access, financial and digital access plus impact on livelihoods, membership in cooperatives, etc.

2. Work with market actors including the government to improve the reach of interventions to women farmers and to tailor support to women farmers' needs

- Undertake a gender review of seedling and other coffee agricultural input distribution schemes, including targeting and access criteria considering women's limited access to land and roles within value chain, to more effectively target them with inputs they may specifically need.
- Improve the reach of extension and training services in rural areas, considering what skills / knowledge would be most useful for women and design training (including timing and locations) to ensure accessibility for women around domestic responsibilities.
- Facilitate partnerships with input suppliers to recruit and train female extension agents and provide training to all agents and trainers (men and women) to provide inclusive services.
- Improve women farmers' access to finance, including use of mobile money platforms, for improved agricultural and climate resilience practices and emergency finance. Tailor financial product terms, timing and collateral requirements, and develop alternative products suited to women.
- Create partnerships with buyers and sellers to source and market coffee produced by women, or coffee produced under initiatives that promote gender equality, at both cooperative and household levels.
- Strengthen women's cooperatives for collective production and marketing to benefit from economies of scale on production and processing, marketing and transportation.

3. Improve women's human, social and economic capital through leveraging collectives and cooperatives

- Support women through collectivisation, leveraging existing women's cooperatives, and by supporting the formation of new women-led cooperatives.
- These women's cooperatives should be supported in activities such as collective processing, collective transport and collective selling, by providing asset / capital financing or matching of pooled funds, training on improved agricultural practices including climate-resilient activities, better access to market linkages (e.g., through Fair Trade certification), etc.
- Leverage women's cooperatives and collectives on improving and/or developing courses in financial literacy for women, training to improve soft skills around leadership, negotiation and team dynamics, as well as efforts to improve business capabilities.
- Promote women's participation in mixed-gender cooperatives through the promotion of inclusive organisational cultures, as well as explicit and intentional strategies, which promote women's participation in leadership, women's voice and participation in decision-making processes. Identify and address discrimination and barriers along the value chain.

Detailed sector-level strategies for proposed recommendations – Coffee sector (2/2)

4. Support interventions at the household level to increase women's economic, social and human capital

- Support initiatives strengthening women's access to formal land titling (e.g., bulk land acquisition by women-only cooperatives with ownership transferring to members after phased repayments for individual plots are completed).
- Implement livelihoods and economic empowerment initiatives coupled with gender-based approaches to interventions at the household level to increase women's access to and control over economic assets, as well as access to financial products and services.
- Sensitisation of men on human rights to reduce women's vulnerability to economic and other forms of gender-based violence.
- Capacity building of local institutions on gender mainstreaming.
- Facilitate local authorities to destigmatise and support women to seek help and services, including legal help, if required.
- Invest in behaviour change communication at the local level through religious groups, CBOs, local NGOs, etc., to conduct community and household dialogues.
- Empower collectives and cooperatives through strategic partnerships, as they are a channel through which finance matters and income allocation can be addressed, as well as avenues to foster women's involvement in decision making in their households and community.
- Sensitisation of men on farming as a family business and the use of the generated income to support both household expenditures (e.g., children's welfare) and business growth.
- Address gender-inequitable attitudes and norms including around gender roles in the coffee value chain, and women's mobility within household interventions, through community level sensitisations.
- Address drivers of economic violence within the coffee sector including land and asset dispossession and strengthen GBV response services.
- Monitor, track and mitigate against any signs of backlash including increased rates of gender-based violence.

5. Support household- and community-level interventions addressing women's unpaid care and domestic work burdens

- Address women's unpaid labour burden within coffee farming through gender-transformative interventions at the household level, including community sensitisation on the economic impact of women's contributions to the household economy, especially when household responsibilities are shared.
- Support and promote labour- and time-saving innovations and technology via demonstration workshops in national languages (Luganda, Swahili, English, etc.) to impart training of how to utilise them.
- Work with private and public sectors to ensure that women have access to energy, water, sanitation, and hygiene (WASH) facilities.
- Ensure that all interventions consider and mitigate risks such as increased unpaid work burden for women.

6. Address research gaps and build evidence of what works

- Commission and undertake participatory research to understand the barriers and challenges faced by different marginalised groups of women in the coffee value chain including those with disabilities.
- Incorporate gender issues, awareness into school curricula to ensure both boys and girls know about gender discrimination and its negative impact on the household, as well as the economic opportunities for women and benefits to the economy as a whole.
- Commission and undertake research to understand the scale and dynamics of economic violence including land dispossession.
- Commission and undertake research to understand the gendered impacts of COVID-19 on coffee farmers.
- Support research to investigate the effects of climate change on women coffee farmers and assess the effectiveness of climate-resilient practices that benefit women.
- Through quarterly, bi-annual or yearly evaluations, ensure rigorous monitoring of the coffee sector's commitments to gender equality and various interventions to strengthen the evidence base on what works for achieving increased women's economic empowerment in the coffee sector.
- Collect and use data to build the business case for increased gender equality in the coffee sector.
- Ensure meaningful participation of women farmers in design of all interventions, including through participatory methods.

Detailed sector-level strategies for proposed recommendations – Maize sector (1/2)

1. Support interventions at the household level to increase women's economic, social and human capital

- Carry out interventions that specifically address household norms around crops that are both food and cash crops; address negotiating crop ownership, harvesting, processing and storage, as well as the potential role of women beyond food crop growers. This is a crucial step to ensure women's participation in the maize value chain when it is considered a marketable crop.
- Ensure that these interventions monitor, track and mitigate against any sign of backlash including gender-based violence.
- Carry out household dialogues or other behaviour change interventions that address income negotiation, support women's involvement in decision making around how to spend income (including men's increased use of own income to support household expenditure, e.g., children's welfare), and that address maize's role in household food security.
- Design interventions aimed at enhancing commercially-orientated farming as a family business.

2. Establish specific initiatives that give women ownership and control of maize farmland and crops

- Set up initiatives that designate specific portions of household land for women to grow crops of their choosing. This could be championed through / supported by household and community level sensitisations on the economic contributions of women to the household economy.
- Create incentives that promote attention to quality and harvesting at the right time to reduce premature harvesting and selling by other household members.
- Identify and engage partners to train on grading and standards to benefit from higher prices.
- Identify buying partners who commit to buying women-produced maize as part of their corporate social responsibility (CSR) / community development efforts and gender equality commitments.
- Identify processors to engage women-led cooperatives for contract farming. This can be in the form of outgrower schemes to formalise commitments of buyers / processors and ensure a market for women's crops.

3. Improve women's knowledge, skills and practices to improve confidence and negotiating skills

- Promote better agricultural and climate resilience practices by tailoring information campaigns and training to women.
- Integrate gender considerations within extension training or create training targeted to women farmers, including using digital platforms to achieve scale.
- Identify input supply companies (seed, fertiliser, etc.) to engage women-led cooperatives; provide training / certification as input retailers through village-based outlets.

4. Improve women's human, social and economic capital through cooperatives and collective activities

- Address women's lower access to market by creating and leveraging women's cooperatives.
- Improve women's collective storage and general post-harvest handling practices.
- Implement initiatives that organise collective transport and collective sales of crops to increase price negotiation power and to access markets beyond the farm gate.
- Implement collective initiatives that focus on processing and value addition.
- Build facilities and provide machinery in closer proximity to those who engage in processing work. Ensure risk mitigation strategies are put in place so that women who do shelling do not lose out on opportunities, and women farmers are supported to increase processing and can benefit from these opportunities.
- Support women's cooperatives to meet buyers' quality standards through best practice training on various crop stages – planting, nurturing, harvesting, post-harvest handling, storage, packaging, etc.

Detailed sector-level strategies for proposed recommendations – Maize sector (2/2)

5. Facilitate women's access to affordable finance and technology through better products and services

- Work with technical partners to increase (especially rural) women's access to digital technologies through financial support to purchase easily accessible technology such as feature phones.
- Support the provision of easily accessible agricultural tips / practices and training collateral via offline solutions (such as WiderNet's eGranary solution) tailored for women farmers. This can be deployed to women's cooperatives in communities.
- Work with financial providers to tailor products and services to women's needs, including utilising mobile money, and tailor communication and marketing strategies to reach women farmers.
- Provide affordable financing to support access to quality inputs and access to agricultural technologies and innovations (including climate-resilient and time-saving technologies).
- Provide financial products that support food security, such as crop insurance.
- Explore the use of commodities as collateral (i.e., using agricultural commodities – pre-harvest and harvested / in storage, as collateral for credit for women and women's cooperatives).

6. Focus on research to fill evidence gaps and build on evidence of what works

- Commission and undertake research to understand the gendered impacts of COVID-19 on maize farming households and around food security more broadly.
- Commission and undertake research to further understand gender household dynamics around control of maize harvesting, as well as post-harvest processing and storage.
- Commission and undertake research with diverse groups of marginalised women to understand and address different barriers women face.

Detailed sector-level strategies for proposed recommendations – Fishing and aquaculture sector (1/2)

1. Strengthen the fishing and aquaculture sector's commitments to gender equality

- Strengthen gender mainstreaming within existing sector-wide associations.
- Support women's leadership in the sector including in beach management units.
- Advocate with government for improved gender-responsive policies in the sector, including upholding women's land rights linked to aquaculture ponds.
- Commit resources to collecting and reporting on sex-disaggregated data across various topics including pond ownership and access, financial and digital access plus impact on livelihoods, membership in cooperatives, etc.

2. Support interventions at the household level to increase women's economic, social and human capital

- Support household-based interventions focused on the role of women within households to promote their participation in different fishing activities, as well as their control and access to fishing income. Consider the needs of women in households where the husband is a transient fisher.
- Implement and integrate into current initiatives norm change interventions focused on women's role in fishing, promoting gender-equitable attitudes and norms, and tackling sector specific myths and misconceptions about women with water-based livelihoods.
- Ensure that interventions focus on landing sites and involve both stable fishing communities and transient fishers.
- Support community-based interventions addressing roles within landing sites relationships. Consider the risks of economic violence and coercive sexual relationships at fishing landing sites.
- Support household interventions that address women's role and decision making in aquaculture tasks, land ownership and control, access to fishing associations, access and control to income, as well as unpaid care and childcare responsibilities.
- Work with community and religious leaders, men and women, to shift harmful gender and social norms that put women at risk and reduce their beneficial engagement in capture fishing.
- Ensure interventions address women's holistic needs including access to HIV prevention, testing and treatment as well as broader health services.
- Monitor, track and mitigate against any signs of backlash in response to increasing women's involvement in non-traditional roles such as capture fishing.

3. Support interventions to improve the profitability and productivity of women in the value chain and supporting sectors

- Support existing and new women's groups selling or processing mukene fish, including investing in diversification into more lucrative fish species. Processing / Preservation efforts (drying, smoking, salting, deep frying) should be positioned as value addition (augmented for example by packaging and branding) in order to increase women's profit margins.
- Address women's transport-specific mobility constraints by supporting collective transport options for women to sell at markets.
- Support initiatives that provide marketable skills training such as tailoring or other services that support growing fishing communities.
- Carry out gender-responsive natural resource management interventions.
- Improve women's access to affordable finance including the use of mobile money platforms. Tailor financial product terms, timing and collateral requirements, and develop alternative products suited to women.

4. Support household- and community-level interventions addressing women's unpaid care and domestic work burdens

- Implement interventions to address women's unpaid care and domestic work burden.
- Support and promote labour- and time-saving innovations and technology.
- Work with private and public sectors to ensure that women have access to energy, water, sanitation and hygiene (WASH) facilities.
- Ensure that all interventions consider and mitigate risks such as increased unpaid work burden for women.

Detailed sector-level strategies for proposed recommendations – Fishing and aquaculture sector (2/2)

5. Improve women's participation and labour conditions in the industrial fishing sector

- Encourage increased numbers of women in supervisory and managerial positions, ensuring support to them in these roles.
- Promote safety and opportunities for women within factories, with a focus on addressing sexual harassment and exploitation.

6. Improve women's human, social and economic capital through leveraging collectives and cooperatives

- Support women through collectivisation, leveraging existing women's cooperatives and supporting the formation of new women-led cooperatives.
- Support women's cooperatives in activities such as collective processing, collective transport, and collective selling.
- Leverage women's cooperatives and collectives for human capital interventions including efforts to improve soft skills around leadership, negotiation and conflict management and efforts to improve business capabilities

Capture fishing

- Explore possibilities to support women's collective ownership of key productive assets such as boats and nets.
- Support cooperatives focused on capture fishing value addition, where women are concentrated, with focus on quality, marketing, collective transport, and business skills development. For example, a women's cooperative could support fish processors who trim and smoke fish by collective buying, while guaranteeing a quality product by implementing quality assurance processes and creating a "brand" for the final product.
- Support the creation of service cooperatives that provide women with access to basic bookkeeping, training, networking and other services as relevant.
- Support cooperatives or networks working with women working in related sectors, such as hospitality.

Aquaculture

- Improve women's access to extension services and training, with a particular focus on their independent access to information through ICT solutions such as training (audio and video) in local languages (Luganda, Swahili, English, etc.).

7. Address research gaps and build evidence of what works

- Commission and undertake research to complement the available evidence (largely from 2012-2014) on women in the sector including: (i) research with marginalised groups to understand the different barriers and challenges women may face, and (ii) research on economic benefits for women in aquaculture vs capture fishing.
- Commission and undertake research to understand the gendered impact of COVID-19 on temporary fishing communities and the resulting displacements.
- Commission an assessment of organisational and institutional capacity of fishery sector associations to understand needs for capacity building on gender equality and women's participation.
- Ensure meaningful participation of women in the design of all interventions, including through participatory methods.

Detailed sector-level strategies for proposed recommendations – Tourism and hospitality sector (1/2)

1. Strengthen the tourism and hospitality sector's commitment to gender equality

- Support industry actors to commit to policies, regulations and actions that further gender equality.
- Support the implementation and monitoring of gender commitments.
- Promote women's participation in sector leadership and enable active engagement by women in the planning for the expansion of domestic tourism.
- Strengthen gender mainstreaming within existing tourism-focused associations.
- Commit resources to collecting and reporting on sex-disaggregated data across various topics including employment in higher-paying roles such as tour guidance, ownership of tourism-linked businesses such as handicraft production, membership in and leadership of cooperatives and industry associations, etc.

2. Support interventions at the household level to increase women's economic, social and human capital

- Support normative interventions that promote women's participation in non-traditional roles and address power imbalances in negotiating choices for paid work.
- Ensure interventions targeting family-run tourism enterprises address inequitable household dynamics.
- Implement household programmes focused on control of income and risks of intimate partner violence.
- Implement household programmes that address how gender dynamics influence management and control over small family-managed enterprises.
- Ensure interventions address women's holistic needs including access to HIV prevention, testing and treatment, as well as broader health services.
- Monitor, track and mitigate against any signs of backlash in response to increasing women's involvement in non-traditional roles such as tour guides.

3. Work with employers to promote gender-sensitive and safe workplaces

- Focus on addressing sexual harassment in the sector, promoting zero tolerance, as well as job security and stability.
- Implement initiatives to support women in supervisory and management roles.
- Implement initiatives to increase interest in hiring women in non-traditional roles and sectors, including initiatives focused on showcasing female role models and on creation of mentorship opportunities.

4. Engage with and protect the most marginalised

- Targeted interventions working with sex workers in the industry to improve access to sexual and reproductive health and rights (SRHR) services.
- Implement sector-wide campaigns to protect children and vulnerable adults from sex tourism and exploitation.

5. Implement skills building and vocational training to improve women's opportunities in the sector

- Focus on skills for roles and sub-sectors where women are less represented, work alongside companies to promote hiring of women, and provide mentorship opportunities.
- Support initiatives that link skilled candidates to job opportunities, improve initiatives' success by providing incentives such as "payment for results" and implement monitoring of gender targets and number of people obtaining jobs.
- Improve the quality of existing higher-level tourism education and promote and ensure equitable access for young women.
- Support business skills programmes for women entrepreneurs and collectives.

Detailed sector-level strategies for proposed recommendations – Tourism and hospitality sector (2/2)

6. Improve women's human, social and economic capital through leveraging collectives and cooperatives

- Support women through collectivisation, leveraging existing women's cooperatives and supporting the formation of new women-led cooperatives.
- Support women's cooperatives in activities such as collective processing, collective transport and collective selling.
- Leverage women's cooperatives and collectives for human capital interventions including efforts to improve soft skills around leadership, negotiation and conflict management, and business capabilities.
- Support small tourist associations, as well as women- and community-led enterprises, support collective investment in land and assets and promote access to training and credit opportunities.
- Support sectors where women are highly represented (such as handicrafts) through collectivisation for better marketing of products and access to international markets.

7. Address research gaps and build evidence of what works

- Commission and undertake research on the impact of the COVID-19 pandemic on women in the tourism sector to enable recommendations to “build back better”.
- Commission and undertake research with marginalised groups (such as women with disabilities) to understand different barriers and challenges and to design inclusive interventions.
- Ensure meaningful participation of women in the design of all interventions, including through participatory methods.

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