

30th September, 2014

Mr. Speaker Sir,

Hon. Councilors,

PRESENTATION OF WAKISO DISTRICT GENDER AWARENESS POLICY 2014 TO 2019

Mr. Speaker,

Section, 35 (1) of the local government Act, Cap243, mandates the District Council to be the planning authority of the District.

The approval of the OVC strategic plan is in fulfillment of our role as Local government as mandated under Part 3.3.5 (iv) of the National Strategic program plan of intervention for orphans and other Vulnerable child of May, 2011 (NSPPI- 2).

The District OVC strategic plan expired and requires renewal for the period 2014 – 2019. The strategic plan is a guiding tool in the implementation of interventions for Orphans and other Vulnerable Children in the District

The Approved strategic plan will be submitted to Ministry of Gender Labour and Social Development for funding and implementation purposes by Development Partners both National and International Organizations.

Mr. Speaker Sir,

I wish therefore, to request this Honorable Council to adopt this strategic plan for future discussion and approval.

Hon Mukisa Paul Ssali

SECRETARY FOR GENDER AND COMMUNITY DEVELOPMENT,

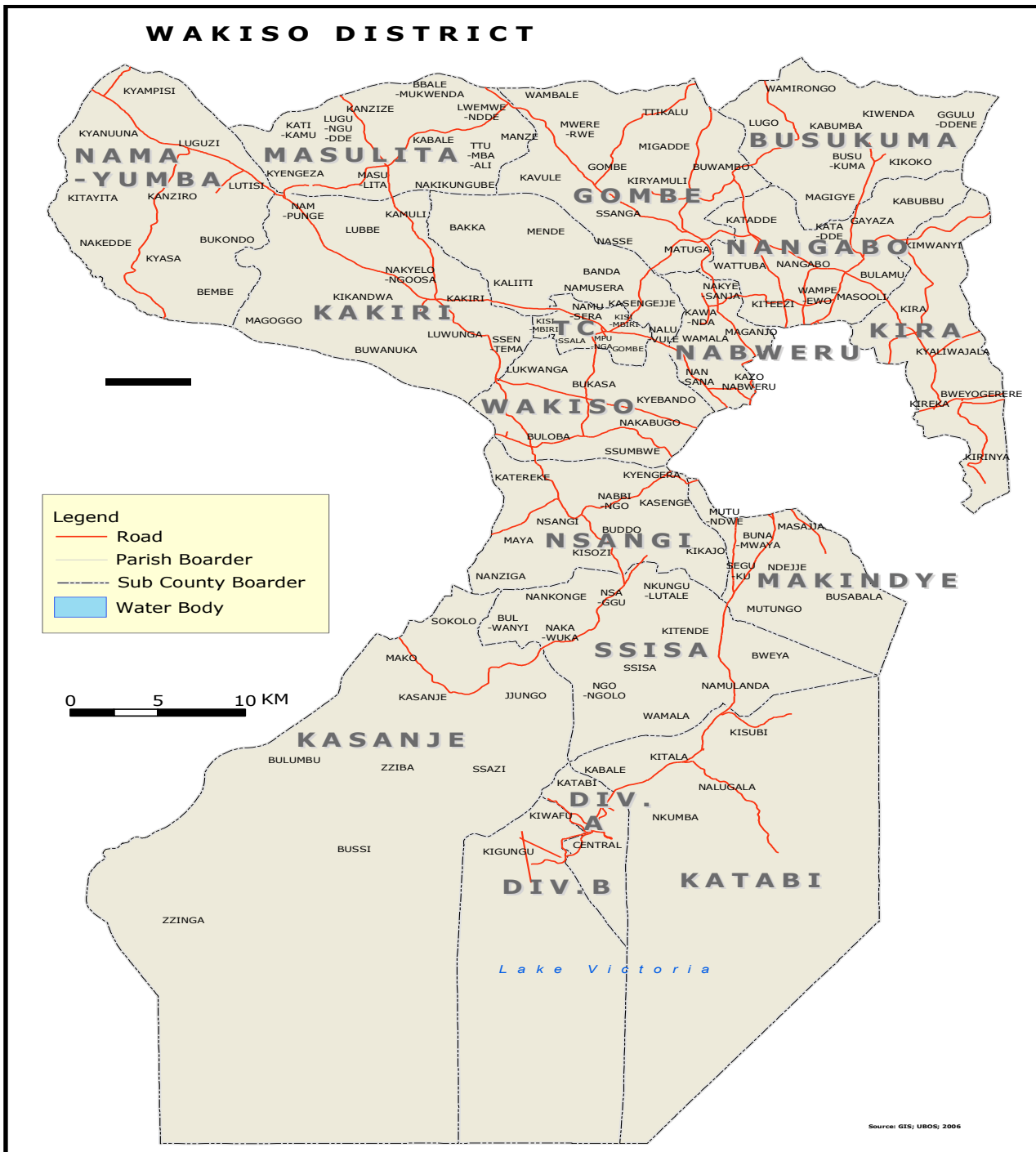
TABLE OF CONTENT

WAKISO DISTRICT	7
SECTION I	7
VISION	Error! Bookmark not defined.
MISSION	Error! Bookmark not defined.
Objectives:	Error! Bookmark not defined.
DISTRICT GENDER ANALYSIS	7
Reasons for the District Gender Policy	9
The legal frame work	9
SECTION III: Gender Policy	10
Goals	10
Objectives	10
Guiding Principles for the implementation of the District Gender policy	11
Priorities for implementation	12
Institutional Mechanism	14
Management Bodies	14
Monitoring and Evaluation plan	16
<i>The overall Evaluation Indicators</i>	16
SECTION IV: IMPLEMENTATION PLAN	16

LIST OF ACRONYMS

AIDS	-	Acquired Immune Deficiency Syndrome
BOQs	-	Bills of Quantities
CAO	-	Chief Administrative Officer
DDP	-	District Development Plan
PWDs	-	People with Disabilities
NAADS	-	National Agricultural Advisory Services
CDD	-	Community Driven Development
UNDP	-	United Nations Development Plan
SACCO	-	Saving Credit Cooperatives
CBO	-	Community Based Organizations
NGO	-	Non Government Organization
ANC	-	Antenatal Care
HIV	-	Human Immune Virus
FAL	-	Functional Adult Literacy
OVC	-	Orphans and Vulnerable Children
IMF	-	International Monetary Fund
IGA	-	Income Generating Activities

MAP OF WAKISO



WAKISO DISTRICT LOCAL GOVERNMENT

GENDER AWARENESS POLICY

SECTION 1: INTRODUCTION

Wakiso is one of the central region Districts of Uganda, it borders Kampala , Mpigi, Luwero, Nakaseke, and Mityana, districts in the north, Mukono in the east, Kalangala district in the south, Wakiso covers 2,807.75 square kilo meters, the district headquarters are in Wakiso town council the commercials and administrative centre. There are 6 town councils in the district Kira, Nansana, Kakiri, Namayumba, masuliita and Wakiso with 15 sub counties and 2 divisions of Entebbe municipality.

The District currently has a total population of 1, 315300(2010 projected population) compared to 2012 population and household census which stood at 907,988 people with a growth rate of 4.1%. The population density is 323persons per square kilometer. The sex ratio was 94 males per 100females implying that the number of females higher than that of males.

DISTRICT GENDER ANALYSIS

Gender is a critical variable in the development process. It identifies the social differences between men/boys and women/girls. It particularly addresses women's interests as regards their roles in relation to those of men. The women constitute 51 % of the district population yet their accessibility to productive resources is limited. Very few of the women own land, which is the principle means to survival. They lack capital, access to financial services in the form of banking services. Lack of control over land and other productive activities makes women more vulnerable. It is also observed that 41% of women are exposed to domestic violence and 52.3% between 15-49 years are illiterate according to the UNDP, Uganda Human Development Report, (1998).A further analysis indicates that men are the majority among the married and the never married, while women form the greatest proportion among the widowed /divorced / separated. The Gender issues identified include unequal distribution and access to resources, opportunities, benefits and decision-making mandate among others.

Gender mainstreaming performance

There has been a general improvement in gender mainstreaming performance, over the last three years, especially in the analysis of gender issues, formulation of strategies to address the gender issues identified. However, although gender issues are budgeted for, only a few sub sub-counties release funds for implementation. The dissemination of gender information by the Gender Focal person to Political leaders and technical staff has improved by using different foras including but not limited to technical planning committees, sectoral committees. Gender equity budgeting is still a challenge for all departments as well as generating gender related information.

There has been a decline in gender awareness training, but this needs to be improved since gender has a lot to do with attitudinal change. Submissions on gender specific issues still need to feature prominently in the Capacity Building Needs Assessment. Only a few sub-counties implement skills enhancement training for women, Youth and PWD Councilors. The efforts to mentor staff on one to one basis gender issues also need to be stepped up, as it is still on the lower side.

However, there has been a remarkable improvement in the recruitment of women in decision-making posts whereby at the district level there are 3 female directors against 5 male directors. This will improve planning and decision making from a gender perspective.

The Community Based Services Sector is accessing funds from different grants to carry out gender related programmes for example gender workshops and poverty alleviation. The working sector has been beefed up with more staff were all the posts at the district level are filled and stands at 2 female and 3 males and all the Lower Local Governments have Community Development Workers. The technocrats fully / actively participate in gender workshops and have sectoral gender issues identified as well as the strategies to address them in the plan.

Increased participation of women compared to men into government development programmes has been observed. More women compared to men have enrolled for savings and credit cooperative organizations (SACCOs) and NAADS groups. There is observable high participation of women in the Naads programme that stands at 67% percent, which needs to come up with strategies to have more male participation. The same applies to programmes like functional adult literacy that have more enrollment of female that stands at 76%. This implies that as more women are becoming empowered, there is a possibility of their male counter parts becoming disempowered.

To strengthen the capacity of sub counties in terms of planning from a gender perspective, six sub counties were trained in gender and the sessions covered the gender related concepts, gender mainstreaming and budgeting. These sub counties include Kakiri, Namayumba, Masuliita, Gombe, Busukuma and Kasanje. These were targeted basing on their previous performances on gender mainstreaming.

The gender focal persons from the lower local governments and those from the District Departments were trained on how to generate gender related data/information / gender disaggregated data that can form a basis of planning.

The representatives of selected Community Based Organizations and NGO's were trained on gender mainstreaming in their planning and implementation process and this was funded under the capacity building grant.

Reasons for the District Gender Policy:

In order to have sustainable development in the District, there is need to mainstream gender in all development interventions of the district and development partners' thereby promoting equal participation of men and women in the development processes. The development strategies are clearly more equitable when they consider different gender needs, gender roles, constraints, opportunities and priorities of men and women with compelling evidence when a gender audit is carried out. Such inclusive strategies are more effective and sustainable for economic growth and development in all semi urban districts.

The government's current gender policy provides for a comprehensive gender mainstreaming in all development interventions which include gender aware approaches and strategies during the course of planning and implementation. The District Gender Policy is premised on a thorough analysis of the roles of women and men as well as inequalities they face

This policy has been based on enhanced gender based analysis, extensive consultations and the establishment of the gender equality goals as analyzed in the various sectors. Gender mainstreaming as a cross cutting theme in all sectors of the District

Mainstreaming will be the process used to identify, take full account, analyze, and integrate the roles, needs and interests of men and women in to the relevant development strategies of the District. This policy will also set out strategies for implementation of gender and development strategies.

While analyzing gender the practical gender needs of men and women should be taken into accounts. Women and men experiences are different due to differential gender roles and responsibilities ascribed to them. Strategic gender needs thoroughly analyzed to overcome the gender gap, inequalities affecting men and women due to economic political social cultural status quite often creates a gender imbalance, when this is analyzed women will be relatively be place on a lower level in Wakiso district as compared to men.

The legal frame work:

The constitution of Uganda acknowledges the equal and inalienable rights of all its citizens and also the protection of all Ugandans without discrimination basing on race, origin color sex and religion hence both men and women must participate in the development processes that affect them. This policy ensures that all the people of Wakiso realize their full potential in terms of development.

In line with the Uganda gender policy of 2007, this policy recognizes equality between women and men, it provides for gender balance and fair representation of the marginalized groups, recognizes the role of women in society. The policy accords equal citizenship rights, freedom from discrimination, affirmative action in favor of women or the oppressed gender including outlawing customs, traditions and practices that undermine the welfare, dignity and interests of women or oppressed gender which could either be male or female.

The core roles of the District shall be to ensure that all citizens of Wakiso are served regardless of their gender differences.

The policy is committed to ensuring that both the concerns of men and women are addressed for sustainable growth and development of the District. This policy also contains the potential for gender based transformation so as to address the gender disparities that have existed in this society for quite long.

SECTION III: Gender Policy

Goals:

The overall goal of this gender policy is to promote gender equality, equity and social justice for sustainable development in Wakiso District.

It aims also at improve the quality of life of men and women, boys and girls in the different parts of the district through implementing gender responsive development activities by all sectors of the District.

Objectives:

To improve access to gender related services throughout the District by 2019.

To promote effective and visible Gender mainstreaming in all sectors of the district by 2019.

To support efforts to improve awareness among policy makers, planners, implementation and the general public as per the provisions of the constitution.

To enhance equitable community and household incomes for improved livelihood among men and women in the District by 2019.

In line with the above, this policy also to address the following objectives which are also in line with the National Gender Policy (2007):

The policy seeks to transform inequitable gender relations in order to improve the status of women relative to that of men.

To incorporate a gender perspective in all development planning as the strategy for promoting gender equity and fairness so that development planning itself becomes fundamentally gendered.

To integrate women's and men's concern and experiences into the design, implementation monitoring and evaluation of all political, economic and social policies and programs.

To establish a system of gender mainstreaming which incorporates all sectors of government, community based organizations, women's and men's organizations.

To identify and establish an institution framework with the mandate to initiate, coordinate, implement, monitor and evaluate national gender responsive development plans.

To promote recognition and valuing of women's contribution as agents of change and beneficiaries of the development processes.

Guiding Principles for the implementation of the District Gender policy

Implementation of this policy is guided by the following principles which are as well in line with the National Gender policy (2007)

1) Gender Equality

Gender equality is an integral part of the national development processes and reinforces the overall development objectives in the country. This policy emphasizes government's commitment to elimination of gender inequalities and empowerment of women in the development process.

2) Gender Equity

The policy strives for an equitable distribution of social, cultural and economic resources, an improved quality of life, transformations of gender hierarchies, the empowerment of women, shared participation by men and women in decision making activities in households and in public life.

3) Gender cuts across all sectors and levels

Attainment of the gender equality goal will depend on the extent to which public and private sector institutions and agencies engage both women and men as providers and or producers and

beneficiaries of services and investments. The fundamental principle is to ensure the active and equal participation of women and men in all sectors in the planning/development process.

4) Gender Mainstreaming

This means integrating a gender equality and equity perspective into all the mainstreaming activities of an organization or institution at the policy, program and project levels. It has two approaches

- i) Integrationist which seeks to integrate women’s concerns into existing developmental activities without changing the gender, or the gender setting which seeks to the thrust of development policy by incorporating gender concerns into and changing the mainstream by setting new agendas.
- ii) Gender sensitivity that’s the awareness and understanding of the many and varied ways in which ideas of men and women (gender ideologies and practices) contribute to inequitable relations including unequal access to, and control of resources.

Priorities for implementation:

Department/Sub sector	Gender Issues and priorities for implementation
Human Resource	The top management both in the political and technical departments are headed by men with limited gender awareness amongst managers
CBG	Limited access of female staff to training opportunities
FINANCE	
Expenditure	Gender related activities and mitigation measures are not funded coupled with gender blind plans and BOQs Gender related activities are not funded at all
Revenue	Fewer women involvement in revenue collection due to lack of a clear recruitment policy.
STATUTORY BODIES	
District contracts committee	Low participation of female, youth and PWDs in tendering process due to lack of a deliberate policy to have women contractors “Affirmative action”
District service commission	Inadequate knowledge of gender sensitive and recruitment policy implementation among district service commission members A male dominated district service commission
District Land Board	Few women, Youth and PWDs own land due to lack of knowledge on land legal rights and acquisitions and poverty being across cutting factor
Council	Low participation of women and youth councilors in council debates especially LLGs. Low response rate on the livelihoods of women, youth and PWDs in areas represented by such interest groups

	Individual dominance of leadership positions by women leaders at all levels of political leadership.
PRODUCTION AND MARKETING	
NAADS	Low accessibility to agricultural inputs by women, youth and PWDs Low males in the NAADS program with over 70% being females
Fisheries	Fewer women involved in the fishing sector
Commercial	Fewer women and youth are accessing credit from SACCOS Fewer men participating in village saving and loan associations
HEALTH	
Maternal Health	High maternal/Neonatal morbidity and mortality Low turn up of women for the 4 th ANC visit Low delivery in the health facilities Low male involvement in the ANC care for their partners
HIV/AIDS	Fewer male tests for HIV than females
Family planning	Unwanted pregnancies among women
EDUCATION AND SPORTS	
Management	Few female teachers in the managerial posts Inadequate gender disaggregated data from primary schools
Inspection	More girls drop out of school than boys Boys drop out than girls Some schools lack separate latrine facilities for girls-BOQs
WORKS AND TECHNICAL COMMITTEE	
Construction	Few females employed in the construction industry and road works activities Few females and youths are petty contractors
Water	Low involvement of women and children in the management of water resources The location of water point is decided by men
NATURAL RESOURCES	
Forestry	Low women participation in tree planting More men are involved in tree planting Few men involved in fuel saving technologies 30%
Wetlands	Men more involved in wet land degradation
Environment	All categories involved in un regulated activities like quarry are supervised and guided. More men are involved in sand, stone mining activities and these can have diverse effects on their lives.
COMMUNITY BASED SERVICES	
	Low male involvement in community development activities,

	like FAL, low male involvement in their child's education etc.
CDD	Poor management of male dominated CDD groups Limited female youth participation in CDD and development activities
Gender	Inadequate skills in gender analysis and mainstreaming among departmental gender focal persons
Probation and youths OVC	Majority of juvenile offenders are males Inadequate gender disaggregated data on OVC accessing services in the district
FAL	Low involvement of men in the FAL program
PLANNING UNIT	
Population	Inadequate and updated Gender disaggregated data on the district population categories.
INTERNAL AUDIT	
Lower level	High absenteeism among male staff especially in the education, health and lower local governments
Management	Lack of Gender audits in all sectors

Institutional Mechanism

Implementing the District Gender policy will be multi-sectoral. It will function at different levels of governance and it will take in to account and articulate clearly the women's interests, the policy is premised in the acknowledgement that the pursuit of gender equality and women's empowerment is a responsibility for all the sectors in the development arena.

All sectors are sectors and district departments are expected to implement this policy as well as identifying entry points and opportunities for networking and collaborating to ensure synergy and maximum impact in addressing gender inequality.

The Community Development's Officers' department with her partner departments has the responsibility to finance the gender mainstreaming interventions pertinent to its respective sector. The CDO's department has the overall responsibility of spearheading and coordinating gender responsive development and in ensuring the particular improvement of the in the status of women.

Management Bodies

Management Body	Roles and Responsibilities
Administration	Create an enabling environment to attract staff especially in hard to reach areas Build staff capacity by equipping them with skills and knowledge Sensitize and deliberate affirmative action
Finance	Adhere to the revenue enhancement strategies identified

	Lobby for more funds so that gender issues are also funded Gender should also be included as a priority sector
Education	Promote girl child education Provide all facilities in schools Advocate for more school inspections Train more female teachers in managerial skills Advocate for separate pit latrines
Health	Improvement of the doctor patient ratio, operationalization of operating theaters. Improvement of the management of medicines and medical equipments as well as referral and ambulance services Reduce prevalence of preventable disease Scale up the village health team strategy and improve efficiency Increase budgetary allocation and better focused and targeted investment are needed in areas of safe motherhood and child survival. Community mobilization and empowerment as a means of building capacities at grass root levels especially for households and communities to improve homesteads hygiene, safe water and sanitation, nutrition and food security should be given attention.
Production and marketing	Construct modern markets Promote soil conservation methods Promote agricultural processing techniques Use of appropriate technology to ensure food security Improve infrastructure i.e. roads
Commercial	Create employment opportunities Formation of SACCOS Establish MFIs
Natural Resources	Encourage tree planting in the communities Enforce by-laws or environment protection Sensitize both men and women on proper wetland use Advocate for a land use policy favorable for women concerns
Works	Promote road rehabilitation and maintenance Legislate that women should be given equal opportunities at places of work Encourage girls to study science courses right from secondary
Water Sanitation and Environment	Extension piped water to the communities Promote hygiene sessions Provision of quality sanitation facilities at all levels in schools, health centers and in public places
Community Based Services	Enforce Affirmative Action Support the vulnerable group at all levels Mobilize the community to participate in government

	programs and engage in IGAs Promote FAL in the community Affirmative action on the formation of youth groups Sensitize seminars targeting the female youth
Planning	Strengthen data management system Promote informed decision making Increase equitable distribution of resources among sectors and other areas Increase social service and infrastructure in rural areas

Monitoring and Evaluation plan

Gender issues cut across all development sectors and levels. Therefore assessment of progress, outcome and impact of intervention to address gender inequality is a shared responsibility for all development actors and agents. Therefore the department of District Community Based Services of Wakiso shall be responsible for coordinating monitoring and evaluation of this gender policy within all the departments of the district.

The overall Evaluation Indicators

The following indicators will be used to assess the extent to which the purpose of the policy is achieved as well as evaluating the impact of the policy on gender equality and women's empowerment.

- Negative attitudes towards the process of gender mainstreaming
- Skill gaps in gender budgeting among technical staff and political authorities
- Extent to which gender is still regarded to be synonymous with women
- The inadequacy of skills for generating gender information
- Percentage of the population accessing public service by sex and sector
- The level of gender mainstreaming initiatives by the departments
- Availability of funds for gender related activities

SECTION IV: IMPLEMENTATION PLAN

List of activities	Target	Responsible person	Resources needed
Hold gender responsive budgeting trainings for technical and political staff	65 people (Council and technical staff)	CAO CFO Budget desk members	6,500,000
Engender the District budget desk	15 people	District Community Development Officer	750,000
2 radio programs encouraging PWDs to apply in the District	6 people	PWD councilors at district and sub county levels	600,000

service commission		Chairperson District Service Commission	
Training on implementation of gender policies and recruitments	40 people	Public service Human resource	2,000,000
Sensitization and mobilization of youth and women on land rights	50 people	Women leaders and youth councilors in the district	5,000,000
Training of Women councilors on moving of motions and debates in the council	27 women councilors at the district and sub county level	Clerk to council	2,700,000
Training women and youth groups in saving and credit skills	60 people	District commercial officer/Department	3000,000
Conduct Health Education on HIV/AIDS and family planning services	100people	District Health Officer	2,000,000
Training of female teachers in managerial posts	45 female teachers	District service commission District Education Officer Principle personnel officer	1,800,000
Community sensitization on girl child education	60 community members	Probation and welfare officer District Inspection officer of schools	1,240,000
Community sensitization on sustainable use of wetlands	100 community members	District Community Development Officer	200,0000
Training of Community Development Officers on gender analysis and mainstreaming	15 CDOs	District Community Development Officer	750,000
Mentor district departments in gender disaggregated information	61(Department staffs and Technical Planning Committee)	Planning Unit Population Officer	2,440,000

management			
------------	--	--	--

Annexes

Gender:

What does the term Gender mean?

- Different learned identities associated with masculinity and femininity.
- Focus on socially constructed as opposed to biological determined identities.
- Ascribed to women or men in the process of socialization
- Reflect myths, assumptions, expectations, obligations, rights, roles, and power of men and women.
- Culture and time specific
- Cut across private and public sphere.
- Multi dimensional and thus can thus alter in different political, social and economic context with in any given society.

The term Gender refers to the roles, responsibilities, power and needs that are assigned to females and males in society and this vary from society to society. In other words gender refers to socially constructed differences between men and women, Boys and Girls in a given society.

Sex and sex roles:

Sex refers to the biological and physiological identities of animals (including people) which indicate whether they are males or females.

Sex roles are performed on the basis of biological and physiological make up - are not changeable under normal terms and are universal. For example, in Australia, south America, Kotido, Botswana, Kenya or even Britain, Pregnancy, child birth, breast feeding are for women and are the same, likewise, impregnating is for men you cannot find any society anywhere in the worlds where they are revised. Even science has not made universal changes.

Gender Equity and Gender Roles:

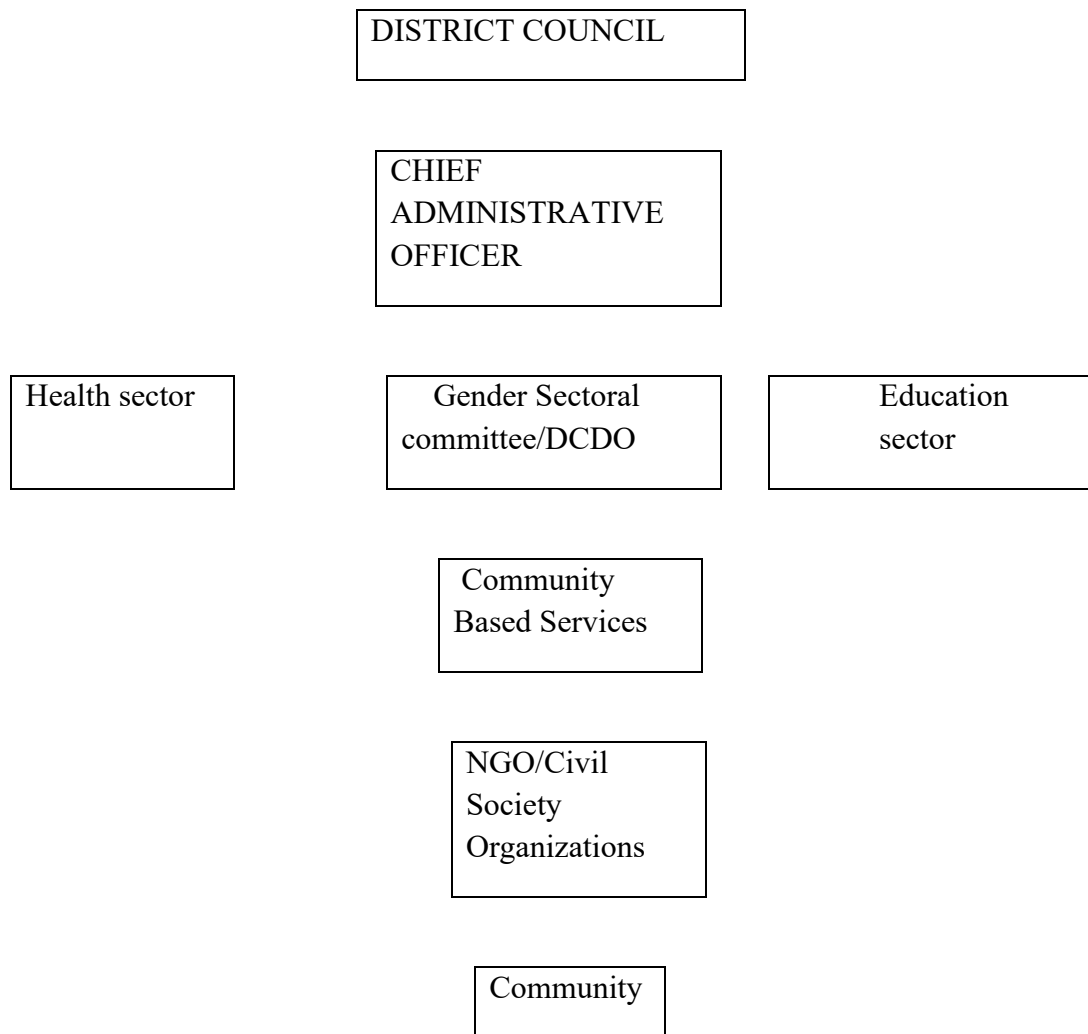
Gender equity: Means Justice or fairness in treatment of women and men. It is a remedy intended to overcome discrimination, bias or favoritism based on sex.

Gender equality: is a principle that: All men and women are equal before and under the law: women and men have equal dignity (worth) of the person, and women and men should have equal opportunities in Economic, political, cultural and social life. Further implies the ability of males and females to enjoy the status and opportunities that enable them realize their full potential to contribute to social, economic and political development. Therefore, gender equality does not mean equal numbers of females and males in all activities nor does it mean treating males and females exactly the same. But rather removing the barriers that hinder participation and expansion of opportunities.

Equity: is a means of achieving equality the extent to which there is aspiration to perform roles, responsibilities and exercising power in society and neither male or females suffers from any form of discrimination, exclusion or any other inequality. Females and males are able to be work and live equally fulfilling lives (Ultimate goal).

Gender analysis: refers to indentifying, classifying the different roles of women and men in a given sector, activity, their relations, access and control over resources and benefits. It has also been defined to refer to a systematic way of examining the different effects and impacts of development programs on women and men, particularly taking stock of their participation as service providers and beneficiaries.

The implementation structure:



Realizing the existing gap between men and women, boys and girls in the