

# Gender Assessment

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## **FP034: Building Resilient Communities, Wetland Ecosystems and Associated Catchments in Uganda**

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**GREEN  
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FUND**

## **Gender documents for FP034**

# **Gender Assessment and Action Plan**

## **Uganda: Building Resilient Communities, Wetland Ecosystems and Associated Catchments**

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## I. Introduction

The proposed GCF funded project supports the Government of Uganda to *build resilient communities, restore wetland ecosystems and associated catchments*.

While Uganda has shown great economic improvements in the past few years, with growth rates averaging 5.5 percent between 2010 and 2014, it still faces many challenges. Only 18.5% of the working labor force is engaged in wage employment. The remaining 72% are largely engaged in subsistence agriculture. Agriculture remains the backbone of Uganda’s economy, accounting for 25.3% of the country’s GDP, and employs 70% of the population (both formally and informally), 77% of whom are women, and 63% of whom are youth. As of 2013, 19.7% of the population was living below the poverty line and there remain significant disparities in poverty levels across the region.<sup>1</sup> As of 2014, out of a total population of 28 million in the country, wetlands provide subsistence employment for over 2.4 million people.<sup>2</sup>

The impact of climate change, coupled with other human and environmental stressors, is increasing degradation of wetlands and their associated ecosystem services in Uganda. This is negatively affecting the livelihoods of the people living in and around the wetlands. In fact, over 80% of the people living adjacent to wetland areas in Uganda directly use wetland resources for their household food security needs.<sup>3</sup> Given that wetlands are highly vulnerable to changes in the quantity and quality of their water supply (Erwin, 2009, Jin et al., 2009), climate change will most likely substantially alter ecologically important attributes of wetlands and will exacerbate the impacts from human activity. On the other hand, the loss of wetlands could exacerbate the impact of climate change in as they provide fundamental services that contribute to mitigation of such impacts.

This proposed project seeks to support the Government of Uganda to take climate change issues (increased climate variability, and extreme weather events such as drought, floods, high temperature, violent storms) into account in the management of critical wetlands. This gender assessment provides an

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<sup>1</sup> Uganda’s Second National Development Plan, 2012

<sup>2</sup> Second National Communication, Uganda (2014)

<sup>3</sup> Kakuru, Willy, Nelson Turyahabwe, and Johnny Mugisha, *Total Economic Value of Wetlands Products and Services in Uganda*, The Scientific World Journal, Volume 2013 (2013).



overview of the situation in Uganda, identifying gender issues that are relevant to the project, and examining gender-mainstreaming opportunities.

The resulting gender assessment is based on:

- Undertaking a desktop review, and aligning approaches in this proposal with the national priorities of Uganda;
- Incorporating information and lessons learnt from past studies and assessments on gender in Uganda by the Government of Uganda, the United Nations, Development Partners, civil society organizations, and multilateral development banks;
- Conducting stakeholder consultations and engaging women affected by the project and incorporating all points raised; and
- Integrating gender considerations in the project indicators, targets and activities, identifying women as leaders and decision-makers.

## II. Resilience of communities dependent on wetland ecosystems which are vulnerable to climate change

Wetlands represent considerable ecological, social and economic values. In Uganda, wetlands provide important water sources for human consumption, agriculture, livestock, and recreation, and their ecosystem functions and services such as water purification, water flow, storage and recharge, shoreline stabilization, micro-climate regulation and biodiversity habitat provision.

Uganda's National Policy for the Conservation and Management of Wetland Resources (1995) defines wetlands as areas "where plants and animals have become adapted to temporary or permanent flooding." It includes permanently flooded areas with papyrus or grass swamps, swamp forests or high-altitude mountain bogs, as well as seasonal floodplains and grasslands. While all wetlands are characterized by impeded drainage, the length of their flooding period, depth of water, soil fertility, and other environmental factors vary with different wetland types. Wetlands are home to distinctive plant and animal communities that are well adapted to the presence of water and flooding regimes. (MNR, 1995).

Based on the literature, it has been reported that communities who live around protected areas in Uganda are generally poor (Plumptre et al., 2003). These poor populations generally rely on ecosystem services for subsistence and income generating activities or to obtain water and medicines because they lack affordable alternatives. Data shows approximately 5 million people in rural areas get their daily fresh



water supply from wetlands (UN WWAP and DWD, 2005). This report added that the economic value of this service alone has been estimated at US 25 million per year in Uganda.

Thus, demand for wetland resources is not likely to diminish in the near future, unless major drivers of poverty are addressed. For example, one of the few studies about the relationship between poverty and wetlands in Uganda revealed that an overwhelming majority of papyrus harvesters in the Lake Bunyonyi wetlands sold raw papyrus or crafts made from papyrus to bridge income shortfalls for periodic high expenses such as school fees or end-of-the year festivities (Maclean et al., 2003).

It should be noted that climate change affects women and men differently – to the detriment of women - due often to existing social norms. The risk of climate change magnifies women’s relative poverty. Women are also underrepresented in decision-making in resource management and other issues on how best to manage the climate threat.

Addressing gender dimensions within the project design and implementation, this proposal works to identify and integrate interventions to provide gender responsive and transformative results. Women are key players in natural resource management, as well as in the agricultural sector, and therefore contribute to food security, livelihoods and water management. Women, however own fewer assets and have less access to land. They also have limited access to financial products and services, particularly in the rural areas of Uganda.

Climate change policies and programs in the past have been gender-blind and have not been responsive to gender mainstreaming. The concerns and considerations of women when included have presented only a minimal effort.

Subsequent to the inception of the Rio Conventions (1992) it was evident that, without gender equity equality, poverty reduction, environmental sustainability and long-term economic development achievement of aspired goals seemed less attainable. As women and men experience poverty differently, they also have differentiated knowledge of natural resources, yet their contributions are unequally recognized. Improving environmental management and achieving poverty eradication requires full acknowledgment on the roles of both women and men in effecting changes.



The Government of Uganda has approved its National Gender Policy (NGP) in 1997. The policy raised awareness on gender as a main issue that needs to be addressed. However, the policy has not been revised since, and it does not take into consideration current emerging development issues and challenges that women in Uganda are facing. Efforts need to be undertaken in the areas of: recognition and promotion of gender in macroeconomic management, participation in decision-making and governance, protection of rights and improved livelihoods.<sup>4</sup>

As a result of gender roles historically and socially assigned to women and men, including the gendered division of labor, it is recognized that female vulnerabilities to climate change are different. Vulnerability of rural women in many parts of sub-Saharan Africa (including Uganda) is highly related to biophysical, socio-economic and political factors. Difference in levels of education, wealth, reliance on natural resources, health status, access to credit, access to information, capital, as well as access to and participation in decision-making potential lead to high variations and intensify vulnerability.

Communities' can take action on adapting to climate change, such that men and women can be preemptive in reducing their vulnerability and build their resilience to potential new and discriminatory risks. In the past, communities have used their own strategies for coping with climate variability and extreme weather. But climate change and intense change in weather patterns now cause new risks that fall outside the previous experience of communities. Therefore, new techniques and ways need be used in combination with indigenous knowledge.

### III. Existing Gender Inequality in Uganda

Gender inequality is one of the main indicators of inequality and is played out along political, social and cultural dimensions. It is closely linked to poverty and other development challenges which is deeply-rooted in social norms and economic conditions with a greater impact on the poor, particularly women and young people.

Women play a critical role in agriculture, however, estimates show that they own only 7 percent of agricultural land. Common practice is that men are landowners and women have the right to live on the

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<sup>4</sup> <http://gov.ug/about-uganda/government-policies/national-gender-policy>



land and be involved in the farming activities. Efforts need to be undertaken in addressing the issue of equal women's rights to land ownership and decision-making.<sup>5</sup>

Uganda has made certain progress in addressing gender issues and overcoming challenges over the last years. However, due to embedded cultural norms and assumptions, women's participation in decision-making processes is significantly lower in comparison to males<sup>6</sup>. Mainstreaming gender perspectives in policy making and adopting policies to advance women's participation in leadership at a national and local level is crucial.

Uganda's Ministry of Gender, Labour and Social Development (hereafter MGLSD) was established in 1989. MGLSD's mandate is to guide and coordinate gender-responsive policymaking and practices as well as provide specialized support for other sectors with an aim to integrate gender-perspectives into the different sectors. Due to decentralization, MGLSD<sup>7</sup> has Community-Based Services/Gender departments within local governments and district offices (including every police post) to mainstream gender at the sub-national level. The appointed Gender Equality staff are Gender Focal Points or Community Development Officers and their role is to lead gender mainstreaming in district development plans and budgets by motivating technocrats and other stakeholders in both political leadership and technical leadership. However, both the national and sub-national structures of MGLSD face funding and staffing deficits which negatively impact implementation. The MGLSD's budget is very low with less than 1% allocation of the national budget to the ministry, resulting in insufficient resources to implement the country's well-designed policies for gender mainstreaming at both the system-level and the community-level. (DFID, 2014; APRM, 2016).

Gender inequality issues in Uganda can be summed up as

1. Inconsistency between gender sensitive policies/regulation and implementation;
2. Lack of reliable gender statistics and research;
3. Inadequate funding;
4. Existence of socio-cultural norms and patriarchal traditions;

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<sup>5</sup> <https://www.fidh.org/IMG/pdf/uganda582afinal.pdf>

<sup>6</sup> <https://cgspace.cgiar.org/rest/bitstreams/56517/retrieve>

<sup>7</sup> The number of technical staff working on gender in the MGLSD fell from 33 in 1996 to 10 in 2014. It is noteworthy that designated gender focal points often have limited impact due to their low-ranking within the office as well as having dual responsibilities with few resources and ambiguity about their roles, little training, and support (APRM, 2016).



5. Sexual and gender-based violence;
6. Unequal work burden for women in household and community.

### Gender Inequality Index

Through the years, several indices have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).<sup>8</sup> The GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while measuring achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women.

Uganda has a GII of 0.682 as of 2014 and ranks 88 out of 142 countries assessed. The GDI value as of 2013 is 0.896, which has ranked Uganda as 114.<sup>9</sup>

The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival and political empowerment.<sup>10</sup> Out of 142 countries, Uganda is ranked at 88 based on the GGGI 2014 results given below<sup>11</sup>:

Description	Score	Rank	Sample average
Economic participation and opportunity	0.631	97	0.596
Educational attainment	0.846	128	0.935
Health and survival	0.967	107	0.960
Political empowerment	0.284	29	0.214
Overall Gender Gap Index 2014	0.682	88	

\* Inequality = 0.00; Equality = 1.00. Source: The Global Gender Gap Report 2014

<sup>8</sup> United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

<sup>9</sup> <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

<sup>10</sup> World Economic Forum. The Global Gender Gap Report 2014 Country Profiles. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ETH> [http://www3.weforum.org/docs/GGGR14/GGGR\\_CountryProfiles.pdf](http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf).

<sup>11</sup> <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ZMB>



The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI), a composite index that scores countries (on a 0 to 1 scale) on 14 indicators grouped into five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties to measure the discrimination against women in social institutions across 160 countries. The 2014 SIGI value for Uganda is 0.2163, suggesting that discrimination against women is in the medium range.<sup>12</sup>

## Poverty

Uganda is heavily dependent on agriculture, which is considered to be the backbone of its economy. Its GDP per capita as of 2014 is 714.6 USD. Another important component of the national economy is the livestock sector, contributing to about 5% of the national GDP and about 15% of the agricultural economy.

Uganda has been classified as a country with low human development and the estimated gross national income per capita in PPP terms and as of 2011 is 1,226 USD for female and 1,997 USD for male.<sup>13</sup> The poorest members of the population are located in the northern and eastern regions of Uganda.

Vulnerable communities are dependent on wetlands and derive their livelihoods from the ecosystem goods and services obtained from wetlands. Due to climate change induced impacts, wetland degradation is a serious threat to impoverished communities and reduces availability of clean water, food and income to meet basic service needs. Although rural water coverage has increased from 54.9% in 2002 to 61% in 2006, access to clean and safe water are necessary conditions for sustainable development.<sup>14</sup>

The Lake Victoria wetland catchment and Lake Kyoga catchment are among to the most critical ecosystems in Uganda. The Global Water Partnership in East Africa states that Uganda loses approximately 15% of its Gross Domestic Product (GDP) due to the destruction of its natural resources, including wetlands.

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<sup>12</sup> <http://www.genderindex.org/country/uganda>

<sup>13</sup> [http://hdr.undp.org/sites/default/files/hdr\\_2015\\_statistical\\_annex.pdf](http://hdr.undp.org/sites/default/files/hdr_2015_statistical_annex.pdf)

<sup>14</sup> <http://www.mglsd.go.ug/policies/Uganda-Gender-Policy.pdf>



According to recent data, absolute poverty in Uganda has decreased in the past two decades. In 1992/93, more than half of the population (56.4%) was living below the poverty line. The trend continued as in 2012-13, the population living in poverty fell by 19.1%. (UNHS, 1999/00-2012-13 and HIS, 1992/3).

Figure 1 below shows the sub-regional picture in 2012-13, and presents significant differences in poverty by location. This data shows that there is unequal wealth distribution with nearly 90% of households in Kampala are in the middle class while most of the households in other sub-regions like East Central, Eastern, North East still live in poverty.

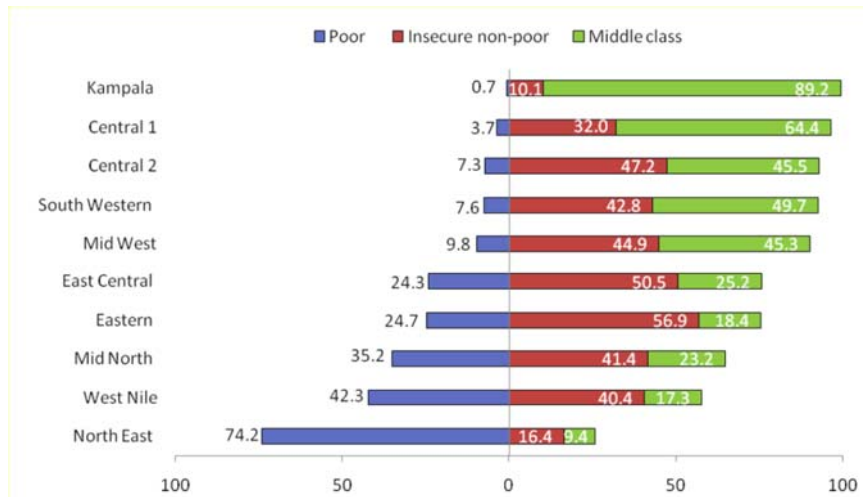


Figure 1. Sub-regional Picture, 2012-2014. Source: Uganda Poverty Status Report, 2014; UNHS 2012/13

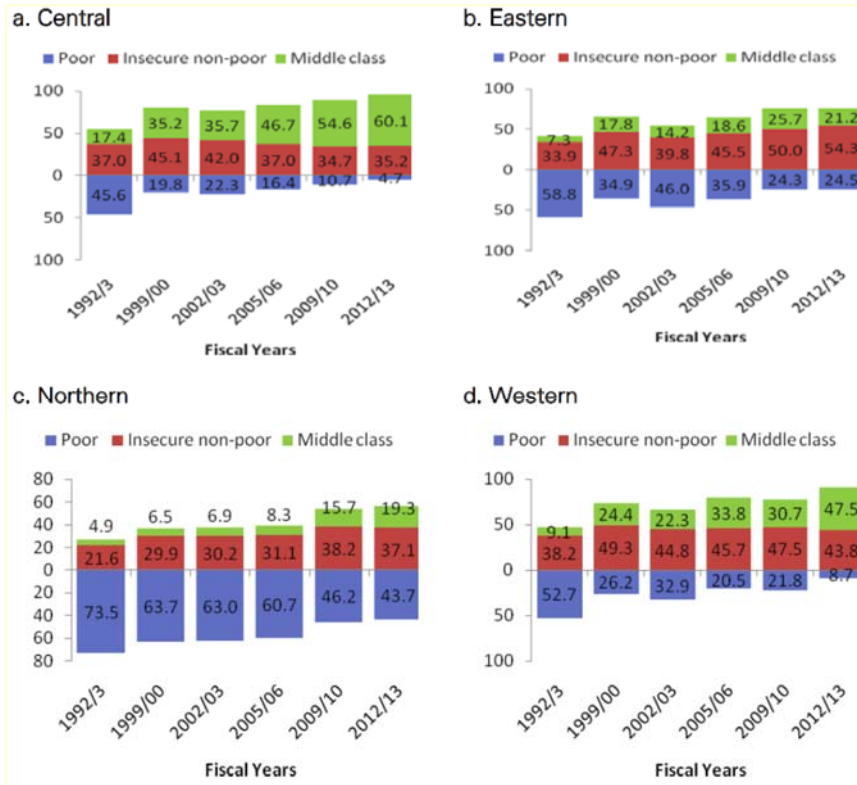


Figure 2. The poor, insecure non-poor and middle class in each region of Uganda, 1992-2012. Source: UNHS, 1999/00-2012/13 and HIS, 199

Climate change affects men and women differently - which in turn affects exposure to poverty - depending on their roles and responsibilities in the household and community. In many communities, climate change has a disproportionately greater effect on women, since women are often poorer and less educated than men and often excluded from political and household decision-making processes. In addition, women tend to have fewer assets and depend more on natural resources, such as wetlands, for their livelihoods.

Women and men's roles in society both contribute and effect change, yet their contributions are unequally recognized. Improving natural resource management and achieving poverty eradication requires full acknowledgment of the roles of women and men in effecting change.

There are around 4,000,000 people living around the wetland in Uganda. Nearly 80% of them depend on the wetland resources for their household food, income and water security. Over the last decades and particularly in locations with higher density, wetlands are degrading. In eastern Uganda, wetlands are



drained for rice growing. Strengthening the capacity of monitoring and managing wetlands is one of the priority areas for the Government of Uganda, and action has been taken by putting in place mechanisms for conservation and management of wetlands.

Wetlands are an important source of food, income and water for livelihoods and farming in wetlands is a common practice. Wetlands have been used for crop cultivation of Irish potatoes, tea growing and grazing areas. Men and women have different roles in managing and using the wetland resources. Various initiatives have been put in place to involve both male and female participation in wetland programme and policymaking<sup>15</sup>.

### Health

Impacts of climate changes will have a negative effect on both women and men's health, with a more detrimental impact on women if gender equality is not addressed in congruence with adaptation measures. Women represent a high percentage of the poor in communities dependent on local natural resources for their livelihood, particularly on wetlands, which serve as an invaluable source of food, income and clean water. Women are more exposed to water borne diseases due to the nature of their roles in the community. This importance is captured in UNFCCC (2007) report indicating that climate change threatens to reverse progress in fighting diseases of poverty, including malaria and water borne diseases.

Various testimonies and case histories of widows and orphans indicate that the real difficulty they face in adapting to climate change is that are more exposed to illness. During incidents of disaster, food prices increase and leads to a reduction in the quality or quantity of the food rural poor families are able to purchase. Women most making sacrifices to care and feed the family.

The disproportionate impact on women's nutrition and health can be contributed to their limited access to and control over services. Women have negligible participation in decision-making and are not involved in the distribution of environmental management benefits. Consequently, women are less able to confront vulnerabilities associated with climate change. Hence, again there is a need to distinguish

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<sup>15</sup> [http://www.kit.nl/gender/wp-content/uploads/publications/1326\\_GSD%206%20Strenghtening%20institutions%20for%20gender%20responsive%20planning%20in%20natural%20resource%20management.pdf](http://www.kit.nl/gender/wp-content/uploads/publications/1326_GSD%206%20Strenghtening%20institutions%20for%20gender%20responsive%20planning%20in%20natural%20resource%20management.pdf)



between vulnerabilities associated with poor sectoral responses to the needs of the rural poor and the causes of women’s vulnerabilities – due to climate variability. The inequalities are multifaceted, due to tradition and cultural barriers, gender insensitivities, or how development service agents go about creating awareness, assistance, and feedback amongst the development community for more responsive actions.

In Uganda, the mortality rate and life expectancy age are one of the worst in the world. Due to climate change and limited or no access to clean water, available to only 50% of the population, women are vulnerable to cholera and diarrhea.<sup>16</sup>The Fifth Millennium Development Goal (MDG) aimed to reduce the maternal mortality ratio by 75% between 1990 and 2014. Nowadays, maternal mortality remains high in Uganda with 440 deaths per 100,000 live births. It should be noted that the proportion of birth attended by health professionals increased from 42% in 2006 to 58% in 2011, although this is still far from the MDG target of 100% by 2015. (UBOS 2012 Statistical Abstract; exec summary). Studies show that the decline of social services (health services in particular) is one of the major contributing factors to high maternal deaths in Uganda. Chart 1 shows the declining pattern of Uganda’s health and education services.

Uganda is ranked 19<sup>th</sup> in the world for the highest rate of under 5-death and was not able to achieve MDG 4. As a response, the Safe Motherhood Program (SMP) was launched, together with other initiatives such as a supportive community network of traditional birth attendants (TBAs).<sup>17</sup> Part of ILO’s country programme in Uganda for 2013-2017 is to promote the ratification of the ILO Convention No. (183) on Maternity Protection and to ensure that the Maternity Protection Convention is integrated into municipal law and practices<sup>18</sup>.

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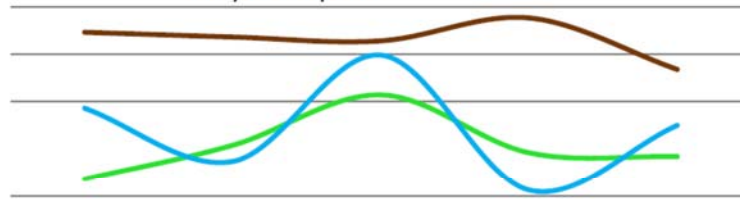
<sup>16</sup> <http://fsdinternational.org/country/uganda/healthissues>

<sup>17</sup> <http://www.who.int/pmnch/media/membernews/2011/ugandabackgroundpaper.pdf>

<sup>18</sup> <http://www.ilo.org/public/english/bureau/program/dwcp/download/uganda.pdf>



% Change average GDP by Economic Activity at constant prices: Social Services, 2008/09-2012/2013



	2008/09	2009/10	2010/11	2011/12	2012/13
Health	-3.2	0.4	5.7	-0.4	-0.8
Education	4.3	-1.3	9.9	-4.4	2.5
Other personal and Community Services	12.3	11.8	11.4	13.8	8.4

Chart 1. Percentage change average GDP by Economic Activity at constant prices: Social Services 2008/09-2012/13. Source: MFPED, 2013

## Water and Sanitation

The District Government is advised to appoint District Water and Sanitation Coordination Committees (DWSCC) to serve as a Technical Committee and to report to the Sectoral Committee.<sup>19</sup> In the District Water and Sanitation Coordination Committees (DWSCC), at least one woman holds a key position, which significantly contributes to women’s decision making in the communities. From 2010-2011 to 2011-2012 there has been an increase of the percentage of women holding key positions in WSCs, from 81% to 82%. These results are based on data from 30 districts and 4,597 water sources. The districts of Arua are where the highest participation of women has been recorded (96%). Respectively, the lowest women participation is in Rubirizi (46%). In the Ministry of Water and Environment, as of 2012 the percentage of women staff is 29.6% and the percentage of men is 70.4% with a total staff of 452 people.<sup>20</sup>

## Education

Education and literacy play a key role in determining the status of women and men. Uganda has continuously registered an increased number of dropouts. Dropouts occur at all levels of education and

<sup>19</sup> Government of Uganda Ministry of Water and Environment, Water and Sanitation Sector, Sectoral Specific Schedules/guidelines. May 2012

<sup>20</sup> <http://www.wikigender.org/wiki/gender-statistics-in-uganda/>



the various reasons for this include sickness, need to work, domestic work, transport issues and pregnancy. In 2005/06 more females (7.3%) dropped out of school to do domestic work than males (0.7%). More females than males also dropped out of school due to sickness<sup>21</sup>.

Primary Education

Data from the Ministry of Education indicates a positive trend of increased girls enrollment into primary school. School attendance rates vary by regions and by asset index (Uganda DHS EdData Survey 2001, p.38). The highest attendance rates have been registered in the Eastern region (94.3% boys and 93% girls) and the lowest in the Northern region (84.1% boys and 80.6% girls). More recent data for the period of 2007-2012 have been plotted in Graph 1. The trend for new enrollment ratio for Primary school for boys and girls indicated higher enrollment for boys up to 2010, when this trend reverses and as of 2014 the ration of girls is higher.

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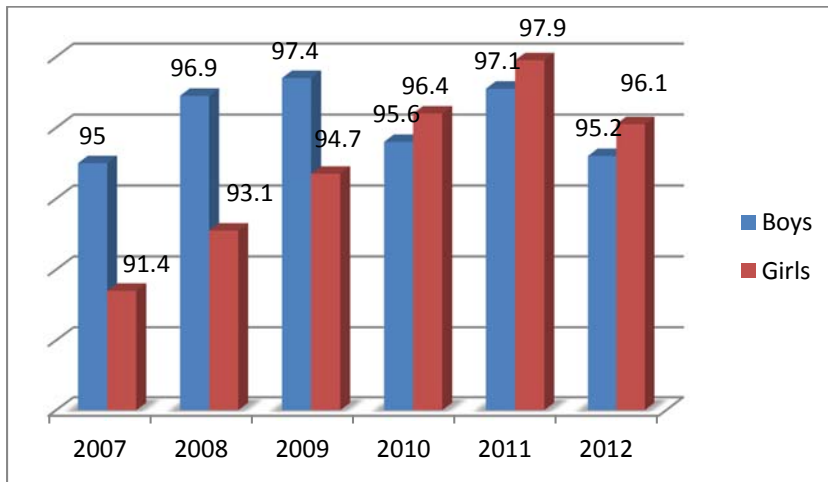


Figure 3. Net enrollment ratio for Primary Education. Source: Education Management Information System<sup>22</sup>

Secondary Education

<sup>21</sup><http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>  
<sup>22</sup><http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>





The net enrollment ratio is expressed as a percentage of the education and we can see that in comparison with Primary Education, the net enrolment ratio under Secondary education is below 30 %for both girls and boys. The results suggest that boys have higher enrollment rate in comparison with girls. Due to social stereothypes, child labour or social insecurity, women and girls do not have the chance to continue their education and complete their education cycle. For Secondary level education, the completion rate for boys is 10% higher that the one for girls. <sup>23</sup> According to the 2002 Population and Housing Census, 77.4% of the males are literate in comparison to 62.4% of the females. These disparities needs to be addressed and efforts needs to be undertaken in bridging the gender gap in education and providing equal opportunities for both men and women.

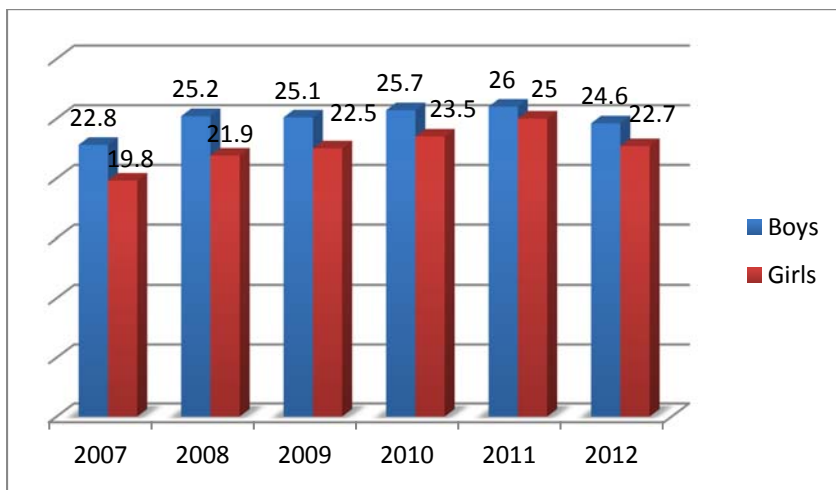


Figure 4. Net enrollment ratio for Secondary Education. Source: Education Management Information System<sup>24</sup>

In 1997, the Government of Uganda introduced the Universal Primary Education (UPE) and as a result, the enrollment in Primary school have increased from 2.7 million in 1996 to 8.5 million in 2013. Uganda did not meet MDG 2 target to atchieve universal primary education. Nonetheless, the net enrollment rate for children attending primary school increased from 53% in 1990 to 87% in 1997 and has been over 80% ever since. Various studies suggest concerns with education quality and standarts as one of the obstacles in atchieving MDG 2. As a reponse, the Government as increased the Capitation and School Facilities Grands in order to ensure the effectiveness of the UPE programme.

<sup>23</sup><http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>  
<sup>24</sup><http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>

### Political participation

Women have the same rights to vote and stand for election, as men. The Constitution of Uganda ensures that for each district, there is one seat for a woman member of Parliament. Additionally, one third of local council seats are to be occupied by women. Out of 80 chairpersons, one seat is reserved for women. From the early 1990s until 2003, the share of women in local councils increased from 6% to 44%, showing a significant progress in women's decision-making and political participation. As of 2011, nearly 35% of the total members of Parliaments, are women. (World Bank, 2011). The representation of women in the Government is the following:

- 23 female Ministers in the President's member cabinet (out of 75)
- 135 women in the National Assembly (out of 386 members)
- 42 women in the Ministry of Local Government and 103 men

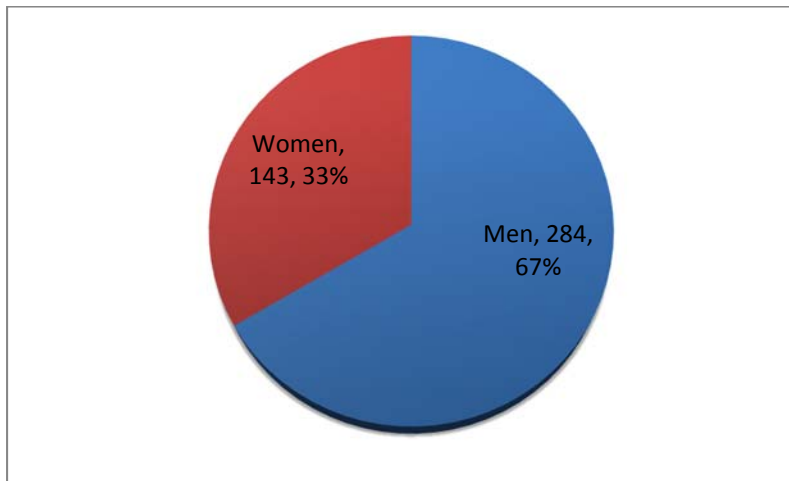


Figure 5: *Members of Parliament by Gender*. Source: *Women in Parliament, World Classification*<sup>25</sup>

Various gender and women's organizations, NGOs and CBOs work towards greater representation of women in Uganda's policymaking. Among the many laws and policies that support women's participation in policymaking are:

<sup>25</sup> <http://www.ipu.org/wmn-e/classif.htm>

- The Local Government Act (Cap 243);
- The Social Development Sector Strategic Investment Plan(2003-2008);
- The Community Mobilisation and Empowerment Strategy (2006);
- The National Women's Council Act (Cap 318).

**Part IV of The Constitution of the Republic of Uganda: Rights** states that:

1. Women shall be accorded full and equal dignity of the person with men.<sup>26</sup>
2. The State shall provide the facilities and opportunities necessary to enhance the welfare of women to enable them to realise their full potential and advancement.<sup>26</sup>
3. The State shall protect women and their rights, taking into account their unique status and natural maternal functions in society.<sup>26</sup>
4. Women shall have the right to equal treatment with men and that right shall include equal opportunities in political, economic and social activities.<sup>26</sup>
5. Without prejudice to article 32 of this Constitution,women shall have the right to affirmative action for the purpose of redressing the imbalances created by history, tradition or custom.<sup>26</sup>
6. Laws, cultures, customs or traditions which are against the dignity, welfare or interest of women or which undermine their status. are prohibited by this Constitution.<sup>26</sup>

Although there has been progress in advancing women’s rights, more needs to be done in this direction. In the areas of Health, Education and Labour, gender sensitive policies and non-discriminatory laws are needed in order to achieve sustainable development.

## Income

Uganda has been ranked as a low income country, with an overall score of 0.7086 and an overall rank of 46 (out of 127), based on GNI per capita (World Bank, 2013). Overall, male-headed households are earning

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<sup>26</sup> <https://dredf.org/international/UgaConst.html>



higher average income in comparison to female-headed households. Over the period of 2005 to 2010 there has been an overall increase in earnings for both households, as shown in the data:

- 2005-2006: 170,300 UGX (50.42 USD) for Male and 106,200 UGX (31,44 USD) for Female
- 2009-2010: 336,900 UGX (99.76 USD) for Male and 226,300 UGX (67.01 USD) for Female<sup>27</sup>

Traditionally, income-generating activities for women include handicrafts or agriculture. Out of the total women labour force, 42% are not receiving remuneration for their work, although being a major player in the agricultural employment (Gender and Productivity Survey (GPS), 2008; (EPRC, 2009)). The same number corresponding to male counterparts is only 16 percent. Only one out of ten women in Uganda is receiving remuneration for her work. Women are also receiving lower remuneration in comparison to men in the private sector. The Gender and Productivity Survey (2008) indicates that:

- 80% of women are employed in Agriculture
- 7% of women are employed in Manufacturing
- 8% of women are employed in Retailing
- 1% of women are employed in Restaurants
- 8% of women are employed in Social Services
- 2% of women are employed in Other

Although agriculture is an important source of employment, in 2008, 40% of the women employed in agriculture were unpaid. As of 2011, only 15 % of them are being paid (out of 47%). From the total 523,000 women, who are being paid, 17.4% are teaching professionals. The Uganda National Household Survey of 2009/2010 registered 71% of Female as informal employee as a percentage of the non-agricultural employment, in comparison with 64% for male.

Average time spent on economic and care labour activity per week indicates that females spend more time in care labour than economic activities, in comparison with males. Care labour activities include taking care of children, fetching water, firewood, cooking, food processing and others.<sup>28</sup> The average time spent of unpaid domestic work for women aged 18-34 is 6 hours, compared to less than an hour for men

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<sup>27</sup> Source: Uganda National Household Survey. Exchange rate 1 USD = 3.37 UGX

<sup>28</sup> <http://www.ubos.org/UNHS0910/unhs200910.pdf>



of the same age in 1992/93. There is a positive relation between age increase and unpaid domestic work for both men and women.<sup>29</sup>

In terms of marital status, 16% of women are married by the age of fifteen and 53% are married by age of eighteen (UDHS 2006). This requires women to be engaged with more care labour activities and leaves less time to explore various labour opportunities. Men spend less time on unpaid care work compared to women and regardless of their marital status, whereas married men spend less time on unpaid domestic work.

### Labour force

The Global Gender Gap Index has ranked Uganda's Labour force participation at the sixth place (out of 136) with a 0.96 Female-to-male ratio, where 77 stand for Female and 80 for Male.<sup>30</sup> The overall score of Uganda is 88 on the Global Gender Gap Index. The country ranks particularly low on the Economic Participation and Health and Survival Indicators.<sup>31</sup>

The total labour force in Uganda had increased from 9.5 million in 2005-2006 to 11.5 million in 2009-2010. The unemployment rate in Uganda as of 2014 is 3.8% and higher for females, than males. Out of the total labour force in Uganda, 3.5 million are engaged with informal employment and the fishing sector accommodates 70% of the total. Of the total labour force, 79% are self-employed and 86% of the paid workers are only temporary or seasonal employees.

Uganda has adopted the National Child Labour Policy of Uganda (NCLP) in 2006, which provide guidelines and stands for action against child labour. The Employment Act of 2006 aims to promote and to guarantee equal opportunities for all citizens and to eliminate discrimination in employment. Discrimination is defined as any exclusion of preference made on the basis of race, color, sex, religion, political view, national extraction or social origin and HIV status or disability, which prevents a person from equal employment opportunities or prevents one from obtaining benefits under a contract of service.<sup>32</sup>

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<sup>29</sup><http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>

<sup>30</sup> [http://www3.weforum.org/docs/WEF\\_GenderGap\\_Report\\_2013.pdf](http://www3.weforum.org/docs/WEF_GenderGap_Report_2013.pdf)

<sup>31</sup> The Global Gender Gap Index results in 2014

<sup>32</sup> <http://www.ilo.org/dyn/natlex/docs/SERIAL/74416/76582/F1768664138/UGA74416.pdf>



### Access to resources

The incidence of formal financial inclusion was reported as higher among men (31%) than women (26%) in a 2009 survey. In comparison to women, 24 % of men have access to banks, whereas only about 18% of women have access to banks and financial institutions, such as the Bank of Uganda, regulated financial institutions i.e. commercial banks, credit institutions or microfinance deposit-taking institutions<sup>33</sup>.

Enabling women to have access to land ownership provides more control over their livelihoods and lives and that of their children, as well as encourages empowerment. The 2011 Uganda Demographic Health Survey (UDHS) indicated that the proportion of land owned by women was 28.1%, while that by men was 71.9%.<sup>34</sup> Individual ownership of land for women was found to be more common in the rural areas (28.6%) than urban areas (24.9%).

The 2011 UDHS revealed the status of decision making within households<sup>35</sup>. It was found that husbands have the most control in decision-making on women’s health care, major household purchases, and visits to family or relatives. Around 40% of currently married women claimed that their husbands primarily made decisions on their own health care, major household purchases, and visits to their family or relatives. Only 23% of the married women reported that they make independent decisions on their own health care and visits to family or relatives, and 16% reported making independent decisions on major household purchases.

In 2010, nearly 500,000 persons owned businesses and out of these 56% were male while 44% were female. Comparing this to the situation in 2001, there was an increase in the proportion of females owning businesses from 37% in 2001 to 44% in 2010<sup>36</sup>.

### Gender-based Violence

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<sup>33</sup> <http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>

<sup>34</sup> <https://dhsprogram.com/pubs/pdf/FR264/FR264.pdf>

<sup>35</sup> Ibid

<sup>36</sup> Census of Business Establishments, 2010/11 <http://www.ubos.org/onlinefiles/uploads/ubos/pdf%20documents/2010%20COBE%20Report.pdf>



Uganda's National Gender Based Violence Database (NGBV)<sup>37</sup> lists the following types of gender-based violence that are prevalent in the country. It can be noted that different types of violence are not mutually exclusive.

- Denial of resources;
- Opportunities and services;
- Physical and sexual assault;
- Psychological abuse;
- Rape;
- Forced and child marriage;
- Defilement and female genital mutilation.

The 2011 Uganda Demographic Health Survey revealed that 56% of women in Uganda have experienced physical violence at some point since the age of 15 years. In Uganda, 28% of women and 9% of men aged 15-49 reported having experienced sexual violence at least once in their lifetime<sup>38</sup>.

Domestic violence is widespread, high rates of which are linked to cultural norms as well as alcohol abuse<sup>39</sup>. The UDHS survey also found that 58% of women respondents believed that wife beating is justified for certain reasons. High proportions of women who justify wife beating indicate that women generally accept the right of a man to control his wife's behavior through violence.

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<sup>37</sup> <http://ngbvd.mglsd.go.ug/ngbvd/index.php>

<sup>38</sup> <https://dhsprogram.com/pubs/pdf/FR264/FR264.pdf>

<sup>39</sup> Gender Based Violence Survey 2009, Analytical Report (Uganda Bureau of Statistics) <http://www.ubos.org/unda/index.php/catalog/24>



UN Women’s Global Database on Violence Against Women<sup>40</sup>, determines the prevalence of violence toward women in Uganda as follows:

Prevalence Data on Different Forms of Violence against Women:	
Lifetime Physical and/or Sexual Intimate Partner Violence	51 percent <sup>41</sup>
Physical and/or Sexual Intimate Partner Violence in the last 12 months	35 percent <sup>42</sup>
Lifetime Non-Partner Sexual Violence	4 percent <sup>43</sup>
Child Marriage	40 percent <sup>44</sup>

Uganda has set in place specific laws for gender based violence prevention and response. These include the Domestic Violence Act of 2010, the Prevention of Trafficking in Person Act (2009), and the Prohibition of Female Genital Mutilation Act (2010). A multi-sectoral approach is emphasized, examples of which include child and family protection units being established in police stations, revised protocols of gathering medico-legal evidence to increase access to justice for women and girls, and interventions in the education sector to train teachers who then reach out to vulnerable children.<sup>45</sup> In addition to this, in 2015 the Government of Uganda launched a National Gender-Based Violence Database (NGBVD) to collect, store and generate reports on Gender Based Violence in real time. This aims to make GBV incident reporting and response services more evidence based<sup>46</sup>.

Gender based violence is further exemplified in times of stress, greater need, disaster, loss of income – all of which may be linked to climate change impacts. By addressing climate issues and gender inequality simultaneously, projects have an opportunity to co-benefit in aspects of attracting funding and delivering outcomes and successes for the community and environment.

<sup>40</sup> <http://www.evaw-global-database.unwomen.org/en/countries/africa/uganda>

<sup>41</sup> Proportion of ever-partnered women aged 15-49 years experiencing intimate partner physical and/or sexual violence at least once in their lifetime. Source: Central Statistical Office (CSO), Ministry of Health (MOH), Tropical Diseases Research Centre (TDRC), University of Zambia, and Macro International Inc., 2009. Zambia Demographic and Health Survey 2007. Calverton, Maryland, USA: CSO and Macro International Inc. as per <http://www.evaw-global-database.unwomen.org/en/countries/africa/zambia>

<sup>42</sup> *Ibid.*

<sup>43</sup> *Ibid.*

<sup>44</sup> Percentage of women aged 20-24 years who were married or in union before age 18. Source: UNICEF global databases 2014. Based on DHS, MICS and other national household surveys as per <http://www.evaw-global-database.unwomen.org/en/countries/africa/zambia>

<sup>45</sup> <http://www.un.org/womenwatch/daw/csw/csw57/generaldiscussion/memberstates/uganda.pdf>

<sup>46</sup> <http://ngbvd.mglsd.go.ug/ngbvd/index.php>



## IV. Legal and Administrative Framework Protecting Women and Protecting Gender Equality

Uganda is characterized by relatively strong national machineries and progressive laws and regulations compare to other African countries. Institutions in Uganda have attempted to promote gender equality and women’s empowerment through reforming different laws, policies and institutionalizing accountability mechanisms for the last decade. Uganda’s Constitution (1995) prohibits discriminatory laws and traditions against both men and women. National Gender Policy (1997) was reformulated in 2007 to address the issues of gender inequality. Law on Domestic Violence (2010), the Anti-Trafficking in Person Act (2009) and Employment Act (2006) and National Development Plan (2015-2020) are also efforts to advance gender equality and women’s empowerment in the country.

It is noteworthy that Uganda has made significant progress in gender mainstreaming across sectors in government and CSOs through building capacity of gender focal points in different sectors, local governments, and CSOs in specific areas of gender-responsive policy, planning and budgeting (GRB) (APRM, 2016). The Government of Uganda’s gender mainstreaming efforts resulted in the development of GRB guidelines and manuals. (NPA, 2013; APRM, 2016). Consequently, sector-specific gender policies and strategies were developed in health, education, water and environment, agriculture, local government, and the Justice Law and Order Sector (JLOS) (NPA, 2013). Through the abovementioned efforts which have been made by central governments and development partners, there is consensus on the integration of gender perspectives in public agenda, especially in the development discourse.

In Uganda, some important bills have never become law. For instance, the Marriage and Divorce law (formerly the Domestic Relations Bill) has remained in Parliament since the 1960s. Implication of this particular law is that if this bill passed into law, Ugandan women would enjoy their property rights during and after marriage. Additionally, the Sexual Offences Bill has not progressed in Parliament.

### Gender and climate change



Like other countries, gender and climate change issues are recognized as cross-cutting issues in public policy agenda. National Gender Policy (1997) has provisions for biodiversity management. According to this policy, the provisions are (1) integrate gender concerns in existing and proposed policies and programmes; (2) collect gender disaggregated information related to the environment including the human factors; (3) include gender roles and analysis in environmental management training programmes in all levels; (4) facilitate participation of both men and women in formal and informal education, training, public awareness campaigns and decision making in environment and natural resources management; (5) establish an institutional mechanism to review existing and proposed programmes to integrate gender issues; (6) carry out research on the local knowledge and use of natural resources. This National Gender Policy illustrates that the government of Uganda clearly sees the centrality of integrating gender consideration in climate change policies, however, the issue of gender and climate change has given priority or a clear allocated budget to pursue gender mainstreaming effectively. Also, often gender mainstreaming in the most relevant policies and strategies/action plans (Uganda National Climate Change Policy, the National Agriculture Policy, National Biodiversity Strategy and Action Plan, and others) is an addendum rather than fundamental aspects of the respective policies.

Recently, the Government of Uganda revised the second National Biodiversity Strategy and Action Plan for Uganda (NBSAP2) and submitted to the Convention for Biological Diversity (CBD) in 2015. However, specific gender considerations for implementing NBSAP2 have not been addressed in NBSAP2, National Environment Management Authority (NEMA) organized a national stakeholder’s dialogue aimed at building consensus on gender-biodiversity actions and priorities to be included in NBSAP2 in June, 2016 which shows gender consideration has not been the integral part of the main discussion.

Findings from a study conducted by CGIAR, Climate Change, Agriculture and Food Security, and CCAFS shows that the efforts to mainstream gender in all relevant activities and programs shall be done with both a comprehensive implementation plan across sectors and a clear budget allocation (CCAFS, 2015). The study notes that climate change related policies have been mostly designed to address practical gender needs while attempts to address the structural constraints (i.e., root causes of gender inequalities such as patriarchal attitudes in township level) that hinder women’s access to resources.

In line with the National Gender Strategy, the Directorate of Environmental Affairs of the Ministry of Water and Environment has developed the first Gender Strategy to guide mainstream gender in the sub-sector.



According to this Environment and Natural Resources Sub-sector Gender Mainstreaming Strategy 2016-2021 (2016), Wetland Management Department of the ministry will assess the level of compliance in gender mainstreaming for wetland management; assess levels of access and control regimes of wetland resources; promote equal representation of both men and women in decision making for wetland management; develop and disseminate a mechanism for equitable sharing of wetland products and services by men and women through the value chain and public private partnerships; build and strengthen capacity for gender mainstreaming for wetland management staff and stakeholders. In addition some development partners like UNDP have invested in generating data on wetlands, including development of the first Wetland Atlas for Uganda.

**Table 1. Sectoral Policies relevant to Climate Change, Biodiversity Management in Uganda**

Policy	Relevance
National Gender Policy (1997)	Promotes Integration of gender concerns in environmental policy planning, decision making and implementation at all levels to ensure sustainable social and economic development
Uganda National Environment Management Policy (1994)	Promotes the inclusion of women in climate change and recognizes the relevance and implications of gender roles in environmental and natural resource management.
National Wetlands Policy (1995)	Promotes the conservation of Uganda’s wetlands in order to sustain their ecological and socio-economic functions for the present and future well-being of the people
Uganda Wildlife Policy (1999)	Promotes the long-term conservation of the country’s wildlife and biodiversity in a cost effective manner which maximizes the benefits for the people of Uganda
National Climate Change Policy (2013)	Promotes the integration of gender vulnerability to climate change in targeted interventions
Disaster Management Policy	
Forestry Policy (2001)	Promotes management of forestry resources



Land Policy (2000)	Promotes the land use and physical planning
Tourism Policy (2003)	Ensure that tourism becomes a vehicle for poverty reduction
Fisheries Policy (2003)	Conserve and manage sustainably fisheries and other aquatic resources for sustainable production
National Agriculture Policy (2009)	Promote farming systems and land use practices that conserve and enhance land productivity in an environmentally sustainable manner
Decentralization Policy (1993)	Districts are empowered to plan for development in the district and to manage the environment and sectoral natural resources such as wetlands, forestry, wildlife, and etc
Natural Culture Policy (2006)	Conserve, protect and promote Uganda’s tangible and intangible cultural heritage
National Population Policy (1995)	Involve a society that is both informed and conscious of population and development issues at all levels
Education Policy (1992)	Promotes human resources development

Source: Uganda National Environment Management Authority (2016)

## V. Gender issues in response to the impact of climate change on wetland catchments

It is important to note that in order to create transformational change, women are not just seen as climate change victims or beneficiaries. Women are imperative to climate change adaptation efforts. They practice adaptive measures as a part of daily life – through farming and in the face of increasing risks – through disaster recovery and preparation.<sup>47</sup> By utilizing these existing skills into project design and implementation and by providing a platform in which to empower women enables women’s influence to rise from a household to a community and national level. Leadership and decision-making capacities and opportunities increase.

<sup>47</sup> <http://asiapacificadapt.net/gender-sourcebook/wp-content/themes/iges/pdf/integrating-gender-sourcebook.pdf>



Women from the poorest households often pay the most, sacrifice the most, are the most disadvantaged and the least resilient.

Women are impacted differently by climate change in the following ways:

- Women rely more on natural resources, wetlands in particular, for their livelihoods, with staple crops providing up to 90 percent of food in farming districts of some countries and 80 percent of food in Uganda<sup>48</sup>. Women struggle to fulfill their key responsibility for the production of food, in spite of the detrimental impacts of climate change on agriculture.
- Women and children are often responsible for gathering water and fuel in traditional agrarian societies, tasks that are laborious, challenging and time consuming. These tasks become more time intensive due to the impact of climate change.
- Climate change is linked to increased incidences of tropical diseases such as cholera, malaria and diarrhea, which have severe impacts on women because of their limited access to medical services and clean water (available to only 50% of the population in Uganda) and their responsibility to care for the sick. Maternal mortality in Uganda is one of the highest in the world with 440 deaths per 100,000 live births.
- In some societies more women are dying during natural disasters because men receive preferential treatment in rescue and relief efforts.
- Women are disproportionately affected due to vulnerability and the capacity to adapt to the process of climate change are affected by various factors, including age, education, social status, wealth, access to resources, sex, gender and many other social dimensions;
- In addition at the time of crisis, women's needs are not considered priority in recovery programmes.

## VI. Recommendations

### Gender analysis

The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation. Stakeholder consultation took place at the Ministry of Water and Environment and involved the Water and Environment Sector Working Group (WESWG), which

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<sup>48</sup>Uganda: Growing Out of Poverty, Kapil Kapoor, 1993.



comprises of representatives from the Ministry of Water and Environment, other line ministries, Development Partners and Civil Society Organisations. Results from the consultations are detailed below in the Stakeholder engagement section further below.

The gender analysis, through stakeholder engagement and consultation enabled:

- Assessment of the gender-related activities in responding to the expanding threat of climate change on wetland catchment areas, including gender roles and responsibilities, resource use and management, and decision making raised by the project;
- Engagement, development and input into the design of responding to the expanding threat of climate change and building the resilience of the most vulnerable communities through strengthen agricultural livelihoods, introducing alternative livelihoods, and strengthening planning and management of natural resources;
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Action Plan.

### Project design and implementation

Addressing gender dimensions within the project design and implementation, this proposal identifies and integrates interventions to provide gender responsive and transformative results. As women are key players in the agricultural sector and also natural resource management (including water management), particularly in the wetland areas, and therefore food security, it is integral to the success of the project that women are encompassed throughout the entirety of this project.

Uganda is one of poorest countries' in the world and a population highly dependent on agriculture and natural resources for livelihoods. The Government of Uganda has taken measures to address climate change. Leveraging from the Government of Uganda's proactivity, this proposal builds from the existing actions of the government's investment in improving its response to the impacts of climate crisis. Women are imperative to agriculture, forestry and water resource management. For this project to succeed it is integral that women are involved throughout.

The project design will take into consideration the following gender implications:

- Women’s role as primary homestead and resource manager;
- Differing conservation incentives faced by women and men;
- Analysis of gender division of labour (e.g. gender-differentiated roles, responsibilities, and needs);
- Women’s access to, and control over, environmental resources and the goods and services that they provide (Increasing women’s access to and control over resources, improves the effectiveness of such projects);
- Identification of gaps in equality through the use of sex-disaggregated data enabling development of gender action plan to close those gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality.
- Assess how gender is currently mainstreaming in differing ministries and sectors, to develop a need assessments, enable planning, and be effective in monitoring and evaluation.
- Involve women both at macro and micro level in climate resilience process.
- Involve men both at macro and micro level in climate resilience process.
- Financing and budgeting gender related initiatives in the climate resilience process.
- Incorporate women in identifying new and innovative technology that can support women to protect their environment and climate, promoting independence, empowerment, and entrepreneurship;
- Evaluation of women’s work time, both as paid and unpaid;
- Identify specific strategies to include / target female-headed households;
- Identify differing conservation incentives faced by women;
- Promote advocacy and awareness adjusted to most effectively reflect gender-specific differences. Strategies used in the project are tailored, taking into account such differences;

The project implementation will take into consideration the following gender implications:

- Address the division of labour on small farms, taking into consideration gender specific views on management;
- Inclusion of a Gender Specialist position within the project to implement gender related activities;

- Inclusion of all stakeholders involved in the project to develop awareness raising / training aimed at drawing attention to the implication of climate resilience adaptation and gender equality;
  - Inclusion of gender and climate issues in national curriculum (health, education...);
  - Inclusion of village based non-formal education linked with increasing skills and technological knowledge;
  - Linking income generating activities identified by women with microfinance institutions and cooperatives;
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- Undertaking community discussions and dialogue in relation to gender and climate resilience and adaptation strategies with the inclusion of indigenous knowledge.

During project implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated to the project. This will be incorporated in the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality will include men and women who had access to affordable solutions, number of men and women employed from the jobs created by the project, training opportunities, knowledge management and information dissemination.

### Stakeholder engagement

The stakeholder consultations and engagement of women’s organizations promote gender equality at the local as well as at national level. The involvement of women’s organizations in the project design, will assist in the identification of relevant gender issues within the country’s social context, and implementation and monitoring of gender aspects of the project.

A consultation with the Ministry of Water and Environment Sector Working Group took place on the 19 May 2015 at the Ministry of Water and Environment. The target populations were women and men as representatives of all stakeholder groups affected by this proposal.

The stakeholder engagement component of this annex, captures the specific issues and difficulties that women face in responding to the expanding threat of degraded wetlands and building the resilience of the



most vulnerable communities through climate-smart and landscape-based investment and in addition outlines how women's security is affected by these issues.

*The results captured as are follows:*

- The Ministry of Lands Housing and Urban development should be engaged to address the ownership of land during implementation;
- There is a high level of awareness on the need for wetland conservation;
- The WESWG agreed that another component of the Wetlands Governance would be included in the Programme, to cover issues such as: 1) Review of the policy and legal regime governing wetlands; 2) Coordination of stakeholders, including review of institutional mandates; 3) Stakeholder participation 4) Development of client charters; 5) Minimum standards of behaviour by the leaders and the led Payment for ecosystem services; 6) Cost-benefit analysis of current and proposed interventions in the utilisation of wetlands; 7) Role of each stakeholder, such as the Central Government, Local governments, NGOs and CBOs and the Private sector;
- The Wetlands Advisory Group and the Local Partner Advisory Committee have agreed that the project should be mainstreamed into both National and Local planning processes;
- Specific Environment Impact Assessments will be undertaken for specific activities, using an ecosystem based approach;
- Priority to technologies such as water harvesting in catchments and small scale irrigation should be given in order to build resilience of communities to climate change.

*The recommendations by the ministries include:*

- Actively engage local stakeholders in the design, implementation and monitoring of the project;
- Staff capacity building and training of relevant stakeholders;
- Staff capacity building on gender and climate change analysis, planning, budgeting and mainstreaming;
- Implementation of public awareness and sensitization programmes on the effects of climate change and the benefits of project interventions;
- Demonstration of the benefits of project interventions in pilot sites around wetlands;
- Introduce new environmental friendly tree species;
- Community level awareness raising at all levels;

- Identification of the issues and challenges that hinder men, women in accessing all levels of policy and decision-making processes;
- Assessment of current farming practices in Africa and how they affect the environment;
- Need for collaborative management with wetland resource users;
- Need to empower Enforcement officers.

### Monitoring and evaluation

Through onset analysis, data has been collated to establish a baseline. This data shall be monitored against throughout implementation and evaluation.

The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following indicators can be measured:

- Number of women and men as beneficiaries;
- Number of female and male-headed households as beneficiaries;
- Change in health and well-being;
  - Health status of women and children;
  - Female school enrollment and retention;
- Change in livelihoods of rural, targeted populations;
  - Female and male engagement in agricultural livelihoods
  - Women and men engaged in alternative income generating activities;
  - Purchasing capacity and production of food for household consumption and income generation;
  - Distance and time saved due to climate resilience projects;
  - Use of leisure time saved by the project;
- Business development support, targeting rural women entrepreneur groups;
- Availability and accessibility of microfinance institutions and cooperatives;
- Number of women and men engaged in agricultural processing

- Number of men and women participating in land management, natural resource management, and restoration activities
- Number of men and women participating in water user groups and wetland management activities
- Number of women and men in farmer groups, farmer cooperatives or farmer associations;
- Number of women and men in leadership positions
- Women participation and engagement in local business.

Qualitative indicators:

- Role of men and women in agricultural livelihoods
- Opportunities for men and women to generate additional income.
- Time-saved by women as a result of the reduction of labour hours required for agricultural and water management practices prior to the implementation of the project;
- Contribution to self-esteem raised and empowerment of women in the community;
- Expanded involvement in public and project decision-making as a result of initiation of women to actively participate in income generating activities;
- Engagement in training and educational activities. E.g. activities related to climate change, agriculture, water management, leadership, business, finance, entrepreneurship and decision-making, thereby empowering and increasing involvement of women to participate with confidence in community meetings;
- Effectiveness of awareness on climate change adaptation approaches increasing among men and women;
- Role of men and women in management and rehabilitation of natural resources, including water catchments
- Perception of women and men on their vulnerability to climate change
- Ability of women and men to identify their environmental changes and risks based on their different roles and access to resources; and
- Engagement of women and men in social protection mechanisms, such as savings groups, or insurance