



THE REPUBLIC OF UGANDA



ISSUE 14 MARCH 2023

UGANDA WOMAN



Global: Innovation for a Gender Equal Future

National: Equal Opportunities in Education, Science and Technology for Innovation and a Gender Equal Future



Appreciation!

The Women of Uganda would like to appreciate His Excellency President Yoweri Kaguta Museveni and his team of cabinet ministers and gender leaders for the exemplary leadership in promoting gender equality and women empowerment

Chorus

Mothers, Daughters All women everywhere Stand up and embrace Your roles today

We are proud mothers of our nation The backbone without which it can never stand We wake up, wake up We wake up at the crack of dawn And feed the nation with our brains With love and joy we care for our baby

Chorus

Mothers, Daughters All women everywhere Stand up and embrace Your roles today

2. Step by step with tender care We nurse her we mould her at home and in school Leading, leading Spearheading her identity production and development In government and profession Name it women are there

Chorus

Mothers, Daughters All women everywhere Stand up and embrace Your roles today

We call on you women of Uganda Wake up if you have not yet embraced your roles Wake up, wake up Beside our men let's play our role In solving our nationals' needs In every walk of life to develop Uganda

Chorus

Mothers, Daughters All women everywhere Stand up and embrace Your roles today

Composed by
Prof. Rose Mbowe (RIP)

Women's Anthem



Rt. Hon. Anita Annet Among
Speaker of Parliament



Published by:
Ministry of Gender, Labour & Social
Development
P.O. Box 7136, Kampala, Uganda

mglsd.go.ug mglsd

Editor In Chief:
Aggrey David Kibenge - Permanent
Secretary

Managing Editor:
Dr. Angela Nakafeero - Commissioner
Gender & Women Affairs

Deputized by:
Maggie M. Kyomukama (Admin) - Asst
Commissioner Gender & Women
Affairs

Editor:
Frank Mugabi

Contributing Editor:
Collins Mwijuka & Kyalimpa Joshua

Sub-Editor: Idi Mayanja

Distribution Assistants: Allen
Kasule & Sarah Laker

Compiled, Edited & Designed by:

Featuring >>>



06. Minister's Message



07. Message from Minister of State for Gender and Culture Affairs

10. President's initiative for IWD



08. Editorial by PS MGLSD

09. Equal Opportunities in Education, Science & Technology for a Gender Equal Future.

14. G.O.U commitments for women



17. Uganda's first CEDAW member



18. Statement by UN Women Uganda Country Representative

20. Enhancing Access to Justice for Women and Girls Through Technology

22. Uganda's Position on CSW67

25. African Union's Position on CSW67



28. Enhance social and emotional wellbeing of adolescents in schools



30. Empowering Women Through Hands on Skills.

34. Women in Agriculture



35. National Women's Council Historical

37. Advocacy for Girl's and Women's Rights

38. National Women's Council's Strength.

40. Hajjat Faridah Kibowa re-awakens the National Women's Council

42. Technology in the UWEP Program



45. Digital Learning for Girls

47. Enhancing Technology



51. Huawei's DigiTruck



53. Leadership for Girls and Women.



54. TVET to Support Women

56. Enabel Support Projects

56. USD217m Project for Women Entrepreneurs

**Compiled, Edited &
Designed by:**

Minister's Message

Hon. Betty Amongi Ongom
Minister of Gender, Labour & Social Development



This year's International Women's Day is in line with His Excellency President Yoweri Museveni initiative on Science and Technology, which was started to enhance the development of science and research in the country. The initiative now has a great impact on the population and particularly the women who are directly and indirectly involved.

Today we recognize and celebrate the women and girls who champion the advancement of transformative technology and digital education. We also reflect on the digital gender gap, widening economic and social inequalities. The event world over and Uganda in particular spotlights the importance of protecting the rights of women and girls in digital spaces and addressing online and ICT-facilitated gender-based violence. Bringing women and other

marginalized groups into technology results in more creative solutions and has greater potential for innovations that meet women's needs and promote gender equality. Their lack of inclusion, by contrast, comes with massive costs: as per UN Women's Gender Snapshot 2022 report, women's exclusion from the digital world has shaved \$1 trillion from the gross domestic product of low- and middle-income countries in the last decade—a loss that will grow to \$1.5 trillion by 2025 without action. Reversing this trend will require tackling the problem of online violence, which a study of 51 countries revealed 38 per cent of women had personally experienced.

A gender-responsive approach to innovation, technology and digital education increases the awareness of women and girls regarding their rights

engagement. Advancements in digital technology offer immense opportunities to address development and humanitarian challenges, and to achieve the 2030 Agenda's Sustainable Development Goals. Unfortunately, the opportunities of the digital revolution also present a risk of perpetuating existing patterns of gender inequality. Growing inequalities are becoming increasingly evident in the context of digital skills and access to technologies, with women being left behind as the result of this digital gender divide. The need for inclusive and transformative technology and digital education is therefore crucial for a sustainable future.

Thank you all.
For God and my Country

Message from Minister of State for Gender and Cultural Affairs

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



As we celebrate International Women's Day (IWD) 2023, it's gratifying to note that the Government of Uganda has adopted a Gender Mainstreaming Strategy aimed at realizing gender equality.

Harnessing the power of innovation to transform the lives of women in the developing world is an initiative whose time has come. Innovation, technology and entrepreneurship are engines for advancing gender equality and women's empowerment by increasing women's access to education and socio-economic opportunities.

As we account for the progress made, we also need to identify

gaps and emerging challenges that continue to constrain the achievement of gender equality and women's empowerment. Amidst progress, gender inequality remains a key development challenge in Uganda. This Day provides an opportunity to reflect on the unfinished agenda and strategize for accelerating progress on gender equality and women's empowerment as Government of Uganda implements the Third National Development Plan (NDP III).

We thank His Excellency President Yoweri Museveni for championing programmes that have changed the lives of

women especially now that science and innovation is being given priority.

I appeal to Ugandans to work with all relevant organs to promote women and girls in science, innovation and technology.

Thank you all

For God and my country
Minister of State Gender





Mr. Aggrey David Kibenge

Permanent Secretary - Ministry of Gender, Labour and Social Development

Word from the Editor in Chief

Over the years, technology and innovation has come to be appreciated as the gateway to new spaces. There is a monumental influence technology and innovation is imparting on all spheres of life including education, business, art, culture and creative, health, climate, as well as peace and security. Ensuring that women are at the center of innovations will contribute to greater wellbeing for all.

In entrepreneurship, digital platforms are a good resource for women to trade and sell goods. They present unbounded markets and opportunities. Although access is still low among women. Efforts should be directed towards

equal utilization of the platforms.

Digital tools like short codes, email, WhatsApp, Tiktok, Twitter, Instagram and others should be leveraged to distribute information related to health and wellbeing so as to increase access to accurate health and service information and connect survivors of violence to response services.

The Ministry of Gender, Labour and Social Development is glad to be working with partners like UNFPA, UNICEF to scale up services of the Sauti 116 Helpline to better respond to cases of Violence against Children and now bolstered to as well respond to cases of

Gender Based Violence. It's a great opportunity that online tools that girls and women are familiar with like YouTube contain a lot of learning information for both school-going populations and those out of school. A wide range of skills development can be undertaken through these online tools.

However regulation and caution on authenticity and appropriateness of content should be exercised to safeguard against abusive risks.

H.E the President's support to Scientists and Innovators should be harnessed because it prepares Ugandans for the uptake of the next frontier in ICT. Its however important that all initiatives don a gender lens to invest in technology and models that support women as drivers of socioeconomic transformation.

The participation of women and girls in technology is needed to boost women's economic security and participation, narrow the gender pay gap, and ensure a more representative, diverse, and talented STEM workforce.

Therefore this year's theme couldn't come at a better time. Let's reflect and work towards Equal Opportunities in Education, Science and Technology for Innovation and a Gender Equal Future.

Equal Opportunities in Education, Science and Technology and Innovations for a Gender Equal Future



By Mayanja Idi Mubarak
Principal Women in Dev't Officer

This year's theme emphasizes the promotion of innovations in digital age through equity in education, science and technology for women and girls. Bringing women and

other marginalized groups into technology results in more creative solutions and has greater potential for innovations that meet women's needs.

It is therefore a crucial driver of social and economic development as envisaged in the Third National Development Plan, 2020/21-2024/25.

As we celebrate IWD 2023, we need to keep in mind the widening digital gender gap on economic and social inequalities, as

well as spotlight the importance of protecting the rights of women and girls in digital spaces and addressing online and ICT-facilitated gender-based violence.

No doubt, there is still a gender divide in utilization and participation of women in science, technology and innovation. The Women's Rights Online Survey showed that out of 1,013 women and men in selected





poor residential areas, only 21% of respondents had accessed the internet in the six months prior to the survey. Significantly, 44% of the male participants had access to a computer, as compared to only 18% of their female counterparts (78.2%) of those who own mobile phones are male compared to 63.4% among females.

The females attribute the low ownership of mobile phones to costs involved. Sixty-seven percent of households reported that the television was owned individually while 31 percent stated that it was owned jointly.

Seventy-three percent (73%) of households reported that the radio was individually owned while 26% was jointly owned by household members.

An audit on access to radio and television sets among the

marginalized groups by the Commission revealed that 77% of the respondents (85.1% male and 71.5% female) reported having had access to radio.



Sexual harassment accounts for 42%, followed by offensive name calling (24%) and stalking (17%). Additionally, 66% block perpetrators as a means of responding to online violence, while 14.5% of women actually deactivated their social media accounts to escape the abuse.



Females remain disproportionately underrepresented in STEM subjects. For example, there are 6193 medical professionals in Uganda, with 2291 (37%) women and 3902 (63%) men and a similar pattern can be seen in engineering (7%) females and (93%) males (Namugera 2019) and architecture (20%) females and 80% male (Kabarungi 2021).

Several studies identify various barriers and challenges for girls in STEM education. These include: inappropriate school environments for girls, teaching pedagogy that favors boys, limited access to instructional materials,

lack of female role models in STEM; female discomfort in male-dominated classes; lack of encouragement and support for girls in STEM fields among others.



Report indicated very low representation of females in all science fields with 17% in natural sciences, 23% in engineering and technology, 31% in medical sciences, 20% in agricultural sciences and 27% in social sciences.

Cognizant of the above challenges and importance associated with STEI, the Government of Uganda has flagged out key interventions towards development of science, technology and innovation and these include:

1. Investing in aeronautics and space science
2. Introduction of bridging and conversion programme in July 2019 by National Council for Higher Education (NCHE) introduced as part of university education to enable students who did not offer STEM subjects at A-Level and





...the Government of Uganda has flagged out key interventions towards development of science, technology and innovation and among the many include; investing in aeronautics and space science....

obtain certification after 1 year of study.

3. Introduction of affirmative action; Busitema University has a 27–30% quota for female students at each intake, Makerere University Council in August 2019 approved a policy ring fencing 40% of vacancies in all STEM disciplines for women. The Uganda Science & Technology Education Policy (2005) made the study of Physics and Chemistry compulsory for O-Level secondary school students. The impact of affirmative action in education policy has visibly narrowed gender gaps in education
4. Establishment of incubation centers to support the identified households to undertake Clonal and Arabic coffee cropping, fruit growing and processing

specifically for pineapples, oranges and mangos.

5. The Presidential support to individual Scientists and Innovators some of which include; Presidential Initiative on Banana Industrial Development (PIBID) and the Presidential Initiative on Science and Technology (PIST at Makerere University including support to the Kira Electric Vehicle Project.
6. The establishment Secretariat for Science, Technology and Innovation (STI) is strategically placed under the Office of the President.

Recommended interventions;

- **Strengthen research in science and industrial leadership in innovation, including investment in key technologies, access to capital and support for SMEs is important in the application of STI to address societal challenges.**
- **Mainstream gender in all Science, Technology Engineering & Innovation STEI and other development/ sector policies - especially linking the STEI policies to policies on food and agriculture, water, energy, infrastructure and industry.**
- **Integrate gender preference policy in education and all other STEI complimentary policies and their implementation in**

order to: (i) support girls and women to realize their full potential; (ii) promote consultation with women concerning their technology needs and choices. (iii) support women to participate actively in innovation systems and key sectors.

- **Implement measures that bridge the gender divide by making the internet accessible to all.**
- **Facilitate women's acquisition of skills and abilities, with regard to technology and innovation that meet their specific development needs.**

- **Promote continuous training opportunities for women, and taking steps to encourage their entry into the fields of Science, research, technology and engineering.**

- **Promote measures to advance women and girls' participation in the knowledge society including public education and awareness against negative cultural norms.**

- **Train law enforcement/ Police to be able to deal with cases of technology related violence against women and girls, and enhancing digital literacy.**
- **Expand the National coverage of the national broadband to bring on**

board parts of the country especially the rural areas, in institutions like schools, community libraries, health centers, and local government for effective service delivery.

- **Put in place counter strategies and mechanisms for cyber violence of women cyber stalking, online sexual harassment and blackmail.**

FOR GOD AND MY COUNTRY.



Government of Uganda's renewed commitments on the delivery of women's economic empowerment

UGANDA WOMAN

Equal Opportunities in Education, Science and Technology for Innovation and a Gender Equal Future

On 18 December 1979, the Convention on the Elimination of All Forms of Discrimination against Women was adopted by the United Nations General Assembly. It entered into force as an international treaty on 3 September 1981 after the twentieth country had ratified it. In 1995 the United Nations adopted the Beijing Declaration and Platform of Action that is reinforced by the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol).

Uganda has registered significant progress on the delivery of gender equality and women's empowerment during the last 30 years. Under the leadership of the National Resistance Movement (NRM), women have attained high level positions in Government; Executive, the Legislature (Parliament), Judiciary and the Private Sector.

Women leaders have collectively influenced policies, law reforms and programmes for the benefit of the women of Uganda and can do better with a well-defined strategy in place.

Dr. Angela Nakafeero
Commissioner Gender and Women's Empowerment

The implementation of the Third National Development Plan (NDP III) 2020/21-2024/25 and associated Programme Implementation Action Plans (PIAPs) and the 5 year NRM Government Manifesto provide opportunities to galvanize the decision-making power, influence and commitment of the women leaders to actualize the aspirations of Government on gender equality and women's empowerment (GEWE) as a fundamental component of social economic transformation of Ugandan society.

COVID-19 has had a profound negative impact on Uganda's labor markets, affecting women

more than men. Women have had larger work stoppages as revealed by the results from the national Uganda labour survey where about 19 percent of respondents who worked before the lockdown stopped working by June 2020. Female respondents were more affected at 23 percent compared to male respondents at 16 percent and the gap was particularly pronounced in urban areas and among respondents age 15-30. In addition, the lockdown measures such as stay-at-home orders, decongesting workplaces and strict observance of curfew times that were used to contain the coronavirus unintentionally increased gender-



based violence (GBV) against women and girls. Twenty-two (22) percent of women experienced sexual violence during lockdown.

Although the labour force participation rate of Uganda is relatively better compared to other low-income countries especially Sub-Saharan Africa, most women are still employed in low paying positions. About 80 percent of working women in Uganda identify themselves as self-employed, compared to 75 percent of the overall population and 70 percent of men. Studies have found that informal employment had not contributed much to raising incomes and reducing unemployment. Instead, it puts the employed in precarious situation and traps them in insecure, underpaid (or unpaid) work, without career progression, which contributes to underemployment especially among the educated (AfDB, 2011). Only about 13 percent of women are paid employees compared with 23.3 percent of men. Women also tend to hold lower-level positions: only 1.9 percent of women are employed as managers or administrators, and only 2.4 percent as associate professionals, compared with male rates of 2.4 and 3.4 percent respectively.

Uganda has a

strong culture of entrepreneurship, including among women. According to the MasterCard global index of women entrepreneurs, 2019, Uganda was found to be one of only seven countries that achieved gender parity in terms of the number of women driven to pursue entrepreneurial activities, referred to as the entrepreneurial activity rate. One in three (33.8 percent) of all businesses in Uganda are owned by women—the highest rate in the Middle East and Africa regions. According to the World Bank's 2019 Profiting from Parity report found that women-owned firms earn 30 percent less in profits than male-owned businesses, on average. Women own only 19 percent of firms with more than 10 employees and only 10 percent of firms with 100-500 employees with a median number of only seven employees.

Whereas self-employment presents various challenges that still fail women to utilise the economic opportunities, it equally presents great potential and opportunities for enhancing women's economic empowerment in Uganda. Women are a

hidden growth potential for Uganda that once tapped could bring enormous growth for the country.

The Uganda's Third National Development Plan (NDP III), 2020/21 – 2024/25, which is a framework for national development, recognizes the challenges women face in their pursuit for economic empowerment and justice. The Government of Uganda has renewed its commitment to Women Economic Empowerment through implementation of programmes to support women's economic empowerment in collaboration with Development Partners, Private Sector and Civil Society Organisations.

The Ministry of Gender, Labour and Social Development (MGLSD) for example is implementing some of the flagship programmes to enhance women's economic empowerment. Key among these include: the Uganda Women Entrepreneurship Programme (UWEP), Youth Livelihood Programme (YLP), Expanding Social Protection (SAGE), Disability Grants, Green Jobs and Fair Labour

“ ... each district has been allocated a total of UGX 100M has been allocated per parish towards the revolving fund for beneficiary households in 10,594 parishes across the country

UGANDA WOMAN

Equal Opportunities in Education, Science and Technology for Innovation and a Gender Equal Future

Market. These initiatives have enabled women access financial services, skills training, value addition and markets for their products.

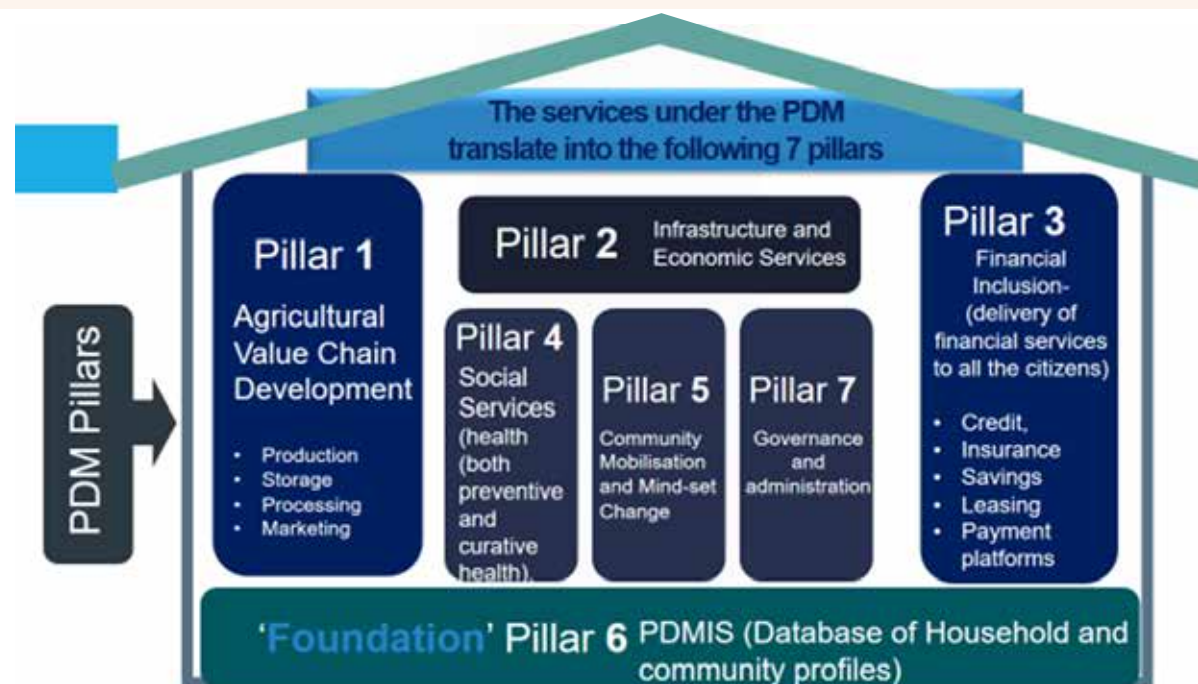
In February 2022, the GoU launched the Parish Development Model (PDM) a strategy/ approach for organizing and improving the quality of life of Ugandans by delivering services closer to the citizens through a "whole-of-government approach to development in line with the NDP III. So far, each district has been allocated a total of UGX 100M has been allocated per parish towards the revolving fund for beneficiary households in 10,594 parishes across the country. PDM focuses on the 39% Subsistence Households whose members have already

formed Enterprise Groups with quotas reserved for women (30%), youths (30%), PWDs (10%), and older persons (10%). Men are entitled to 20% of the revolving funds.

The GoU in 2022 secured a World Bank Grant of US\$217M for the implementation of Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Programme. The project will provide an integrated package of services to women entrepreneurs, namely:

As we celebrate the International Women's Day 2023, special thanks go to the Government of Uganda for the renewed efforts to deliver on women's economic empowerment.

The project will be implemented across the country targeting 60,000 female owned enterprises (including 3,000 refugee-owned business); 280,000 women entrepreneurs and employees and 1.6 million indirect beneficiaries, including community and household members.



Pillars of Parish Development Model

Uganda's first CEDAW member



Brenda Akia

female migrants and refugees impacted by discrimination and human rights violations in the recommendations and decisions made by the CEDAW Committee. She hopes to use her competence and extensive legal and research experience on a broad range of areas of international law, such as international criminal law, international humanitarian law, transitional justice, international environmental law, international law, and international human rights to make a meaningful contribution to the execution of the CEDAW Committee mandate.

Brenda Akia is the first Ugandan to be elected to the Committee on the Elimination of Discrimination Against Women (CEDAW). She was elected in June 2022 and emerged second out of 23 candidates. Akia's membership to the CEDAW Committee is significant for Uganda and Africa because it shows our commitment to attaining gender equality and elimination of all forms of discrimination

against women and girls. Uganda's confidence in Akia's candidature and membership to the CEDAW Committee manifests our commitment to inclusivity and dedication to providing women and girls of all ages with equal opportunity to be part of decision making at all levels. At the CEDAW Committee, Akia hopes to reflect the voices and lived realities of women and girls, including women with disabilities,

“

Brenda Akia is the first Ugandan to be elected to the Committee on the Elimination of Discrimination Against Women (CEDAW).

Statement by UN Women Uganda Country Representative



This year's International Women's Day commemoration recognizes and celebrates the women and girls who are championing the advancement of transformative technology and digital education. Today we explore the impact of the digital gender gap on widening economic and social inequalities. We also focus on the importance of protecting the rights of women and girls in digital spaces and addressing online and ICT-facilitated gender-based violence especially against women and girls.

The theme for this year implores all of us to increase women's access to devices and connectivity that allows them to interact meaningfully with technology in an effort to transform their lives. To achieve this, we need to promote quality education which is a primary determinant of technology access and use. Efforts should be equally put into both formal and informal



Dr. Paulina Chiwangu
UN Women Uganda Country Representative

education including adult learning and re-skilling.

The theme for this year implores all of us to increase women's access to devices and connectivity that allows them to interact meaningfully with technology in an effort to transform their lives.

As we know, digital technologies provide opportunities for greater access to information, education and skills and open possibilities for access to increased

employment and business /entrepreneurship opportunities. Digital technologies have the potential to allow for services that improve access to health, legal and financial services and enable women in business to access wider markets for their products. UN Women Uganda Country Office is already supporting digital initiatives that have facilitated women's greater access to safety, justice, business opportunities and to access basic social services, including prevention and response to violence against



women and girls. For example, the Market Garden Application developed by Institute of Social Transformation (IST) has enabled market women to sell their products online using smart phones. According to Catherine Nazige, who operates a business in Nakawa Market in Kampala city, "the Application enabled us to maintain contact with our customers during the COVID 19 lockdown period. I would receive orders from my customers on my phone and use a Boda Boda moto bike to deliver the products and receive payment on my mobile money account".

As we commemorate International Women's Day, it is important that we focus on addressing the barriers that prevent women and girls from using digital technologies to transform their lives and opportunities. Such barriers include affordability, lack of suitable devices, lack of skills and cyber bullying, harmful social norms amongst many others. Digital platforms such as the internet are one of the most empowering technologies the world has produced, regrettably, unless women and girls are able to benefit equally from them, the gender divide risks driving further inequalities.

UN Women welcomes government and private sector efforts to provide free, open and accessible education in digital technologies and other digital learning platforms at parish level. To achieve this effectively, we must tackle gender stereotypes that suggest that women and girls are not interested in science, technology, engineering and mathematics (STEM). Our strategies and actions must focus not only on changing women's and girls' perceptions of STEM and technology in particular, but also perceptions of the wider community including decision makers at all levels, community actors, educators, family members and friends. We must provide tangible opportunities for young women to interact with women in technology/ STEM to inspire and motivate them and to learn what it means to work in technology and to play their role in that context.

As we celebrate International Women's Day 2023, it is a key opportunity for all actors to take stock of technological progress made and ensure that the rapidly advancing innovations are not leaving women and girls behind, but that they have concrete pathways to required transformation. We must strengthen collection of sex disaggregated data to enable us identify and address existing barriers to women and girls needs appropriately and monitor progress on agreed priorities. It is also important to support the development of online content and services which are accessible to women with limited literacy and digital skills; equally important is the need to create opportunities for women and girls to gain capacity in computer programming and coding which is known to help with academic performance and problem solving. Girls that learn to code are able to improve in a range of educational topics such as mathematics, writing, and creativity, which will position them to contribute to national development in later life.

As we celebrate International Women's Day 2023, it is a key opportunity for all actors to take stock of technological progress made and ensure that the rapidly advancing innovations are not leaving women and girls behind, but that they have concrete pathways to required transformation.

Enhancing Access to Justice for Women and Girls Through Technology

Resident Representative, United Nations Development Programme

The United Nations Development Programme (UNDP) is delighted to join the global community in commemorating International Women's Day 2023 and wishes all mothers, grandmothers, daughters, and sisters a happy and fulfilling day.

The day provides space to reflect on efforts and progress made to advance gender equality and women's empowerment. This year's theme, "DigitALL: Innovation and technology for gender equality" must motivate us to embrace innovation and technology to improve delivery of services to the marginalised and/or vulnerable people as well as closing the gender-digital divide.

Uganda is making strides through various innovative solutions for advancing efficiency in the administration of



justice and ensuring women are not left behind.

Administration of Justice faces gaps including case backlog, high rates of pre-trial detention, staffing gaps, low access to legal services, e.g. according to World Justice Project, there is one Lawyer to every 27,258 Ugandans. Women and girls face disproportionate challenges of limited knowledge of their rights and legal options, high cost of legal services, poverty, discrimination

and insecurity -

inhibiting their access to justice.



The day provides space to reflect on efforts and progress made to advance gender equality and women's empowerment.

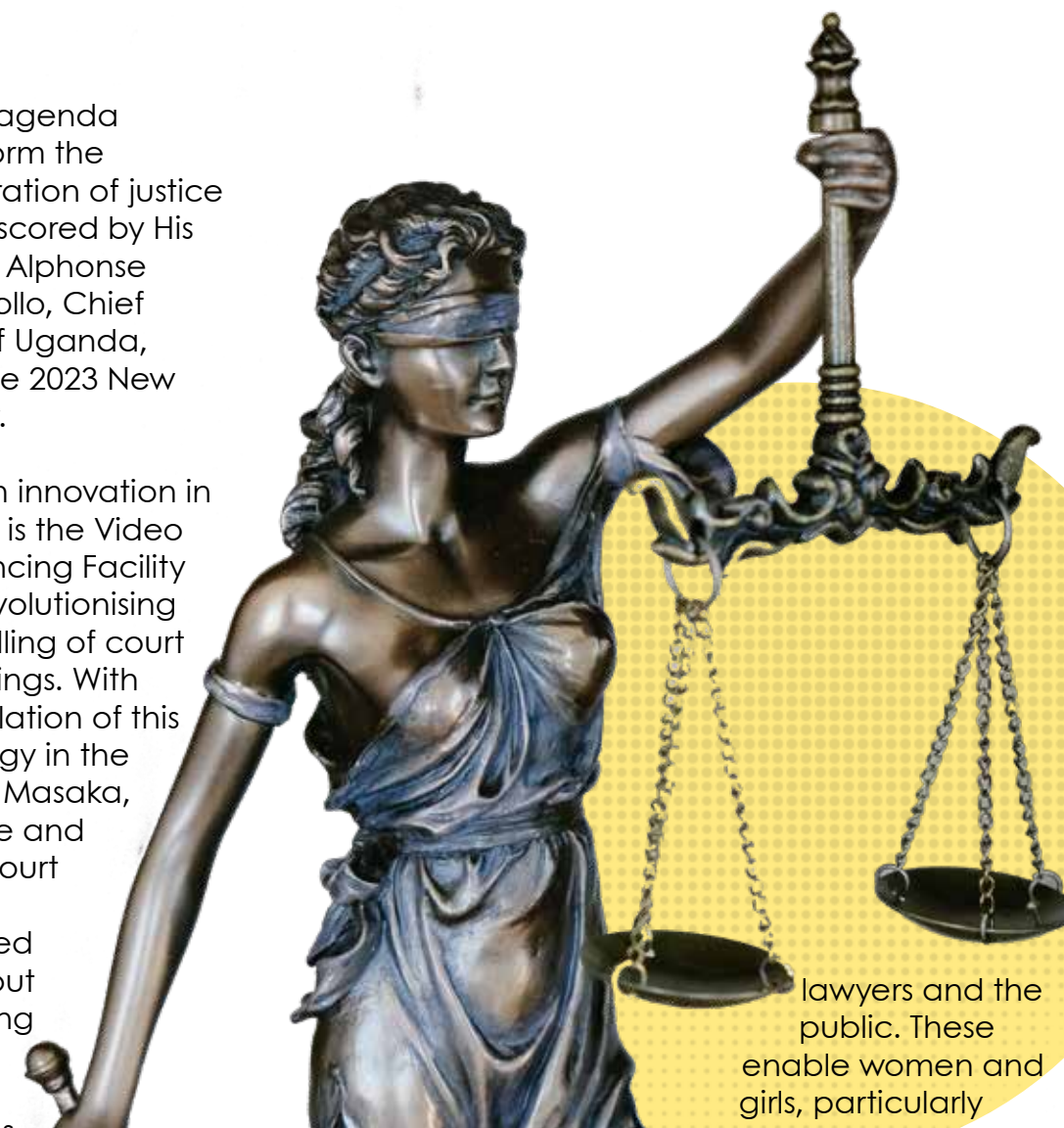
As we commemorate International Women's Day, UNDP advocates to embrace inclusive and innovative justice measures, to facilitate access to justice. These measures are in tandem

DigitALL: Innovation for a Gender Equal Future

with the agenda to transform the administration of justice as underscored by His Lordship, Alphonse Owiny-Dollo, Chief Justice of Uganda, during the 2023 New Law Year.

One such innovation in e-justice, is the Video Conferencing Facility that is revolutionising the handling of court proceedings. With the installation of this technology in the courts of Masaka, Mubende and Mbale, court hearings are carried out without transferring prisoners and detainees

to court. Victims and witnesses have been able to effectively participate in court proceedings remotely using audio-visual links and they are protected as they give evidence without intimidation by perpetrators. This has prevented re-victimisation, especially of Gender-Based Violence (GBV) survivors, and reduced costs related to physical attendance in court. Additionally, Electronic Criminal Records Management System has contributed to a



lawyers and the public. These enable women and girls, particularly victims of gender-

17.2% reduction in case backlog. E-Systems have promoted speedy trials and therefore enhanced access to justice. Lawyers are now filing e-submissions online and cases are handled expeditiously.

Innovative approaches in legal aid service provision have also been embraced. This includes legal aid mobile call centre operated by Legal Aid Service Providers Network (LASPNET) and a toll-free line at the Judiciary that provides legal information to

based violence, to remotely access free legal aid services.

In efforts to achieve the Sustainable Development Goals, and in this fourth industrial revolution era, digitization provides opportunities for women and girls to thrive. There is a need to bridge the gender digital divide through skills, data and equipment to enable women to harness ICT as a way of promoting gender equality and women's empowerment.

DigitALL: Innovation for a Gender Equal Future

Uganda's Position for Sixty Seventh United Nations Commission on the Status of Women (CSW67)?

The UN Commission on the Status of Women (CSW) is a functional Commission of the Economic and Social Council (ECOSOC). The Commission was established in 1946 as the principal inter-governmental body exclusively dedicated to monitoring implementation of global GEWE normative frameworks in promoting gender equality and the empowerment of women and girls. The CSW is instrumental as a platform for ascertaining the promotion of women's rights, documenting the reality and experiences of women's lives throughout the world, and raising gender concerns that shape global standards on gender equality and the empowerment of all women and girls.

The Sixty Seventh Session of the Commission on the Status of Women (CSW) will take place at the United Nations Headquarters in New York from 6th -17th March 2023. The Priority Theme is on "Innovation and technological change, and education in the

digital age for achieving gender equality and the empowerment of all women and girls". The Review Theme is: "Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls" (agreed conclusions of the Sixty-Second Session).

Taking into account the wide gender digital divide, innovation and technology as well as education in the digital age present an important tool for promoting gender equality through expanding women's relative to men's opportunities. It is therefore a crucial driver of social and economic development, which is a game changer for the most vulnerable constituents.

The Ministry of Gender, Labour and Social Development in collaboration with UN Women and other Partners has provided leadership and coordination for Uganda's participation in CSW activities at National and the African Union level. Uganda is looking forward to the Global

level discussions and negotiations which will be informed by the Positions/priorities of Members States, Regional and International Agencies.

Stakeholders through a participatory and consultative process has come up with Uganda's priorities for CSW67 including:

1. Incorporate innovation and technology in the education curricula from primary to high school levels and encouragement of research poles around existing universities; establishing partnerships between university research institutions and industry as a key strategy of attracting women and girls into this male dominated space.
2. Develop a policy that supports career progression for women in the engineering/science fields. This will minimize their dropping out of engineering jobs later in their careers due to lack of a female friendly work environment and the need to attend to their caregiving roles.

3. Expand the National coverage of the national backbone to bring on board parts of the country especially the rural areas where majority of women The low fixed broadband access implies that there is little progress in promoting broadband access to anchor institutions like schools, Community Libraries, Health Centers, and Local Government offices are not using broadband for efficient and effective service delivery.

4. Reduce the costs of internet which are prohibitive for vulnerable groups especially women to facilitate their utilization and associated services. The cost of internet access remains high compared internationally at an average of USD 84 per Mbps. According to the ICT issues paper – Budget Consultative Workshop 2019/20, the NITA-U services internet bandwidth is \$70/MBs per month, consequently only 1.1% of women and 3.7% men used internet. In addition, according to the 7th Annual Report on the State of Equal Opportunities in Uganda and Gender and Equity ICT Compact 2017, only 0.8% female had email addresses compared to 3.4% male.

5. Reduce the price of data which is one of the main reasons why many people are not using the internet and associated services. It remains a major stumbling block to

meaningful deployment of ICT in socio-economic development. Generally, the high cost of communication negatively affects the competitiveness of Uganda and is detrimental to the growth of the local ICT sector.

6. Put in place the necessary infrastructure, skills, literacy and interventions to reduce women's time poverty, increase their mobility and purchasing power and knowledge of English to ensure social inclusion of women and girls who comprise majority of the illiterate and people living in rural areas to benefit from the economic and social opportunities created by ICTs.

7. Increase the accessibility and use of ICT devices amongst PWDs and Assistive Technologies (ATs), only 5% of PWDs have ever heard of these technologies. In addition, 1% have ever used ATs while less than 0.5% of the 1% currently use these technologies.

8. Intensify women's Functional Adult Literacy skills to enable them access and use ICTs which is less than men, curtailing their opportunities in many areas including business, reporting violence and learning about their rights. Ugandan women on average have a limited ability to afford, adopt and benefit from broadband access. One of the most pressing barriers affecting women

is illiteracy. While 73% of the Ugandan population over the age of 15 can read or write at a basic level, literate men far outnumber literate women: 82% of men are literate compared with only 64% of women. Furthermore, only 23% of adult women in have any secondary education, defined as education beyond the age of 12 years.

9. Reduce the cost mobile phones which is a big hindrance to women's ownership of Mobile Phones and access to information. Only 27% of women and 39% men owned a cell phone by 2017 and only 62% of female headed households and 71% male headed households owned a mobile phone (UNHS 2016/17).

10. Increase access to E-education especially in the rural underserved schools with ought computers, electricity and E- teachers. The National Backbone Infrastructure (NBI) has been extended to only 8 (eight) Universities and two hospitals (ICT issues paper - Budget Consultative Workshop 2019/20)

11. Increase the number of broadcasters for sign language translations. Ease access to information by vulnerable groups and lack of tactile material, visual aids, sign language experts among others.



Minister Amongi Betty(right), the chairperson Uganda Women Parliamentary Association (UWOPA) and Tororo Women MP, Hon Sarah Opendi and Hon. Lutamaguzi Semakula at CSW in New York in 2022

12. Put in place counter strategies and mechanisms for Cyber harassment of women. (GBV); Cyber stalking, online sexual harassment, blackmail through the use of private and often sexualized information, photographs and videos that promote, perpetuate and normalize violence against women. Sexual harassment accounts for 42%, followed by offensive name calling (24%) and stalking (17%). Additionally, 66% block perpetrators as a means of responding to online violence, while 14.5% of women actually deactivated their social media accounts to escape the abuse. Only 12.4% of the women who suffer from online violence report the incident to the website or online platform.

13. Utilize and incorporate existing

indigenous knowledge especially from women into Research and Development. Improve stakeholder consultations regarding the real research needs of communities and explicitly the women to ensure coordinated and applicable research findings. Small holder farmers and other minimalist groups' majority of whom are women, should be involved in R&D stakeholder mapping processes.

14. Institute Affirmative Action for the participation of women in biosciences and bio-based enterprises. Women's involvement in certain focus areas like commercial insects, sericulture and apiary is limited. Participation of women in the design

and implementation of the Biosciences Centre should be promoted. There is need for gender disaggregated data on knowledge and utilization of climate-smart technologies. Deliberate efforts be undertaken to mainstream gender and to put in place pro-women marketing and transfer of climate-smart technologies.

15. Deliberate gender responsive promotion of appropriate training opportunities in the Transition Backbone Infrastructures and Skilling Centers should be communicated to rural women and girls especially those with disabilities as well as those from poor background.

What is African Union Common Position for the Sixty Seventh Commission on the Status of Women (CSW67)?

The African Union Commission's Women, Gender and Youth Directorate (WGYP) in collaboration with UN Women, UNECA, ITU and UNDP regional service Bureau organized the Africa pre- commission on the status of women (CSW67) consultation in preparation of the 67th CSW global events. The 7th African Union Specialized Technical Committee on Gender Equality and Women Empowerment (AU/STC/GEWE) come up with the following priorities for CSW6:

To build an inclusive digital economy and society through the following actions:

i. Implementing existing pathways for economic development, job creation, access to services by ensuring that women and girls, have their business digitally enabled to strengthen their contribution to the African economy and sustainably investing in women innovators in start-up, non-profit and academic ecosystems driving change across

a variety of technology innovation fields.

ii. Enforce policy and legal measures to address the socio cultural and educational issues, including poor infrastructure, that contribute to the exclusion of women and girls from accessing and using technological tools and facilitate and promote their access to digital devices and tools.

iii. Conducting on-the-ground assessment to understand women and girls' connectivity and ownership needs, using and providing data to inform connectivity plans and developing and implementing initiatives that equip women and girls with digital devices for free or at subsidised cost.

iv. Investing in development of Open-source tools and operationalisation of Land information systems to generate Gender statistics in a bid to promote women tenure security in line with the AU Declaration on Land issues and challenges in Africa.

v. Creating employment opportunities where women can be creators and builders of technologies that

provide information in all sectors including finance, agriculture, data driven land governance and administration that secures women and girls land rights and sexual and reproductive health.

vi. Harness the power of community driven data by women in line with SDG principle of LNOB and as an opportunity to build the gender disaggregated ecosystem to track progress and improve programming.

vii. Investing in building technologies to support the day-to-day lives of women with disabilities and providing fintech services to meet the needs of all women and girls, especially those who lack mobility.

viii. Give women the opportunity and encourage them to lead organizations or institution in ICT companies.

ix. Embedding the use of ICT in policies that promote good health and wellbeing and using clean energy to increase access to digital tools.

x. Supporting women and girls in the use of technology in responding to climate change among other emergency issues.

To engender the Development of human and institutional capacity in innovation, technological change, and education through the following measures

I. Taking the appropriate legal, policy and programmatic measures to address the attrition of women through the education-to-labour-force pipeline resulting in their minimal presence in the labour workforce in ICT as they face poor recruitment and gender biased and discrimination in the labour market

I.i. Addressing the issue of women's access to finance and funding by Governments, Private sector, Donors, and Charities.

I.ii. Calling on our governments to give priority to strategic and systematic Investment in the development of digital infrastructures, services, skills, and entrepreneurship, to enhance the digital literacy among women

and girls, for example through reform of the education system,

I.v. The development of broader ICT infrastructure required to enable innovative use of ICT for socioeconomic purposes such as e-health, e/m-banking, e/m-commerce, e/m- government and other ICT-enabling services.

V. Prioritising digital training for women and girls and putting them at the centre of partnership agreements and policies that aim to increase access to digital tools and the internet.

V.i. Building Infrastructure to broaden access to and use of technology by women and girls in remote rural areas, migratory routes and in refugee camps.

V.ii. Prioritising digital training of women and girls as a core aspect of national service policies. Equip women with digital skills and promote use of digital technologies to start and grow businesses and e-commerce initiatives, access market and trading information services, improve employability and provide training in health, finances, entrepreneurship, and other sectors. Enhancing governments' reach by embedding digital capacity in educational curricula.

V.iii. Providing financial support to women entrepreneurs to enable them use ICT.

I.x. Equipping communities and institutions with expertise, resources, and leadership to train women and girls on 4IR skills.

To Protect human rights of women and girls through the following measures

I. Undertaking research on digital violence against women in the private and public spaces. This research should include studies and the adjustment of crime statistics on digital violence against women to identify legislative and non-legislative needs,

I.i. Encouraging the progressive implementation of CEDAW and the Maputo

Protocol through the development and adoption of relevant policies, procedures and strategies, and the issuance of legislation that enhance the human rights of women for protection in their participation in public life, in accordance with the provisions in these two frameworks and in all frameworks on gender equality

and women rights and national legislations and procedures

I.ii. Proposing the use of the following strategies and actions which are of importance to prevent and eliminate violence against women online and in public life, as well as protecting survivors of violence against women in those spaces through the following measures:

- Enhancing women and girls' knowledge of digital safety.
- Utilizing virtual digital space to provide positive information on violence against women , on response services including safe spaces, reporting mechanisms and support and approaches to curbing digital risks
- Adopt/Revise or Strengthen legislation

aimed at combating all forms of digital violence, fully protecting girls and women from online violence and expanding the definition of gender-based violence to include digital violence against women including cyber-harassment, cyber stalking, sexist hate speech amongst other ICT-related violations;

- Setting up structures and mobilising

resources to provide psychosocial support for women and girls affected by violations of their rights online.

- Building the capacity of law enforcement personnel, prosecutors, police officers and judges, to apply according to the national laws and procedures

To Promote digital trust, security, and stability through the following measures

- Ensuring the availability of a regulatory environment that is secure and stable and promote people's trust.
- Strengthening regulations, laws, policies, processes in the building and regulating of the digital ecosystems in Africa and put in place the mechanisms to ensure safe and secure online ecosystems.
- Ensuring that Africa governments efforts to digitalise land administration and management information promotes secure women land rights in accordance with the 2009 African Union Declaration on Land issues and Challenges.

To Foster intra African and global digital cooperation through the following measures

- Building on Africa Strategy for digital transformation and the UN Secretary General call for the international community to help ensure all people, particularly women and girls, are connected, respected, and protected in the digital age.
- Encouraging Member States to take concrete actions to foster intra African and global cooperation to enhance global digital cooperation in line with the objectives of the African Union strategy.
- Promoting solidarity, cooperation and coordination among continental institutions pursuing the Continent's digitalisation agenda and between African Union Member States; the AUC, RECs, African Institutions, and International organizations;
- Adopting an ecosystem approach that avoids a silo approach and is comprehensive in defining and applying the requisite elements and foundations for digital transformation. Inviting Development agencies, civil society and private sector, employers' organisations, trade unions, professional associations and the media to take the appropriate actions with a view to bridge the gaps in developing human and institutional capacity to support country-level digital sustainability.
- Building a cooperation platform for all member states to share knowledge and good practices.
- Building partnerships with other stakeholders such as the relevant entities of the United Nations System, regional and international organizations, within their respective mandates and bearing in mind national priorities.

Enhance social and emotional wellbeing of adolescents in schools

By YouBelong Uganda Women for Women

Namuddu is a single mother of four children. Joy is her first daughter, and she completed her primary seven in 2022 with 12 aggregates. She hopes to join senior one this year, and she says that she wants to be a doctor in the future. Namuddu fears that her daughter Joy is neither capable of pursuing a career in science nor able to complete her secondary education. Namuddu says, "I don't think my daughter is capable of achieving her career goal, right now our focus is on her brother, her father might not be able to support her through to that level" This and more social-cultural barriers are a major hindrance to achieving career goals and exploring opportunities for innovation despite government efforts to close the gender Gap in the education system. Upon the release of the Primary Leaving Examinations results of 2022, the Minister of Education and Sports in her speech showed concern that over 30,000 girls who complete the primary level of education drop out of school before they complete senior four. More to that, the trend since 2019 shows that in primary school, girls compete favourably with boys in science and mathematics but as they continue to the higher



levels of education there is a significant gap in performance between the boys and the girls in 2022 UCE exam results released: The stats you need to know - New Vision Official. The persistent trend is worrying and it calls for immediate action in the education system lest adolescent girls like Joy miss out on opportunities in education

It is important to note that as adolescents especially girls pave their way through education, they also must cope with stress due to societal practices, values, norms and beliefs that dis-empower them. This affects their social and emotional well-being and hence hinders their fullest potential and level of innovativeness at the most productive age.



YouBelong conducts a group session of adolescents to talk about issues that affect their wellbeing

Girls are socialized to be soft-spoken and in some cultural groups, their views are insignificant hence limiting their level of imagination and innovation. Referring back to Joy's story the low expectations of girls from their family members lowers their self-esteem, also which may be a contributory factor to the lag in the performance of the girls in science. Violence against girls which calls for over-protectiveness by society limits productive interaction with their environment and the exchange of ideas that stimulate innovative minds, teenage pregnancies, and pandemics like

covid 19 threw a significant number of girls out of the education system. The stress and anxiety that comes with experiencing monthly menstrual periods, especially for those who cannot afford menstrual hygiene. Largely, schools lack a support system to address these factors because most of their attention is focused on achieving good academic performance; this is a risk for mental health problems among adolescents. Evidence shows that globally one in seven 10–19-year-olds experience a mental disorder. Depression, anxiety, and behavioral disorders are among the

leading causes of illness among adolescents, with depression and anxiety being highest among adolescent girls <https://www.who.int/.../world-mental-health-report>. Schools should create an environment that fosters social and emotional well-being. The YouBelong Uganda school mental health and wellbeing program creates awareness among teachers of the sociocultural factors and the associated stressors, it also builds their capacity to offer psychosocial support to adolescents experiencing mental distress.



YouBelong Uganda conducts training for teachers

The program empowers teachers to integrate approaches to enhance mental well-being within the school system; teachers are encouraged

to engage with children in ways that promote self-esteem, confidence, and resilience, with a particular focus on girls. To create an environment that

encourages innovative minds adolescents need to have a strong sense of family and community support and mentorship.

Empowering women through hands on skills

Meaningful engagement with men and boys is increasingly recognized as critical to gender equality and equity, necessary not only for women's empowerment, but also for transforming the social and gender norms that reinforce patriarchy and inequality and harm both women and men.

The National Women's Council is woke to this conceptual underpinning in its programming. Robert Kasibante, the proprietor of Victory School of Beauty and Hospitality Management at Nateete in Kampala, is one such

an example of meaningful male engagement in the empowerment of women.

Empowerment is defined as having the capabilities (including resources, knowledge, and skills) and agency (the ability and freedom to define and act upon one's goals) to make decisions and take action related to matters of significance in one's life.

Kasibante does not only advocate for the empowerment of women and the girl-child, but he also engages them economically through acquiring hands-on skills in different vocational studies. Even then, he has not

forgotten the boy-child.

Since 2015 when the school opened, over 27,000 women have acquired varied skillsets in the fields of: Cosmetology, Tailoring and Fashion and Designing, Catering and Hotel Management, Function Decoration and Events Management, Computer studies, Music, Dance and Drama, Motor Vehicle Mechanics, Brick Laying and Concrete Practice, Carpentry and Joinery, Welding and Metal Fabrication, Plumbing and Electrical Installation, among others.

A special feature of his institute is the offering of scholarships to needy students to open up their opportunities.

Kasibante who created his first job as a saloon

attendant before venturing in vocational institutions realised the importance of hands-on skills when he visited different countries such as; China, Russia, Singapore, and Korea.

It is only through skill-based education that Uganda can address challenges of unemployment and improve on her cottage industries starting from rural areas."

Kasibante who also trains men to do what many tag to be "women-chores" challenges men to train in catering, hair dressing, fashion and designing for Uganda to have an all-inclusive labour sector.

"We have trained the girls in professional courses such as Journalism,

Radio Production and Presentation, Business Administration, Information Communication and Technology, Nursery Teaching, among others at Certificate and Diploma levels," he said, adding that those that were needy were offered scholarships as a contribution to attaining equity.

Shamim Mercy Nagayi, is one of the students currently pursuing her diploma in Fashion Tailoring and Design on scholarship.

I resolved to undertake vocational studies because I realised young women with hands-on skills, have been able to create their own jobs and empower themselves other than roaming the streets looking for white

collar jobs."

She added that her intention is to demonstrate to other people that it's necessary to have a skill in life.

"My intention is to become a famous designer in Uganda and what I am studying will an aim to go forward and I hope for many good things in future," he said.

Shabibah Nabwami and Rashidah Nasazi, are also grateful that through the skills acquired at the school, it is not only their future which is sorted, but their communities, country and entire humanity will benefit from their hands on skills.



A student tailor doing work on her sewing machine at Victory School of Beauty and Hospitality Management Nateete (Photo by Isaac Nuwagaba)(1)

MAKERERE UNIVERSITY BUSINESS SCHOOL



ABOUT MAKERERE UNIVERSITY BUSINESS SCHOOL

Makerere University Business School is the leading provider of Business and Management education that facilitates professional development, promotes Entrepreneurship and Leadership in the region. The school was established in 1997 to centralize the development and standardization of business and management education in the country. MUBS provides aspiring people young and old, with an opportunity to develop their talents and strength; overcome their fears and weakness through different academic and training programmes. MUBS currently has 5 Campuses in Jinja, Mbarara, Arua, Mbale and the main Campus at Nakawa. It also runs outreach programmes through its leadership, entrepreneurship, ICT and the Career and Skills Development Centre. It is the place to be.



ABOUT THE MUBS WOMEN FORUM

The MUBS Women Forum was established in the year 2010 to address the various issues affecting Women at MUBS and the MUBS stakeholders in general. The forum provides an opportunity for young Women to network and exchange ideas on issues affecting them. The forum also provides umbrella for Gender mainstreaming activities, the girl child programmes and community outreach. The forum has its secretariate at the Career and Skills Development Centre and is supported by all Outreach Centres of the School including:

- The MUBS Leadership Centre
- The MUBS ICT Centre
- The MUBS Disability Resource and Learning Centre
- The MUBS Entrepreneurship and Innovation Centre

OBJECTIVES OF THE MUBS WOMEN FORUM

- To sensitize women on their roles and rights
- To generate a strong network of all women in MUBS
- To equip women with entrepreneurship and leadership skills
- To enhance awareness of women health issues
- To support community-based initiatives
- Conduct research in women related issues

ACTIVITIES OF THE MUBS WOMEN FORUM

Career Guidance

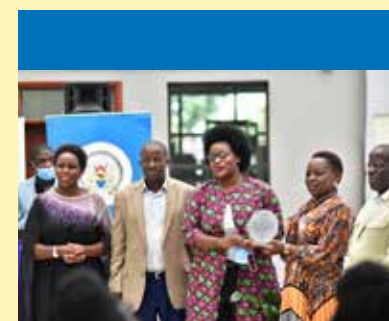
Sessions: We conduct University and High School Career Seminars to enable female students envision their Careers. The core areas handled in these sessions include; Career Planning, Personal Branding, academic Excellence among others.

Small Scale

Manufacturing: As part of the MUBS Skills Development Programmes, Female students are also equipped with Small Scale Manufacturing Skills like manufacturing house hold for example detergents, leather products, reusable pads etc. the programmes also equip them with soft skills as a way of empowering them economically.

Support to vulnerable

Women: The forum identifies vulnerable Women in the nearby communities and girls who are supported socially, emotionally and financially.



MAKERERE UNIVERSITY BUSINESS SCHOOL

Provision of Scholarships:

The forum also identifies Scholarship and support vulnerable girls pursue higher education. Over ten girls have benefited from this scheme.

Health Awareness:

The forum also organizes health awareness workshops for Staff and Students especially in areas that have remained to challenge to Women like Breast and Cervical Cancer, Maternal health challenges among others.

Research:

The Centre conducts research and Publishes work related to Women and the Girl Child. Monthly Women Forum: The Forum organizes monthly sessions that give a platform to network and address the Challenges of the Girls Child at Home and at University.

Celebrating International

Women's Day: The MUBS Women Forum annually marks the International Women's day as part of its effort to recognize the

contribution of women in the country and also to create awareness among different stakeholders on the need for women inclusion into various aspects of life. Therefore, March 8, is recognized as a special day and a series of activities are organized to celebrate Annual International Women Days including the following;

- Recognizing Women Achievers of the year in categories of Academia, Business, unsung heroes, among others as per the theme.
- Essay writing competitions among female students on the theme of a specific year. This meant to enable students internalize the theme and also make their own contributions.
- Career Guidance Talks to selected Girls Schools on the theme. This is meant to create awareness among High School girls on the need for Gender sensitive policies among others.

- Involvement of the Local Women in markets, villages, slums and the under privileged to participate in the discussions about the theme among.
- Conducting interviewees for Women that have chosen to challenge in markets, villages, education and health.
- Designing and Printing the International Women's Day Magazine
- Half Day Training for Local women groups that have chosen to challenge obstacles in their lives.
- Career Guidance and mentorship talks to Girls in selected Secondary Schools
- Exhibition for Women Entrepreneurs. This gives a platform to Women Entrepreneurs at MUBS and Outside MUBS to showcase what they do.
- A panel discussion on the theme of the year. The panel normally includes expert from within and outside MUBS.



Young women in the Agricultural Sector in Uganda: Lessons From the Youth Forward Initiative

In Uganda, more women are primarily engaged in agriculture than men, yet female farmers face more challenges in starting successful agribusinesses than their male counterparts, a recent publication by ODI.

This is partly determined by discriminatory gender norms that limit their access to productive resources (such as land, labour, equipment and economic resources). Together with responsibilities in unpaid care and domestic work, along with their exclusion from leadership and decision-making positions, social dynamics negatively shape the trajectories of women's participation in agriculture.

This report explores the experiences of young women in Uganda, finding that a diverse set of harmful social and cultural attitudes around gender play a key role in limiting farming opportunities for women in rural communities. Taking a youth and gender perspective, with analysis of government policy and interviews with a range of youth participants and regional agricultural stakeholders, this research provides lessons for future programmes that seek to support young people to build sustainable livelihoods in farming.

Key Messages

- A range of macro-, meso- and micro-level factors significantly impact rural livelihoods and in turn shape women's agribusiness trajectories. Evidence of gender-differentiated outcomes following participation in the Youth Forward Initiative indicated that gender norms play a very important role in determining women's engagement in the agricultural sector.

- The qualitative findings indicated improved economic empowerment of young women and men through increased access to inputs, technology, education, learning, connections to supply-chain companies, and financial services. Participation helped youth to gain agricultural and entrepreneurial skills and to diversify income sources to build different kinds of livelihoods.

- Women's participation in community groups and in Village Savings and Loans Associations generated shifts in their well-being, confidence and self-worth, increasing their ability to exercise voice and individual agency. This meant women were able to challenge harmful gender norms in their

communities around: decorum and mobility, managing and earning income, and making decisions in the household.

- The study identified four broad, cross-cutting action areas and thematic lessons for policy, programmes, gender and sustainability, that can be adapted to district and local realities.

This report is published by the Youth Forward Learning Partnership, supported by the Mastercard Foundation and led by ODI's Digital Societies programme with Participatory Development Associates in Ghana and partners in Uganda. Youth Forward supports young people in Ghana and Uganda to get jobs, grow their businesses and access finance to expand opportunities available to them. The Learning Partnership works to develop an evidence-informed understanding of the needs of young people and how the initiative can best meet those needs.

Carmen Leon-Himmelstine and Sanyu Phiona, with Alexandra Löwe, Georgia Plank and Nhung Vu

National Women's Council Historical Speaks Out



Obwola (right) displays some of the table cloths she makes

Consy Obwola of Ogowie village in Omoro, Alebtong district counts herself among the most blessed women in the country for having served among the very first sub county women's council leaders immediately President Yoweri Museveni assumed power.

She recalls that in 1987, owing to her active participation in community issues, she was appointed into the women council position to mobilize more women to pick interest in leadership and development.

"At that time women were not interested in leaderships but I took

courage and started holding community meetings and talked to women," she says. Indeed the journey down the road was not to be an easy one. She faced a number of challenges including lack of finances, transport and negative attitude among women, especially on leadership.

"The community also considered it unusual to see women in certain positions of leadership. With persistence and the strong government support, this started changing. Women got more appreciated in leadership" Obwola served as chairperson of Omoro sub county women's council

between 1987-2001 and later got elected as the Abukamola Parish Female representative, a position she retired from in 2010.

"My goal was to show other women that we are able to take on any tasks given the empowerment and women emancipation agenda initiated by the NRM government. It was a golden opportunity for women to raise up," she added.

She says from the constant mobilization and interacting with a number of women, the majority of them started to pick

interest in leadership after realizing its one of the ways through which to serve the community.

"I remember way back in 2003 during the insecurity perpetrated by the Lord's Resistance Army forcing people to be displaced into camps. We had a women council meeting at the sub county and each of us was paid sitting allowance of sh3,000. One of our colleagues contested the payment saying it was meagre," she said, adding: "I was quick to remind her

that we had chosen to be leaders and leadership needs sacrifice, dedication and patience."

Unfortunately the council member went on to step down arguing that she had received little money on the first day of the meeting.

She recalled another incidence that happened in 1992 during a women's council meeting in Kwanja county (now district) where they sacrificed and walked upto Lira Town (about 70km) due to lack of public transport. The popular mode of transport then was walking or use of a bicycle.

Obwola recognizes Women Councils as a key nurturing ground for women leaders and encourages more women to participate in its affairs.

She calls on government to adequately fund women's councils, continue promoting girl child education and increase women representative at the sub county to two from each parish in a quest for parity.

Obwola, now 76 years old, spends much of her time hand knitting table clothes at her home in Alebtong. She says she retired from active politics and now concentrates on her business.



Hon. Linda Auma Advocates for Girl's and Women's Rights



Hon. Linda Auma
Vice Chairperson National Women's Council

In 2001, Linda Auma faced her turning point in life. She had to drop out of school having conceived a baby as a teenager. For a moment, she feared her education ambition had come to an end.

"After giving birth, my school offered me a bursary as one of their brilliant students. But I let the opportunity pass because I had nowhere to leave my newborn baby." She recalls.

However, the leadership motivation in her couldn't let her settle for less. She had already engaged herself in various governance roles in her rural town of Lira while a student.

This resolve was reignited inside her to continue cutting her path in leadership and at this stage, no one was going to hold her back.

"I ended up mobilizing my fellow teenage mothers to benefit from the Northern Uganda Early Recovery Project (NUERP) and this made me popular." Auma says.

At her first attempt, she got elected as Chairperson of the Youth Council of her village in Lira. She then progressed to become Chairperson Youth Council for Lira Municipality.

Later, she was supported by State House to complete her education. She maintained the youth leadership role. She returned to become the

NRM Youth Chairperson in Lira and grew more popular working with young people, mobilizing young mothers and encouraging those who dropped out of school.

In 2016, she contested and missed narrowly a Parliamentary seat. Given her leadership credentials, she was elected the Lira District Women's Council chairperson in 2018 and also got deployed as a Resident District Commissioner (RDC).

Meanwhile, she also contested at the national level and became National Vice Chairperson of National Women's Council, a position she holds to date.

As a determined woman, when Lira City was curved out of Lira district in 2020, she ran back to contest and became a Member of Parliament Lira district representing women.

It is this amazing journey that Auma shares with other teenage mothers and women to provide inspiration using her experience and position today as a woman leader.

She says it is important for women to support fellow women.

"Support every woman without subdividing them into social classes. See a woman as a woman. That's enough to make her your friend," Auma advised.

The National Women's Council's strength lies in its robust structure



Collins Mwijuka
Executive Secretary

In the 1970s, there was a global movement to end inequalities against women. As Uganda went through a liberation struggle that climaxed with the National Resistance Army taking over Kampala in 1986, the liberation architects, especially Gen. Yoweri Kaguta Museveni, were woke to the need to promote women emancipation and empowerment.

Indeed this cause was evident within the liberator's ranks as women held some of the key positions and played a critical role in the fight for freedom.

This ambition got actualized in 1993 with the enactment of the National Women's Council ACT 1993 (CAP 318) and amended in 2015, which consequently led

to the establishment of the National Women's Council (NWC) as a semi-autonomous agency with the mandate to organize and support women of Uganda to enhance their contribution to sustainable social and economic empowerment.

The Council's Executive Secretary, Mr. Collins Mwijuka, says the Council is a unique platform that brings all women together through its structure that extends from the Village, to the Parish, Sub County, District and National level. As the head of the technical wing of the council for the last 15 years, Collins has praises for the think-tank that proposed the structure.

"Over 15 years, I have come to appreciate that the framers of the law that established NWC had this

country and the plight of women at heart. I have seen women being empowered politically through the NWC structures. I have seen women council leaders become national leaders because they have been nurtured and groomed within the NWC structure," Mwijuka noted.

I have seen women council leaders become national leaders because they have been nurtured and groomed within the NWC structure...

Some of the prominent women to have been groomed through the NWC structures are the former Vice President Dr Speciosa Naigaga Wandira Kazibwe, Minister of State for Disability Affairs, Hon. Asamo Helen Grace, the Minister of State for Health in charge of General Duties, Hon. Anifa Kawooya, and former Member of Parliament for Gomba and Minister of State-Urban Development, Hon. Rosemary Najjemba now known

as Mariam Najjemba Mbabaali, among others.

Hon. Asamo is a classic example of how the councils have elevated women to high positions of leadership.

"She first moved into the council on non-affirmative arrangement in her home district and at the national level she represented women with disability on the NWC, she has since become a minister," Mwijuka recounted.

Hanifa Kawooya the district woman representative of Sembabule and State Minister for Health in charge of General Duties was also at one point secretary for publicity NWC.

"To be at national level, the individual must have been elected from the village, parish, sub county, to district level and must win all through. It's quite a rigorous process," Mwijuka explained.

Many more women have become MPs or taken up leadership positions at the village, sub county, district and national levels. Others started their own or joined various organisations with inbuilt confidence.

This has positioned NWC not only a voice for women but a grooming ground for women leaders.

NWC is a six-tier structure of elected leaders beginning at the village, parish, sub county, district to national level with a secretariat that runs its daily activities. At the district level there is also a secretariat that coordinates the district women's council activities.

At national level, the council is made up of district women council chairpersons who are currently 145 from all the districts and cities. "When they meet and pass resolutions it's our responsibility to put those resolutions into action," Mwijuka said.

He says the women leaders have been involved in many different government programs such as

the Uganda Women Entrepreneurship Programme (UWEP) where women council leaders at the district and sub counties especially the chairpersons played a very significant role in identifying and endorsing the beneficiaries. They are doing this too for the recently introduced Parish Development Model (PDM).

He revealed that the Council also conducts mentorship for women in business through peer-to-peer trainings in different districts. These have been held in 50 districts so far in addition to distribution of production tools to households across the country under the skills development initiative.

Among other key contributions, the Council lobbied for the establishment of UWEP, the Women's hospital in Mulago and waiver of taxes on petty traders, largely women.

The Council has steadily been moving with about 30% of its members taking on leadership positions although this needs to be raised to about 50 percent.

Hajjat Faridah Kibowa at the forefront of re-awakening the National Women's Council from a 15 years siesta



Hajjat Faridah Kibowa

After a period of more than fifteen years, the government finally made preparations to hold elections of women councils and committees in February 2018. For the leaders that were to fill up the void, the task ahead was enormous.

For Hajjat Faridah Kibowa, who had her eyes on the national chairperson's position, her strategy met a well-grounded background to deliver her the ultimate prize.

She was to take the mandatory elective long route from her village of Nazigo in Kayunga District, to the Parish, sub county and district level before arriving at the national level committee.

“

I used to sit with the women in my village and discuss developmental ideas, as well as extend a helping hand. I was part of them. I even told them how I intended to become the national chair and they had no objection.

Once she got the mandate, she created a cordial working relationship with the Ministry of Gender, Labour and Social Development to ensure that women tap into all development programs.

That included the Uganda Women Entrepreneurship Programme (UWEP), plus development programs of other Ministries, Departments and Agencies. As a score, it

has been a requirement for the Women Council's district chairpersons to sign off UWEP application files before they are submitted for funding.

As a new national Chairperson coming in after 15 years of no election, Kibowa embarked on getting the Council visible and vibrant.

She used the National Women's Council (NWC) structure to popularize government development programs, and talk to women on the importance of protecting families, in addition to attaining economic and social empowerment as well as occupying political spaces.

In addition to grooming women leaders, NWC under the leadership of Kibowa also moved from having no budget to a budget of close to sh10 billion currently. With the increased budget, the Council is able to disburse Institutional Support to all local governments to facilitate the council members carryout their roles. The increment includes the UGX3 million specifically sent for International Women's Day at each local government. This is

the first time government has disbursed funds for this specific event.

“

We found UWEP and popularized it to ensure grassroots women benefit from the programme. Some did not know it existed. We were tasked to identify beneficiaries, evaluate and recommend them for funding from the program, which we did. She noted.

They also developed a Strategic plan (2018-2022) for the Council and also came up with the 15 household model strategy to trickle down services using women council structures to the grassroots for socio-economic transformation.

Being a leadership grooming house, the

Council has conducted periodic capacity building trainings for its structures to ensure that they effectively carry out their roles.

The figures are impressive. 128 National Women's Council induction trainings and 11 regional induction trainings conducted in 2018, 2,200 sub county women's council chairpersons trained in 2020 and over 3,000 Parish Women's Council Chairpersons trained in 2022.

During the last general elections held in 2021, the Council mobilized women to actively participate in the election process both as voters and candidates. A number of Women's Council leaders won seats in Parliament and at Local Government level.

Kibowa is also happy that they have championed activities aimed at

support women across the country including blood donation campaigns to collect blood for mothers who need blood during delivery, tree planting, distribution of reusable sanitary pads as well as conducting community dialogues and sessions on Sexual Reproductive Health and Rights.

She looks back and commends her team both at the national Secretariat and Local Governments for a job well done.

“

Kibowa is also happy that they have championed activities aimed at support women across the country including blood donation campaigns to collect blood for mothers who need blood during delivery, tree planting, distribution of reusable sanitary pads as well as conducting community dialogues and sessions on Sexual Reproductive Health and Rights.



Faridah (second left), the Finance secretary Norah Akwi, Publicity Secretary Namatovu Masitula and Vice chairperson Linda Auma

How Technology is aiding UWEP Program to promote Gender Equal Future

Constance Kadecemba, a resident of Bisese Division, in Ibanda Municipality was trading in plastic sandals, also known as (Bona Bagagawale). By then, the business located at Katafari Trading center was worth UGX300,000 (Three hundred thousand shillings). She was on its "death bed" as most of the capital was being diverted for the provision of basic needs at home such as purchase of soap, salt, books, sanitary pads, and school uniforms to mention but a few.

Determined to earn, she joined a group of likeminded women, to apply for funds from The Uganda Women Entrepreneurship Programme (UWEP) through the Ibanda Municipality offices. "We applied for the money because we were told that it carries zero interest and didn't require any form of collateral security". I didn't want loans from banks because I had seen some women lose their properties after defaulting on a bank loan.

As a group, we received UGX 9,320,000 which we used to start up a joint

catering business. To date, all the 11 members have acquired individual assets like goats, cows, and others have gone a notch higher by establishing individual businesses which would not have been possible without UWEP support. "As women, we thank his excellence President Yoweri Kaguta Museveni for bringing this programme which has greatly helped us to improve our standard of living."

Kadecemba's group is among the many women groups across the country that have benefited from the Uganda Women Entrepreneurship Program (UWEP), the first ever women centric programme implemented by the Government of Uganda. Whereas Government has implemented a number of poverty alleviation initiatives, women had not benefitted much given the generic nature of such programmes. UWEP is the first economic affirmative action oriented Programme implemented as a revolving fund to address the social-economic constraints that are faced by majority of Ugandan women.

Kadecemba's group is among the many women groups across the country that have benefited from the Uganda Women Entrepreneurship Program (UWEP), the first ever women centric programme implemented by the Government of Uganda.

During Implementation of the programme, the Ministry realized still much had to be done to deliver the economic benefits for the women. Independent studies were carried out to support implementation of the programme of the programme going forward. Winifred Masiko, the National Programme Coordinator of UWEP, says the studies including capacity building for the Management Information System conducted with support from the Bill and Melinda Gates

Foundation, and CARE International in Uganda were timely and have helped the Programme to transition into the second phase of implementation.

Uganda Women Entrepreneurship Programme is now managed under the Uganda Joint Programme for Women Entrepreneurship and Youth Livelihoods under the Ministry of Gender Labour and Social Development. Others are process evaluation of the programme, as well as baseline study.

Using the allocation of UGX 34.7 billion in the F/Y 2022/2023 recovered by the Women and youth over years of implementation for the flagship programmes

of Uganda Women Entrepreneurship Programme and the Youth Livelihoods Programme

According to finding of the baseline study, the dependency ratio on women in particular widows is still high vindicating the UWEP programme focus on the most vulnerable categories of women including the widows. The research findings show that 47% of widows look after between 6 to 10 dependents. The key driving forces amongst women beneficiaries towards the formation of groups were; profit motive; 84%; self-achievement; 47%, and only 31% formed groups to benefit from government empowerment initiative. When asked about key

limiting factors to business growth in their localities, majority mentioned limited capital, limited market for their products and services. There was appreciation of the need for appropriate technologies for production and value addition although uptake was still limited. Interestingly, 89% of all beneficiaries owned some micro businesses before joining UWEP and 85% maintained their businesses even after joining UWEP. This among others is a key factor underpinning the success of UWEP.

The study findings have revealed that the Uganda Women Entrepreneurship Programme has a great potential in the delivery of women economic



Some of the activities of the programme

empowerment efforts like provision of credit to enable women start grow and nurture their enterprises, delivery of hard and soft skills to women and enabling them access markets for their products and services.

The study recommends among others maintenance of direct disbursement of funds to women groups, additional funds to accelerate operations of UWEP implementing partners; local governments, continued refinancing and mentorships to projects that have finished 100% repayments and enforcement of flexibility in management of enterprises at group level to allow groups to decentralize management of their enterprises into individual and/or mini- groups where applicable. Additional process effectiveness will also be achieved through intensified trainings to groups, involvement of sector experts and other stakeholders in UWEP implementation.

To further ease UWEPs work, he Ministry has developed a Management Information System which has been deployed to speed up processes. This was informed by delays in the manual transmission of data from local governments to the ministry.

According to Mr. Josephat Tumusiime; the Ibanda Municipality UWEP focal point person, they had been experiencing challenges to carry physical files to the Ministry, and manual transmission of recovery and projects' performance data. The UWEP Management Information System has solved that hustle "as a local government we easily generate data for reporting and transmission to the ministry which has contributed to the efficiency and effectiveness in programme implementation" says Tumusiime

He adds that; "With the digital system, I feed the information of the group into the computer at once

and only keep updating in the computer. it protects information because when files are bulky, there is a possibility losing some information. It also makes it easy for us when following up a group to check how its progressing or is need of assistance," explained Tumusiime.

UWEP have already carried trainings for 175 local governments countrywide on how to use the Management Information Systems (MIS) to gather and process data for the women groups. Alexander Kikwaya, the Deputy Chief Administrative Officer (CAO) for Kabarole District noted that efficiency and effectiveness in programming can now be witnessed; thanks to the new MIS. Hope Susan, the Community Development Officer (CDO) for Hoima Municipality and one of the training beneficiaries remarked "The MIS tool has eased my work in reporting. I can now generate instant records for the women groups and send it to the head office without any repetition and loss of information"

Improving Access to Digital Learning for Girls in Hard to Reach Areas

Digital technology has changed the world in the last 20 years. Digital advances have enhanced social and business connectivity, offered tech-based solutions for financial inclusion, and increased access to trade and public services. In education, virtual classrooms and distance learning have opened up learning opportunities to students who would otherwise be excluded. Technology can be a force for positive change.

While the Government of Uganda's introduction of Universal Secondary Education (USE) in 2007 was instrumental in increasing overall school

enrolment rates, high failures in Maths and Sciences especially for girls and children from vulnerable households persists. This challenge is occasioned mainly by the inadequate science teachers with no or limited experience in ICT as a delivery method to learning and lack of hardware or ill-equipped computer laboratories. As of 2016, 2.8 million children of secondary school-age were out of school, which corresponds to more than half of all school-age children.

This is compounded by the impact of COVID where schools have been closed for two academic years. The SDG Goal

4 and 5 and Uganda agenda 2030 set out for the nation to work towards eliminating gender inequalities in access to education across all levels, improvement of education quality by ensuring that learners attain the required proficiency levels, skilling particularly the youth with 21st century skills demanded by the market, emphasis on science, technology, engineering, and Maths. There is recognition for skills development as an essential strategy to promote employment in the digital era; to mainstream ICT in the teaching of maths and sciences, and to invest in strategic interventions that promote inclusive



Girls using the Kolibri platform at school



education with ICT as an equalizer.

Tackling gender inequalities in digital literacy, STEM and education

The Government of Uganda in partnership with UNICEF is rolling out a digital platform that provides free learning content to learners and teachers to help improve their learning, specifically in Mathematics and Science subjects. The initiative code named "Transforming Computer labs into learning labs" is being implemented by the Ministries of Education and Sports and National Information Technology Authority of Uganda (NITA-U) and UNICEF.

Under the Transforming Computer Labs into Learning Labs initiative, the Ministry of Education and Sports (MoES), UNICEF and partners piloted since May 2017 the use of an open-source digital learning platform - Kolibri to improve learning outcomes in sciences and mathematics and to enhance digital learning and life skills for in and out of school adolescents, especially girls in underserved and refugee hosting districts.

Kolibri is live in over 30 districts, 100 public secondary schools with computer labs, 12 youth-

friendly ICT centres in refugee settlements in West Nile Region, and 20 primary schools catering to learners with disability through assistive devices. The initiative has reached over 250 teachers, more than 16,000 in and out of school adolescents are able to access offline content via the digital learning platform 'Kolibri,' while gaining ICT and Life skills.

Partners promoting the acceleration of digitization and technology in education have identified four interventions through which e-learning with the Kolibri platform will be scaled up in Uganda to reach 200, 000 adolescents and youth by 2026.

Through these interventions, adolescents, including girls in rural and hard to reach areas are accessing the platform offline via their school computer labs and community ICT centers. Many girls in the pilot schools emerged as Kolibri champions for their efforts to improve equitable access for all students, implement mechanisms for maintaining and servicing equipment as well as strategies for sustaining school computer labs.

During COVID19 period, the online platform

registered 250% user growth from 2,027 users in 2018 to 7,882 to-date and increase in content base from 11,000 to 54,000 to-date. Further study on sex of online users shows a disproportion in access by the females. Of the total registered users between ages 10 to 24 (6,312) 2,273 (36.01%) are female and 4,027 (63.79%) are male.

To address barriers to access, Airtel Uganda has partnered with the Ministry of Education and Sports and UNICEF to accelerate digital learning by zero-rating the Kolibri platform, meaning users will be able to access learning resources without the need for data when connected on Airtel network.

The interventions are demonstrating the potential of public/private sector partnerships to accelerate digitization of education in Uganda. This provides the opportunity to unlock new growth markets with connectivity of new beneficiaries and communities; model innovative financing structures that combines public and private investments to address barriers to tech-enabled learning and inform the thinking and practice in effective digitization through this evidence-based interventions.

By Buye Abubakar & Rosette Nanyanzi



NSTEI-SEP
National Science, Technology, Engineering
and Innovation Skills Enhancement Project



National Science Technology Engineering Innovations and Skills Enhancement Project

Vision: To expand the supply of innovative and employable workers by increasing access to quality and labour market -relevant and factory learning retooling programs.

Mandate: To provide integrated innovation hubs and learning factories that will ensure the practical retooling of innovators and science & engineering professional and production of real marketable products to enhance Uganda's competitiveness

Project Components and focus areas

The National Science, Technology, Engineering and Innovation Centre (NSTEIC)-Rwebiteete-Kiruhura District

- Construction Machinery hub
- Automobile engineering hub
- Agricultural Mechanisation hub
- Industrial (Mechanical) hub
- Civil Construction hub
- Metallurgy (Metal & Fabrication) hub
- Electropneumatic (Electronic & Electrical R&D) hub



Innovation Technopreneurship Centre(ITC) Kampala Industrial Park-Namanve-Mukono District

- Finished leather Processing
- Textile Design
- ICT & Multi-media
- Common User Facilities
- Shared work spaces for scientists and innovators
- Industry 4.0



Technical Services Centre (TSC)

- Equipment leasing and Machinery Rentals.
- Contract Engineering and Manufacturing.
- Maintenance of Engineering Machinery and Equipment.
- Provision of Technical Training and Re-tooling.





Enhancing skills and technology in infrastructure and manufacturing



Introduction

The National Science, Technology, Engineering and Innovation Skills Enhancement Project is a strategic undertaking by the government of Uganda to enhance the technological and skill base of Ugandans to participate in national infrastructural projects and manufacturing industries. The project is being funded by Government of Uganda and EXIM Bank of China and implemented by Uganda National Council for Science and Technology, an agency under the Ministry of Science Technology and Innovation – Office of the President (STI-OP)

The project is expected to provide economic opportunities for the youth as well as scientists and innovators, so that they become a power source for innovation and economic development through the development and utilization of Science Technology and Innovation (STI) by Ugandans to create new and self-sustaining technology enterprises, enhance Technopreneurship skills and create employment for the youth as well as scientists and innovators.

Vison and Mission

The Vision of the NSTEI-SEP is to expand the supply of innovative and employable workers

by increasing access to quality and labor market through relevant factory learning training programs.

The Mission of the project is to enable Ugandans design, implement and manage key infrastructural projects and create globally competitive businesses. The project will via product development and commercialization cycle impart employable and innovative skills for harnessing Ugandans towards nation building.

National Science Technology, Engineering & Innovation Center (NSTEIC)

The National Science,

Technology, Engineering and Innovation Centre (NSTEIC) is located in Rwebiteete, Kiruhura District along Lyantonde-Mbarara road is one of the components under the National Science Technology Engineering Skills Enhancement Project (NSTEI-SEP). The Center is intended to stimulate the advancement of manufacturing industry by way of precision tooling and manpower upgradation in line with the learning factory model as an intervention in the achievement of the Uganda's Vision 2040 (section 4.1.6, no. 135; "to build a stronger and more competitive industrial base over the vision period").

The center is to be equipped with state-of-the-art infrastructure and equipment that will facilitate retooling/upskilling of Ugandan Engineers, Technicians and Craftsmen using a flexible learning factory model. The center is intended to undertake the following major aspects/components;

The Retooling/upskilling component

This will include training of recipients from industry to upgrade their skills in terms of new technology and equipment and make them more employable in industry and also capable to participate in local infrastructure projects like oil and gas pipeline

construction, road construction, electricity distribution etc. and as such make Uganda self-reliant.

The re-tooling component will be facilitated by the establishment of several learning factories at the center under the following technology areas; Industrial, Metallurgical technology, Automotive, Electro-pneumatic, Civil engineering, Construction machinery and Agricultural technology.

The recipients will be trained in a "learn by doing model" addressing the skill gaps identified in each trainee so as to upskill them and make them more relevant and competitive in their areas of specialization and also equip them with skills and knowledge to create globally competitive businesses, create jobs and wealth in the country. Production component The center is to be equipped with modern industrial equipment that will be used to produce precision tools that are currently being imported or being produced locally at low standard.

The key products at the center will include molds for plastic products, gears, pulleys, shafts etc. made from different materials including steel, aluminum, brass and other alloys. The production of such products will enable the center reduce on the

importation of the above products and as such make the country stable and self-reliant.

To facilitate production of precision tools, the center has been equipped with high end manufacturing equipment from design through additive manufacturing to subtractive manufacturing using both conventional and computer numeric control (CNC) machinery.

In addition to the above two components, the center will have a contract manufacturing aspect where any party will come to the center to have their product made using the equipment at the center through either additive manufacturing or subtractive manufacturing in case the party does not have capable equipment; this aspect will be so helpful to especially craftsmen in Ndeeba, Katwe and other areas who get work but don't have capable equipment to handle more complex tasks.

Expected outcomes from NSTEIC

In view of the above aspects/components of the center, the country and Ugandans will benefit from the center in the following ways;

- Import substitution and export diversification: the production of especially molds for plastic products which are

Administration block NSTEIC Rwebiteete



Artistic impression of NSTEIC

only being imported will reduce on importation of the same and also open doors for neighboring countries to buy molds from Uganda.

b) Retooled Ugandans: this will enable Ugandans participate in local infrastructure projects, be competitive in industrial jobs and also be able to create competitive business and provide jobs

c) Mechanized agriculture: this will result from extensive training in agriculture methods and equipment and enable Ugandans adopt efficient means in agriculture management.

d) Accelerated innovation in the country: the center will be an innovation hub enabling application of new knowledge and bridging the gap between academia and industry which ultimately will facilitate economic

development. Accelerated growth for MSMEs: the center will also act as a demonstration center for MSMEs where they will learn the new ways of doing things and as such operate efficiently and grow.

e) Improved livelihood in the host areas: the center will provide jobs in different categories to the host district and other neighboring districts and this will up their standard of living.

NSTEIC implementation progress

The Civil works construction is at 76% completion, the project is within schedule and is expected to be completion and hand over to government by July 2023.

Prayer to H.E the President

In order for the center

to operate efficiently, there is need to take considerations of the entire production value chain to be handled at the center in the area of machining which needs to be supported by a foundry. With existing mineral ores in the country, having a foundry would make the center a key consumer of extracted minerals. Absence of a foundry implies that key raw materials used at the center such as steel and aluminum will have to be imported to facilitate machining and production of products. The center could not obtain a foundry due to the technology transfer considerations under the current support under EXIM Bank of China. It is therefore our prayer that government commits own resources to build a foundry that will serve the needs of the center.

Huawei Brings DigiTruck to Train Over 2500 Youth across Uganda



The Project is in partnership with Uganda Ministry of Education and Ministry of Labour, Gender and Social Development. This is also part of Huawei's digital inclusion initiative 'TECH4ALL' that aims at using technology, applications, and skills to empower people and organizations. TECH4ALL is currently carried out in Kenya, South Africa, Ghana, Mauritius and now Uganda—with plans of expanding to other countries across Africa.

According to Huawei Uganda Managing Director Mr. Gaofei "Huawei runs many programs aimed at improving the capabilities of Uganda's ICT talent and building a stronger ICT ecosystem with a goal to train over 5,000 ICT talents in Uganda each year for the next coming years. The DigiTruck provides basic digital skills to women, youth, informal sector in rural areas and runs alongside other advanced ICT courses for university students such as Seeds for the Future and ICT Academy."

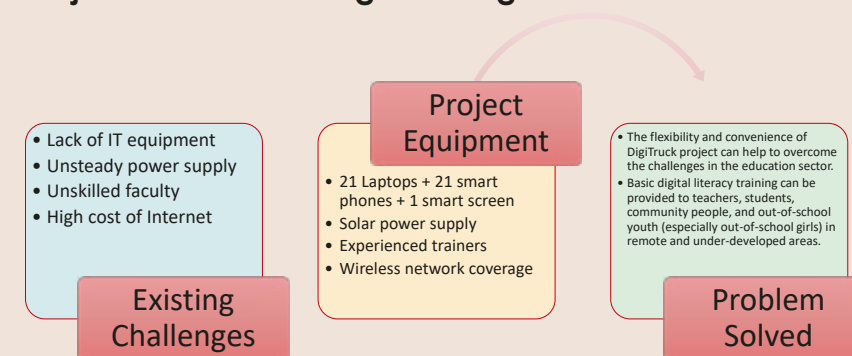
Huawei is a leading global ICT solutions provider and has developed the DigiTruck to train over 2500 youths across the local communities in Uganda. This initiative aims at bringing digital technology to resource-poor regions and enable people to receive quality education and improve their lives.

The Huawei DigiTruck is a mobile classroom transformed from a truck container with wireless broadband access,

where students can learn digital skills and access the internet. Its targeted to digitize the Youth, women, People with Disabilities and informal sector (Jua Kali) Enterprises for productivity and Job creation for the people of Uganda.

This is pre-installed with desks and chairs to cater for 20 learners in one session; Huawei IdeaHub smart screen, laptops, smart phones and air conditioner, all running on solar power installed on top of the truck.

Project to solve existing challenges



The DigiTruck initiative is in line with Uganda's 2040 vision, National Development Plan and Education Digital Agenda Strategy through the focus, modules and learning areas to be tackled with the program, which include digital foundation skills, digital communicating, digital handling of information, digital transacting, internet for problem solving, online safety, civility and privacy.

Project in line with government plans



Project design



- Background color – white.
- Solar system on top of DigiTruck.
- The Logos to be used including: Government of Uganda, Huawei, Close the Gap and TECH4ALL;
- Slogan on the left side: **Leaving No One Behind;**
- Slogan on the right side: **A Better U for A Better Uganda**

- Teaching area inside the DigiTruck.
- Desks & chairs preinstalled to cater for 20 students in one session.
- Air conditioner of 18000 BTU to maintain cooling temperature.
- Teaching equipment include: 1 Huawei IdeaHub smart screen, and 21 Huawei laptops



“Through the DigiTruck, Huawei aims to Digitalization of the Youth, Women, PWDs and Informal Sector (Jua-Kali) Enterprises for Productivity & Job Growth

How it works



Brenda Kiconco

Parental and sibling care inspired Kiconco to provide leadership to young girls and Women

Right from high school, Brenda Kiconco, found herself being drawn towards providing leadership and advocacy for young girls. She drew inspiration from how her parents and siblings cared for her at home as a last-born child.

“I desired to give the same energy to my fellow young people who are disadvantaged, such as the teenage mothers out of school, and others who feared to speak up for themselves,” Kiconco, who is a Board Member of the National Women's Council representing young people, revealed.

She is also the Secretary Female Affairs at National Youth Council.

She is inspired in leadership by Miria Matembe, who is a strong proponent and an advocate of women's rights in Uganda. She also draws inspiration from the former Speaker of Parliament now First Deputy Prime Minister and Minister for East African Community Affairs, Hon. Rebecca Kadaga, for her unreserved efforts in fighting for the rights of women and girls.

“I have a dream that one day I will be the speaker of parliament,” Kiconco revealed, adding: “I need to achieve more so that I can fight for the rights of women and girls.”

Kiconco also intends to start a foundation to help young girls and women, largely school prefects, come into leadership and political space by teaching them how to speak for themselves and achieve what they want.

“I desired to give the same energy to my fellow young people who are disadvantaged, such as the teenage mothers out of school, and others who feared to speak up for themselves...”

TVET to Support Women Stepping into Men-Dominated Fields: UNIDO's Project in Uganda Shows the Way

It is essential to reflect on the theme for this year, which is "Equal Opportunities in Education Science and Technology for Innovation and a Gender Equal Future" as we approach the 2023 International Women's Day. This theme is particularly relevant in Uganda, where efforts are being made to promote gender equality and ensure that women have equal access to education, science, and technology.

In Uganda, women still face challenges with accessing employment, which constrains their income potential, and often lack necessary resources such as information, communication,

and technology skills, making it difficult to enter male-dominated fields. However, initiatives such as the establishment of the Mechanical Engineering Training and Advisory Centre (METRAC) in Uganda and the use of virtual reality (VR) based training for operators and trainers can help bridge this gap.

METRAC is the first training facility for road construction equipment operators in Uganda. UNIDO, in partnership with the Government of Japan, the Government of Uganda, the Ministry of Works and Transport, and Komatsu Ltd., established METRAC to improve Uganda's road infrastructure by providing

the country with skilled road equipment operators. The facility provides training in professions not yet taught at Uganda's technical and vocational education and training (TVET) institutions. Among the first batch of road construction equipment operator trainers were two women who were nominated to serve as trainers. Alex Keshubi and Miria Nagasha have been involved in the field of road construction since an early age, even though women working in the road construction industry have been a rare sight.



When stepping into the field, Miria remembers the challenges she endured by telling her friends and family about her career choice: "At first, I got lectures from different people advising me to be careful... they cautioned me on challenges there but in fact, I didn't find it very hard". She continues by saying that women need to be continuously reminded that they are equally capable of operating a machine as men are and need to be informed about possibilities and opportunities outside of common gender stereotypes. Another initiative that is promoting gender equality in the field of technology and innovation is the use

of virtual reality (VR) based training for operators and trainers. Specifically, UNIDO is working with Komatsu to provide VR-based simulator training, targeting 74 excavator and wheel loader operators and trainers in Uganda. The VR-based training provides a safe and controlled environment for operators and trainers to learn and practice their skills without the risk of injury or damage to equipment. This initiative allows for the training of a large number of operators simultaneously, reducing the risks associated with construction contract delivery, and increasing efficiency. Promoting gender equality in the field of technology, through initiatives such as

METRAC and VR-based training, is fundamental in achieving gender equality in education, science, and technology. By providing equal opportunities in education and training, women can step into male-dominated fields, contribute to inclusive and sustainable industrialization, and economic growth. Through providing specialized skilling and job opportunities to foster gender equity paving the way for a gender-equal future in Uganda and beyond.



In early May, Kasese Youth Polytechnic (KYP) in Kasese opened its gates to first-year students who were eager and ready to pursue various technical courses. Many were vibrant and excited about what would be several years of adventure and continuous learning. However, for 18-year-old Biira Catherine, hers would be an entirely different story from the new entrants.

Catherine enrolled in a National Certificate course in Building and Practice. However, before that, she got pregnant during her senior six holidays, and was 7 months along when the semester started. Enrolling in a course that is perceived to be only for males was a challenge for Catherine who was also expecting anytime soon. Nonetheless, this did not deter her or muddle her confidence in pursuing a course in Building and Concrete Practice.

From an early age, I have always wanted to become a civil engineer and an

instructor in the field of construction,' said Catherine, as she playfully twisted the spatula she uses to make a mixture for the building blocks. On learning of Catherine's condition, the school was hesitant to accommodate her but she insisted that she would manage and meet the expectations. Eventually, one of her instructors gave in and he even lets her use his office as a resting and breastfeeding place for both Catherine and her 2½-month-old son.

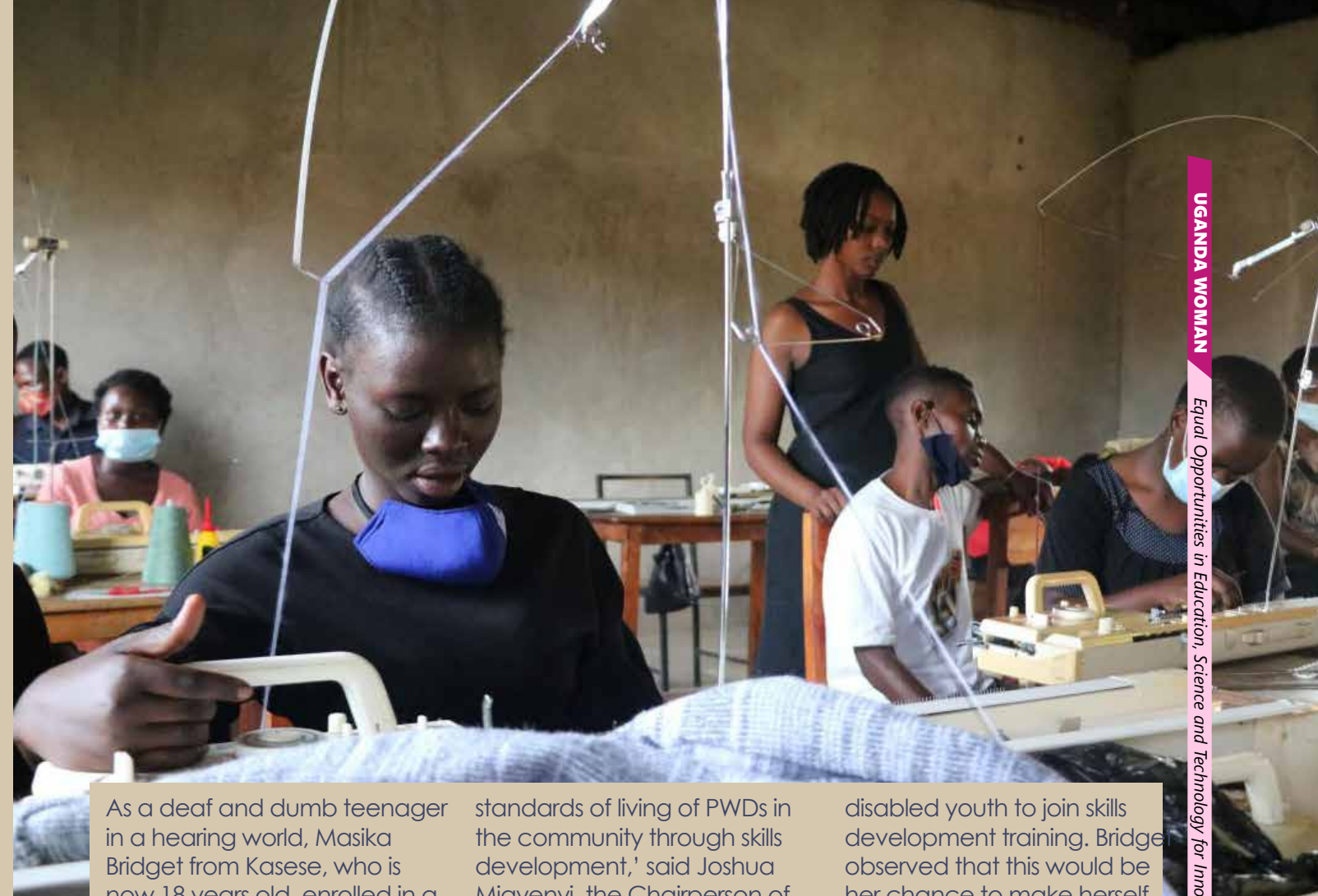
According to the UNFPA 2021 factsheet on pregnancy, a total of 290,219 teenage pregnancies in Uganda were recorded from January to September 2021. This number implied that women were already mothers or pregnant by the age of 18, with studies also showing that girls drop out of school due to the stigma associated with early pregnancies. During her school days, Catherine still faces several challenges that she hopes can be addressed.

'I hope we can have a structure set up for nursing mothers to breastfeed and for our babies to rest at whatever time they wish,' she remarks. Despite this, Catherine is persevering and she hopes hers can be a lesson to other young mothers to pursue their dreams no matter what. 'I encourage young girls and mothers to join skilling programs to have a future they want,' said Catherine.

Enabel, the Belgian development agency, through the Support to Skilling Project, has supported the enrolment of females in several vocational training institutes through the construction of female dormitories and state-of-the-art classrooms and workshops. From 2016 until 2020, over 1,983 females enrolled for vocational training in the 7 partner institutes supported by Enabel in the regions of Albertine-Rwenzori and Karamoja.

Enabel

Support to the implementation of skilling uganda strategy



As a deaf and dumb teenager in a hearing world, Masika Bridget from Kasese, who is now 18 years old, enrolled in a tailoring and garment-making program in February 2022.

Bridget enrolled in a 6 months course with the Kasese District Union of Persons with Disabilities (KADUPEDI), a project funded by Enabel through the Skills Development Fund (SDF).

In African society, particularly in Uganda, Persons With Disabilities (PWDs) are often considered insignificant, and little or no care is shown toward these people, due to a lack of education or skills. However, KADUPEDI decided to demystify this general outlook by providing a platform for disabled youth in Kasese and Bunyangabu districts to empower themselves. 'Most of the disabled youth resorted to begging on the urban streets as a means of survival. Therefore as KADUPEDI, we decided to improve the

standards of living of PWDs in the community through skills development,' said Joshua Migyenye, the Chairperson of KADUPEDI.

In a country grappling with youth unemployment due to lack of quality skills, Bridget is or rather was one of the statistics in this category. However, with the grant given to KADUPEDI by Enabel, Bridget is starting to realise her dream of becoming a business owner. 'Despite my hearing inability, I hope to one day start my own business and employ people like me,' said a cheerful Bridget, who operates her sewing machine.

With the help of Biira Racheal, the sign language expert, and interpreter, Bridget explains that she enrolled for this training due to a lack of tuition which forced her to drop out of school. Therefore, instead of sitting at home redundant, Bridget decided to respond to a radio advert calling for

disabled youth to join skills development training. Bridge observed that this would be her chance to make herself useful and self-reliant.

Although Bridget has just started this training, she says that when she starts making money, she will advise more youth like her about the goodness of skills training and encourage them to join such programs.

The Support to Skilling Uganda program has trained over 12,656 youth, women, and girls in formal and informal courses such as Bakery, Soap making, Tailoring, and so on, under the Skills Development Fund (SDF). The SSU program is jointly funded and implemented by Ireland, Belgium, and the European Union and operates in the regions of Karamoja, Albertine-Rwenzori, and Northern Uganda, respectively.

Enabel

Government, World Bank Launch USD217m Project for Women Entrepreneurs

The Government of Uganda (GoU) with support from the World Bank is launching a women targeted project - Generating Growth Opportunities and Productivity For Women Enterprises (GROW). The USD 217 million project which is financed entirely as a grant from the International Development Association (IDA) will benefit an estimated 1.6 million people in 146 districts.

"Through the GROW project we hope to change these statistics and increase access to entrepreneurial services that will enable female entrepreneurs to grow their enterprises," Mukami Kariuki, the World Bank Uganda Country Manager said during the launch.

The GROW project aims to support women entrepreneurs transition from micro to small and from small to medium enterprises. The project will

contribute to GoU's NDP III goal that explicitly calls for "promoting women's economic empowerment, leadership and participation in decision making through investment in entrepreneurship programs and business centers." In partnership with the Office of the Prime Minister, the project will also support female entrepreneurs in refugee and hosting communities. This will help to mitigate the spill-over effects of conflict, a goal of the World Bank's Fragility, Conflict, and Violence Strategy FY2020-2025. The project is anchored on four components;

- Component 1: (\$42 million) Support for Women Empowerment and Enterprise Development Services, including in host and refugee communities. This will provide enterprise development services for women through training (technical, life-skills, digital), business

advisory services, and enhanced networks for women through platforms that facilitate market linkages and value chain development and seek to change negative social norms that prevent women from engaging in business activities.

- Component 2: (\$90 million) Access to Finance for Women Entrepreneurs, to support them transition from micro enterprises to small and medium enterprises. This component will also address the key constraint of access to larger scale finance for women entrepreneurs to expand their business.
- Component 3: (\$70 million) Enabling Infrastructure and Facilities for Women Enterprise Growth and Transition, including common-user and childcare facilities to ensure that women have access to supportive economic and social infrastructure.
- Component 4: (\$15 million) Program Management Support, Policy Innovation, and Evidence Generation. This will support project management, policy innovation, and evidence generation.

The project will be implemented by the Ministry of Gender, Labor and Social Development and Private Sector Foundation Uganda.



BANKING ON WOMEN

We know that putting women first benefits both communities and generations and that's why we want you to have a seamless banking experience. Upgrade the way you and your community bank by signing up for Finance Trust Bank's digital services and enjoy convenient banking *anytime, anywhere*.

Visit a Finance Trust Bank branch to open a Mama's Safe Individual Savings Account.

Dial *224# and follow the prompts or download the Finance Trust Bank app* to access your account in minutes.



Finance Trust Bank: P.O. Box 6972, Kampala. **Head Office:** Twed Plaza, Plot 22B, Lumumba Avenue, Kampala.

☎ 0800 220 500 ☎ 0751 932 900 / 0701 932 901 📱 @FinanceTrustBankUganda 📱 @financetrustug 📱 @financetrustbankug
 📱 @financetrustbankuganda 📱 Finance Trust Bank Uganda 📱 customercare@financetrust.co.ug 🌐 www.financetrust.co.ug
 Regulated by Bank of Uganda. Customer deposits are protected by the Deposit Protection Fund of Uganda up to UGX 10 million.





Cover your kids' medical bills
while they are at school and

Wumula *Ka* Stress

with Stanbic MediProtect

Benefits include:

- Sign up conveniently via www.stanbicbank.co.ug
- No age limits
- Covers immediate family, dependents and extended family members from as low as UGX 600,000 annually per person.
- Caters for Inpatient, Outpatient, Maternity, Dental & Funeral Cover



For details, call **0800 150 150**

Stanbic Bank **IT CAN BE™**

Stanbic Bank Uganda Limited. A Financial Institution regulated by the Bank of Uganda and Customer Deposits are protected by the Deposit Protection Fund of Uganda up to UGX 10 million. Terms & Conditions Apply. License Number A1. 030

  @stanbicug