



**Convention on the Elimination
of All Forms of Discrimination
against Women**

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**Committee on the Elimination of Discrimination
against Women**

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Item 4 of the provisional agenda

**Consideration of reports submitted by States parties under
article 18 of the Convention on the Elimination of All Forms
of Discrimination against Women**

**Replies of Uganda to the list of issues and questions in
relation to its combined eighth and ninth periodic reports***

[Date received: 27 January 2022]

* The present document is being issued without formal editing.



Replies to the list of issues

Reply to paragraph 1 of the list of issues

1. The Government of Uganda (GoU) has put in place Commissions that directly work on issues of Human Rights in particular the Uganda Human Rights Commission (UHRC) and the Equal Opportunities Commission (EOC). These Commissions work with all stakeholders i.e. Ministries, Departments and Agencies (MDAs) Civil Society Organisations (CSOs), Media, Private Sector, Traditional/Cultural and Religious Institutions to raise awareness on human rights paying special focus on women's rights, PWDs, Refugees, Older Persons as well as intervening in cases of human rights abuse. GoU takes advantage of international and national advocacy days to popularize human rights at all levels. Some of these days celebrated annually include; the International Women's Day, International Rural Women's Day, International Day for the Elimination of Violence against Women, Human Rights Day, International Day for Disability, the 16 Days of Activism against Gender Based Violence (GBV), and the Day of the Girl Child among others. GoU through the National Machinery will prioritize the translation of the Convention into local languages.

Reply to paragraph 2 of the list of issues

2. GoU took a strong position to control the transmission of COVID-19 and has undertaken several measures to respond to the effects and impact of COVID-19 on women and girls through Ministries, Departments and Agencies (MDAs). The Ministry of Gender, Labour and Social Development (MGLSD) has been coordinating the Joint Programme on GBV, Joint Programme on FGM and Child Marriage and the EU-UN Spotlight Initiative. Through these programmes, Government and Development Partners committed resources towards preventing and responding to cases of SGBV. Priority interventions include: (i) collecting data on SGBV through by the Uganda Bureau of Statistics (UBOS)¹, National GBV Database (NGBVD) and functional Helpline (SAUTI 116) which has eased reporting of GBV incidences; (ii) building capacity of duty bearers to provide services to GBV survivors through training and provision of guidelines and standards; (iii) management of GBV Shelters and (iv) strengthened coordination through several fora including the National GBV Reference Group and the Medico Legal Working Group. The Judiciary has operationalized special court sessions to handle GBV cases and ensuring that courts are child friendly. The Uganda Police Force (UPF) has through the Child and Family Protection Unit, Sexual and Gender Based Violence (SGBV) and the Women's Department, registered, investigated reported criminal cases including GBV cases. GoU has developed a comprehensive response plan to address the effects of COVID-19 on the social and economic wellbeing of the population including the formulation and implementation of the National Gender Based Violence Multi-Sectoral COVID-19 Response Plan (2021/22–2024/25).

3. GoU continued to support several social economic transformation programmes in particular Operation Wealth Creation (OWC), promotion of Savings and Credit Cooperatives (SACCOS), EMYOOGA, the Uganda Women's Entrepreneurship Programme (UWEP) for women in business, the Social Assistance Grants for Empowerment (SAGE) targeting older persons, Grants for PWDs and the Youth Livelihood Programme (YLP) for Young People. Through UWEP, a total of UGX 105.18 Billion has been disbursed and has financed 16,542 women groups translating into 191,476 individual women beneficiaries. The Agricultural Credit Facility (ACF) disbursed UGX 1.7 Billion for female headed households (MFPED, Gender and Equity Interventions Monitoring Report, 2020) while the Industry Sub-

¹ UBOS conducted a National Survey on SGBV in 2020.

sector released UGX 1.2 billion to support skilling women and building capacity of small and medium enterprises (SMEs). MGLSD sent out guidelines to Local Governments (LGs) to identify beneficiary groups under the UWEP and YLP Programmes whose operations were affected by the COVID-19 prevention measures, which will be refinanced and the payment of initial loans rescheduled to allow them more time to recover from the income losses they incurred during the lockdown. UGX 895million under UWEP was disbursed to support District Local Governments (DLGs) operations. The Office of the Prime Minister (OPM) distributed food and other basic requirements to poor households countrywide, disbursed COVID-19 relief funds to special categories and supported women in business to enhance their use of ICTs for economic and social development.

4. GoU under the leadership of the Ministry of Health (MoH), made commendable efforts to contain the pandemic including mobilizing health financing, carried out a targeted media campaign, instituted measures to improve and expand health system capacities, developed and disseminated the COVID-19 standard operating procedures (SOPs). The sector made strides towards provision of maternal and child health services including waiving costs for health services for SGBV cases. MoH procured and delivered 70 vehicles and 408 motorcycles to districts to facilitate immunization activities and distribution of reproductive health supplies.

5. The Ministry of Education and Sports (MoES) implemented the Education and Sports Sector Preparedness and Response Plan for COVID-19 that ensured continuity of learning at home while also addressing challenges affecting teachers, students, caregivers and parents resulting from school closures. GoU working with her Development Partners facilitated learning programmes through radio, home self-learning packages, TV and digital Ed Tech solutions. In preparation for the re-opening of schools and education institutions in January 2022, MoES issued Guidelines for the Prevention and Management of Teenage Pregnancy in School Settings in Uganda (2020) to enable the child mothers and pregnant girls continue to with education and training. The Guidelines provide for the establishment of School Health Committee (SHC) which will be responsible for handling issues of retention of pregnant girls at school and re-entry of adolescent mothers. A national campaign on preventing teenage pregnancy and child marriage and ensuring that Child mothers are supported was launched in 2021.

Reply to paragraph 3 of the list of issues

6. Government is committed to addressing discriminatory legal provisions. The legislative development process involves consultation with key stakeholders that takes some time to build consensus. The sexual offences bill and the succession (amendment) bill were considered by the 10th Parliament but was sent back for further consultations. The bills will be reintroduced to the 11th Parliament for consideration.

Reply to paragraph 4 of the list of issues

7. The Commission in 2020/2021 received 590 complaints from different categories of people, including men, women, youth, persons with disabilities, ethnic minorities and institutions; 340 cases were investigated, 298 cases were concluded, 110 are pending investigations, and 140 complaints were referred. These complaints were registered according to the nature of discrimination and marginalization. Table 1 highlights some of the cases and the judgments.

Table 1
Highlights of cases handled by the EOC and Judgment, 2020–2021

<i>s/n</i>	<i>Complaint</i>	<i>Brief facts</i>	<i>Judgement (paraphrased extracts)</i>	<i>Provision of the Convention or national legislation applied in line with the Convention</i>
1	Banyabandi Community Vs. Attorney General & Kasese District Local Government	<p>One of the issues for determination; whether the District Service Commission discriminates against the complainants in the recruitment process into the District Service Commission.</p> <p>Notably, the complainants included women and for this particular issue the victim was a one Benuza Jane who was denied a job offer by the 2nd respondent.</p>	Article 32(1) of the Constitution provides that the state shall take affirmative action in favour of groups marginalized based on reason created by history, tradition or custom for the purpose of redressing the imbalances which exist against them. Affirmative action should be taken by the Kasese District Council to address the historical imbalances that the Banyabindi have suffered by creating appointments specifically for the Banyabindi in the District Council, so I declare.	<p>Article 32 of the Constitution.</p> <p>Section 14, 15 & 23 Equal Opportunities Commission Act, 2007.</p>
2	Nassali Rose Vs. Okot Giles & Anor.	<p>Complainant denied compensation for the injuries sustained in an accident by the respondent.</p> <p>The respondent compensated the gentleman whose house was destroyed in the same accident but not her.</p>	Matter was settled through mediation and the complainant was paid Ugx 2,500,000/= in settlement of the matter.	<p>Resolved through mediation.</p> <p>Section 23 Equal Opportunities Commission Act, 2007.</p> <p>Regulation 9, Equal Opportunities Commission Regulations, 2014.</p>
3	Aaya Margret Vs. Our Lady of Fatima Nursery Biina	Complainant was terminated by the respondent unlawful while her male counterparts continued in employment without any justification.	Complainant was compensated for the unlawful termination.	Section 23 Equal Opportunities Commission Act, 2007

<i>s/n</i>	<i>Complaint</i>	<i>Brief facts</i>	<i>Judgement (paraphrased extracts)</i>	<i>Provision of the Convention or national legislation applied in line with the Convention</i>
4	Olema Justo & Ors Vs. Mayuge Sugar Industries	The respondent among other issues raised was unlawful termination of pregnant employees, denial of leave among others.	Orders were made for their compensation.	<p>This was resolved through a public inquiry.</p> <p>Article 21, 33, 40 of the 1995 Constitution of the Republic of Uganda.</p> <p>Section 23 Equal Opportunities Commission Act, 2007.</p> <p>Section 3, Labour Unions Act.</p> <p>Occupational Safety and Health Act, 2006.</p>
5	Florence Byaruhanga Vs. Amb. Katenta Apuuli	Complainant was deprived of the land which had been acquired together with her husband following his subsequent marriage to another woman for whom properties were acquired.	She was compensated a sum of Ugx. 14,000,000/= (Fourteen Million Shillings) only for the property by the respondent and was able to purchase another piece of land.	<p>Resolved through mediation.</p> <p>Article 21, 33 of the Constitution.</p> <p>Section 23 EOC Act.</p>
6	Abitegeka Sally Vs. Masindi District Local Government	The complainant was terminated from employment when she went to pursue further studies despite similar benefits being extended to her colleagues.	She was reinstated.	<p>Resolved through mediation.</p> <p>Article 21, 40 of the Constitution.</p> <p>Public Service Standing Orders, 2021.</p> <p>Section 23 Equal Opportunities Commission Act, 2007.</p>
7	Bugenyimana Laurencia Vs. Luwojja Roger	The respondent sold land to the complainant and later sold it again to another person.	Following the Commission's intervention, she was able to reposes her land which had been taken over by another person.	<p>Article 26 of the Constitution.</p> <p>Section 23 Equal Opportunities Commission Act, 2006.</p> <p>Land Act Cap. 227.</p>

<i>s/n</i>	<i>Complaint</i>	<i>Brief facts</i>	<i>Judgement (paraphrased extracts)</i>	<i>Provision of the Convention or national legislation applied in line with the Convention</i>
8	Kamukama Placidia Vs. Ibanda District Local Government	The complainant was deleted from the pay roll after she had an accident and sustained injuries on her way to work.	She was re-instated to work.	Article 21, 40 of the Constitution. Public Service Standing Orders, 2021. Section 23 Equal Opportunities Commission Act, 2007.
9	Albinism Umbrella Vs. Hormisdallen School – Gayaza Campus	The complaint was filed on behalf of a girl child living with albinism who had been denied a vacancy in the respondent's boarding section due to her condition.	The actions were found to be discriminatory and a compensation of Ugx. 20,000,000/= (Twenty Million Shillings) only was made to the respondent.	Resolved through mediation. Article 21, 30, 34 of the Constitution. Children Act cap. 59. Equal Opportunities Commission Act, 2007.
10	Maragoli Community Vs. AG & NIRA	The complainants (including women) were being denied national identity cards on grounds that they are not Ugandans.	The Commission ordered the respondents to issue national IDs to the members of the Maragoli Community indiscriminately.	Article 21 of the Constitution. Section 23 Equal Opportunities Commission Act, 2007.
11	Namiiro Zulaika & Ors Vs. Medi Sambwa & Anor	The complainant together with her siblings (girls) were left some properties by their deceased father. Due to family wrangles, the boy children took over their properties on grounds that they should not have benefited.	The Commission intervened and the girl children were able to get their lawful share of their late father's estate.	Article 21 of the Constitution. Section 23 Equal Opportunities Commission Act, 2007. Succession Act.

8. The State notes the importance of Legal Aid and awaits the Ministry of Finance, Planning and Economic Development (MFPED) to issue a Certificate of Financial Implication to enable Parliament to progress with the Legal Aid Bill, 2018.

9. The State through the EOC conducts annual performance reviews of all MDAs on the level of compliance to gender and equity responsiveness, which indicate that the Justice Law and Order Sector (JLOS) has improved from 54% in FY 2017/18 to 70% in FY 2021/22. The JLOS has developed and is implementing the Gender and Equity Mainstreaming Strategy and has greatly improved the representation and

participation of women in the sector. EOC has rendered country wide legal services through legal aid clinics compiling and addressing complaints that involve and include women's rights among communities. Government has through the mass media such as radio and TV programmes, Ugandans have been sensitized on women's rights. Dispute Resolution mechanisms have been used by EOC in adjudicating matters handled by the EOC. MGLSD, EOC and CSOs have conducted workshops to train leaders and stakeholders on women's rights.

10. The JLOS has developed a training manual on GBV and has undertaken training of Justices and Judges of the High Court, Chief Magistrates and Prison Officers on handling of GBV cases. Each of the 7 High Courts i.e. Mukono, Mbale, Soroti, Moroto, Gulu, Masaka and Bushenyi have conducted 13 Special Court Sessions on GBV cases. More Judicial Officers have been recruited and trained to handle the existing work load and promote efficiency in dispensing of justice for the victims of GBV. Courts have also set-up child friendly spaces.

Reply to paragraph 5 of the list of issues

11. The National Transitional Justice Policy is an overreaching framework of the Government of Uganda (GoU); designed to address justice, accountability and reconciliation needs of post-conflict Uganda. The Policy, provides a holistic intervention to achieving lasting peace in the country. Training of local leaders and law enforcement officers has been undertaken to implement the policy and ensure access to justice for victims of SGBV.

12. MoES and MGLSD in 2013 established the Inter-Sectoral Committee on elimination of Violence Against Children in Schools (ISC VACiS) which brings together stakeholders from Government Ministries, Departments and Agencies, NGOs, Religious Institutions and the Private Sector to promote safe learning environments in Uganda. Though the ISC VACiS, GoU developed and has implemented the National Strategic Plan on Elimination of Violence against Children in Schools, 2015–2020; the Reporting, Tracking, Referral and Response Guidelines on VACiS (2015) and the Journeys Handbooks aimed at creating safe schools and learning institutions. MGLSD through SAUTI, U-report and Safe Pal app has promoted the reporting of SGBV by students. Institutions of Higher Learning have developed and operationalized Sexual Harassment Policies. The National Teacher Policy (2020) provides for a disciplinary committee that adjudicates teachers code of conduct including cases of SGBV in line with the Education Act (2008) and the National Gender Based Violence Policy (2016).

Reply to paragraph 6 of the list of issues

13. The State has domesticated CEDAW through the integration of its provisions in Uganda's legal, policy and planning frameworks. The Third National Development Plan (NDP III) is aligned to the SDGs and hence the implementation and monitoring of the NDP Programmes addresses the provisions of the Convention. MGLSD engages with other MDAs and stakeholders to ensure that NDP III implementation is gender responsive. The Ministry also implements interventions that directly address CEDAW provisions. These programmes which include UWEP, YLP, GBV Prevention and Response and SAGE are elaborated in the Periodic Report under consideration. The coordination of CEDAW implementation is also undertaken through the established mechanisms of stakeholder collaboration on gender equality interventions led by the MGLSD. Several Forum are in place to facilitate the oversight role of the Ministry in this respect. These include: i) Liaison with Gender Focal Point Officers in various MDAs, ii) Convening and participating in Gender and GBV focused Committees and Working Groups led by MGLSD and other MDAs, and iii)

Coordinating the periodic reporting on CEDAW, Beijing Platform of Action (BFA) and other regional and international Instruments.

14. The legal provisions under the Constitution and other national laws are monitored collectively through national reports by the respective entities under whose mandate the legal provision falls. For example protection of women's rights in the Labour Laws including the Employment Act and the Land Act. Other mechanisms of monitoring are through the various Management Information Systems (MISs) of various entities that generate administrative data and information. MGLSD conducts training of officials and stakeholders from MDAs and Local Governments (LGs) on gender mainstreaming and gender responsive planning. This includes topics on gender analysis and gender and equity budgeting. Other agencies conducting capacity building programmes are the EOC, MFPED, the Civil Service College under the Ministry of Public Service, the National Women's Council which has a programme to train Women Council Leaders and UWOPA which conducts orientation of Members of Parliament on gender related issues. Other training programmes in this area are conducted by Civil Society Organizations. MGLSD, MFPED, UBOS, UMI and the School of Women and Gender Studies Makerere University, in 2012 developed a National Capacity Building Programmes on Gender and Equity Budgeting under the coordination of the Gender and Equity Budgeting (GEB) Task Force Chaired by the MFPED and a modular curriculum on Gender and Equity Budgeting that is utilized in training MDAs on gender and equity responsive budgeting.

Reply to paragraph 7 of the list of issues

15. The Constitution of the Republic of Uganda guarantees protection of human rights of all Ugandans including Human Rights Defenders. Key national laws and policies that protect the rights of WHRDs and promote their work are; The Equal Opportunities Commission Act 2007, The Domestic Violence Act 2010 and its Regulations 2011, The Prohibition of Female Genital Mutilation Act 2010 and its Regulations, The Employment Act 2006 and its Regulations, The Employment (Sexual Harassment) Regulations 2012, The Prevention of Trafficking in Persons Act 2009 and The Human Rights Enforcement Act 2019. The Computer Misuse Act No. 2 of 2011 provides for the safety and security of electronic transactions and information systems; Data Protection and Privacy Act of 2019 and its accompanying Data Protection and Privacy Regulations of 2020 protects individuals and their data by regulating the processing of personal information by state and non-state actors, within and outside Uganda.

Reply to paragraph 8 of the list of issues

16. GoU has formulated laws and policies to promote women's participation and representation on decision-making. The Constitution provides for affirmative action in favour of women for purposes of addressing imbalances created by history, tradition and customs. The Persons with Disabilities Act, 2020 and the National Council for Older Persons Act, 2013 provide for affirmative action in favour of women in constituting councils for PWDs and Councils for Older at all levels, respectively. The Uganda People's Defence Forces (UPDF) has taken deliberate efforts to increase women in armed forces which has been historically male-dominated field. These include: deliberate promotion of women into higher decision-making positions; representation of female employees in the National Parliament; integrating gender concerns in peace keeping processes, creation of a Directorate of Women Affairs and institutionalizing a zero-tolerance policy for GBV to ensure women's full enjoyment of their rights.

17. The establishment of the EOC was a critical step by GOU in addressing discrimination and stereotypes and ensure inclusive development. The PFMA 2015 provides for gender and equity sensitive plans and budgets by MDAs. Through the

multi sectoral framework adopted on prevention and response to GBV, stakeholders especially the Police, Civil Society Organizations, Community Development Workers work collectively to prevent and report cases of FGM. Community policing and surveillance has enabled timely reporting of cases. Through the National Gender Based Violence Database (NGBVD), cases of GBV are captured to inform the Annual Crime Report and programming.

18. The State working closely with CSOs such as Transcultural Psychosocial Organization (TPO), ActionAid Uganda, Mifumi and the Uganda Women's Network (UWONET), manages 18 GBV Shelters across the Country through which the survivors of GBV access a range of support services including safe custody, medical care, psychosocial support, legal representation, mediation and reintegration with their families and economic empowerment programmes. GoU with her partners conducts periodic monitoring of on-going programmes, mid-term and final evaluations of donor funded programmes. Periodic progress reports are prepared in compliance with the national, regional and international obligations.

Reply to paragraphs 9 and 10 of the list of issues

19. MGLSD has entered into agreement with Traditional/Cultural and Religious Institutions on prevention and response to GBV; Harmful Practices and promotion of Sexual Reproductive Health and Rights (SRHR). MGLSD provides financial support to Traditional/Cultural and Religious Institutions to facilitate the implementation of interventions on social norm change, referrals of cases of GBV to service providers, whistle blowing and popularizing available medical legal and psychosocial services.

20. MGLSD has strengthened coordination at national level through the establishment of the GBV High Policy Dialogue and the Medico-Legal GBV Working Group while Districts have in place GBV Coordination Committees. Through these mechanisms, GoU ensures that responsibility centers are held accountable for their role in fight against GBV.

21. The Judiciary has established 9 Special Courts in Mbale, Jinja, Mbarara, Masaka, Gulu, Kabale, Moroto, Soroti and Fort-portal for hearing and handling GBV cases with the aim of expeditious conclusion of cases including conducting closed court sessions for sexual violence i.e. rape, defilement, and marital rape to enhance victim and witnesses protection.

22. MGLSD has taken deliberate efforts to mobilise resources for the GBV Shelters. Through the EU-UN Spotlight Initiative, 13 GBV Shelters have been financed and are able to provide comprehensive support services to the survivors of GBV. The Ministry in collaboration with UNDP and the two Local Governments in 2021 launched the construction of two GBV Shelters in Kasese and Amudat to widen the delivery of services to survivors of GBV.

23. The GoU is committed to the implementation of the Women, Peace and Security (WPS) agenda as enshrined in United Nations Security Council Resolution (UNSCR) 1325 and subsequent resolutions. Uganda developed and implemented the First National Action Plan (NAPI) 2008–2010, the Second National Action Plan (NAPII), 2011–2015 and the Third National Action Plan (NAPIII), 2020–2025. NAPIII is aligned to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); the Sustainable Development Goals (SDGs), especially SDG5 and SDG16; the Beijing Declaration and Platform for Action (1995); the Commonwealth Priorities for Gender and Women's Empowerment, the Universal Declaration of Human Rights (UDHR). NAP III is also aligned to Uganda's Vision 2040; the Third National Development Plan; The Uganda Gender Policy (2007); The National Policy on Elimination of Gender Based Violence in Uganda (2016); The

Transitional Justice Policy (2019); the Refugee Policy (2006); the 2006 Refugees Act and 2010 Refugees Regulations.

24. The National Gender Based Violence (NGBVD) is an E government online Management Information System accessed through URL: <http://ngbvd.mglsd.go.ug/>. The System enables all GBV actors to safely collect, store and generate analyzed reports in real time. It collects GBV incident data to facilitate evidence-based decision making at all levels. The data collected are under the following domains; Survivor Information (Location, Age, sex, nationality, status of nationality, marital status, disability, head of the family), Incidence Information (Date of Occurrence, Place of Occurrence, Time of Occurrence, Form of incidence.), Perpetrator Information (Age, Location, Sex, Relationship to Victim, marital status etc.), Witness Information (Age, Sex, Relationship to Victim, Location etc.), Services offered and the status of the case reported. A profile for each case reported on the system can be got for reference but also data is analyzed with reference to the different categories and levels of analysis.

25. Government institutions in particular the Uganda Police, Office of the Directorate of Public Prosecutions investigate and prosecute cases of SGBV cases. The law on defilement provides for compensation of victims of defilement. The law applies to all including law enforcement officers found in contravention of any Penal law. Rape is an offence under Ugandan law no matter whether it is committed in a marital relationship. DPP also relies on decisions of court that prohibit marital rape to prosecute offenders.

26. MGLSD working with Development Partners and CSOs has established 3 GBV Shelters in Amudat and Moroto to manage cases of FGM and in Kasese to manage refugees. MGLSD is building the capacity of DLGs to ensure functionality of the existing GBV Shelters in their respective areas of jurisdiction.

27. The National Policy on elimination of Gender Based Violence 2016 and the National Male engagement Strategy 2017 provide a clear framework to address cultural barriers and tackle masculinities that perpetuate violence. MGLSD has strengthened her collaboration with religious and cultural institutions on positive social norm change which has resulted into several pronouncements by religious and cultural institutions on ending SGBV. MoES adopted the Sexuality Education Framework (2018) while Makerere University School of Women and Gender Studies offers courses in gender and development aimed at producing professionals to spear head gender equality agenda and women's empowerment.

Reply to paragraph 11 of the list of issues

28. Government ensures the prevention of trafficking in persons and prosecution of offenders through enforcement of the Prevention of Trafficking in Persons Act 2009. The Office on Prevention in Trafficking in Persons under the Ministry of Internal Affairs operates in close collaboration with other Government Agencies through a Multi-sectoral National Task Force. The Ministry investigates allegations of complicit officials, implements the protection and prevention provisions of the 2009 anti-trafficking act, has increased convictions for alleged traffickers, and rescue, protection and provision of assistance to victims.

Reply to paragraph 12 of the list of issues

29. In addition to upholding affirmative action for women in the electoral process, the Electoral Commission developed and implemented the Gender Strategy and a Gender Training Manual for gender and inclusive electoral processes. Women's Rights Organizations (WROs) including AWLN are already undertaking a cross-range of programs including leadership training, mentorship programs, capacity building,

gender and equity responsive budgeting, movement building and policy advocacy to promote women's rights.

Reply to paragraph 13 of the list of issues

30. MoES reviewed the guidelines on teenage pregnancy and HIV (2015) to focus on teenage pregnancy prevention, management and re-entry of child mothers into the school setting in Uganda and were launched by the Minister for Education and Sports in 2021. A monitoring tool has been developed to track the number of girls who are pregnant, number of child mothers returning to school and appropriate support in place for pregnant girls and child mothers. MoES is reviewing the Education Management Information System (EMIS) to incorporate indicators on violence against children and teenage pregnancy. The Ministry has embarked on capacity building for the district and school level technical staff on gender responsive data collection, analysis, dissemination and utilization.

31. MoES developed a training manual for teachers and other stakeholders on menstrual health and hygiene management (MHM) and conducted training of teachers and learners on MHM. MoES working with the Uganda National Bureau of Standards (UBOS) set standards for MHM products especially re-usable pads and menstrual cups. The National Menstrual Health and Hygiene coalition was constituted in 2015 through which MoES mobilized resources for provision of sanitary pads especially to adolescent girls in rural areas and refugee communities. The MoES has supported research which has informed the development of Menstrual Health and Hygiene Strategic Plan for Uganda; equipped some schools with sewing machines and materials for producing re-usable sanitary towels, distributed underwear, vaseline, and disposable sanitary pads to vulnerable girls; reviewed the guidelines on capitation grants to include the procurement of emergency sanitary pads for government aided primary and secondary schools in the country and provision of gender responsive latrines/toilets with washrooms, changing rooms, incinerators and water.

32. With an open door policy for refugees, the Office of the Prime Minister (OPM) developed an Education Response Plan for refugees and asylum seekers in Uganda. MoES has trained teachers in refugee communities on gender and equity responsive pedagogy including sexuality education (SE), which has been integrated in the lower secondary curriculum.

33. MoES has undertaken a number of measures to ensure girls with special needs have access to high quality education. These include the development of an inclusive policy for education, building the capacity of teachers to provide equity responsive education, creation of awareness on the unique needs of children with special needs, provision of assistive devices and development of specialized materials for the various categories of special needs.

34. The operationalization of the RTRR guidelines has resulted into increased reporting of cases of SGBV in schools. Using the Managing for Results (M4R) platform, MoES introduced the anonymous reporting for cases of SGBV. The RTRR Guidelines have informed the design and operationalization of other reporting and response mechanisms for SGBV. The Guidelines on Prevention and Management of Teenage Pregnancy in School settings allow child mothers to return to school six months after giving birth. In case the young mother is in a candidate class, she is given an opportunity to sit for her exams. MoES with MoH is working on School Health Policy that will support the delivery of adolescent responsive health services including SRH.

Reply to paragraphs 14 and 15 of the list of issues

35. GoU working with the employers, workers and the private sector/civil society has undertaken to ratify the ILO Conventions No.183 – Maternity Protection at the workplace, No.189 – Domestic Workers Convention and No.190 – Violence and Harassment Convention which will strengthen the legal and policy framework against discrimination including violence and harassment in the world of work. The Employment (Establishment of Breastfeeding and Childcare Facilities at the Workplace) Regulations were approved and the Final draft is with the First Parliamentary Counsel. The Office of the Solicitor General has reviewed and cleared the ratification of the above ILO Conventions so as to improve the employment relations in Uganda.

36. MGLSD with support of UNDP and the Private Sector Foundation (PSFU), are undertaking the Gender Equality Seal Certification Programme for Private Enterprises aimed at reducing existing gender gaps, promote equality in workplaces and promote women's economic empowerment. So far 100 Private Sector Companies have been enrolled under the GES programme and capacity building for the GES Auditors undertaken.

37. 225 labour complaints were registered of which 55 were resolved and six (6) referred to industrial court; 214 cases were disposed of at the Industrial Court through regular Court sessions. Three Industrial Court Sub registries were opened in Masaka, Fort Portal and Mbale.

Reply to paragraph 16 of the list of issues

38. The National Health Insurance Bill was developed, consultations with the stakeholders conducted and pending the approval by Cabinet.

39. Cervical cancer is big health threat to women and girls in Uganda, with annual incidence of 6,413 cases, annual mortality of 4,301 deaths and accounting to 40% of all cancers reported in Uganda. MoH has taken several measures to prevent cervical cancer. In particular HPV vaccination for 10-year-old girls; training of health workers on screening for early diagnosis; incorporation of cervical cancer screening in routine Post Natal Care (PNC); strengthening case management at facility level; and creating public awareness.

40. MoH is supporting Health facilities to conduct integrated outreaches, offer integrated prevention, curative and rehabilitative services for older women and women with disabilities. MoH is implementing the Health Sector Refugee Response Plan in order to address the needs of refugees and host communities. Refugee host districts have been supported to provide comprehensive SRHR package through training and mentorships of health workers on SRHR, SGBV, FP; training of peer mothers among refugee communities to support referrals and linkages and demand creation within refugee communities.

41. The Ministry has developed the National Adolescent Health Policy and the Adolescent Health Service Standards and Guidelines in the provision of adolescent responsive services. Adolescent Health Working Group has been established at national and district levels to improve coordination among MDAs and Partners.

42. The Abortion Law in Uganda States that abortion is illegal except where there is a medical indication necessitating an abortion in order to save the life of the mother. Even when abortion is contemplated due to medical reasons, the presence of an obstetrician/gynecologist and a psychiatrist must be sought. The capacity of health workers has been built to provide Post Abortion services with a focus on Family planning, HIV counselling and testing among others.

43. The Ministry has developed the Child and Adolescent Mental Health Policy Guidelines 2017 to promote Mental Health and prevent Mental, Neurological and Substance use disorders among children and adolescents. The Guidelines set a clear direction in development of Mental, Neurological and Substance abuse control services and as such, aim to ensure that these services are readily accessible to all children and adolescents in Uganda.

Reply to paragraph 17 of the list of issues

44. Policies relevant to social support and protection were formulated in particular the National Policy Guidelines on Ending HIV Stigma (2021). There have been substantial advocacy efforts by CSOs focused on the need for legal reform, respect for human rights and stigma reduction. Trainings have been conducted targeting law enforcers, judicial officers, political leaders, MPs, and health workers to improve their attitudes and the environment for service provision to PLHIV. Legal literacy, legal aid services and strategic litigation were extended; 4,700 women and girls living with HIV (WGLHIV) were reached with legal aid services, 200,096 survivors of sexual violence were reached with post-GBV clinical care, including 12,590 survivors of sexual violence reached with PEP. Key achievements include increased awareness of rights; increased access to HIV and legal services. The Uganda AIDS Commission (UAC) engaged religious and cultural leaders through dialogues on stigma and discrimination reduction, a national media campaign, training of religious, cultural, and PLHIV leaders who serve as campaign champions to deliver messages on the fight against stigma and discrimination; and a national Dialogue on HIV, TB and the Law.

45. The National Comprehensive Condom Programming Strategy & Implementation Plan 2020–2025, that embraces a Total Market Approach, was launched. The HIV testing Services (HTS) optimization plan was rolled out to some facilities to improve efficiency in testing. The national scale-up plan for HIV Self-Testing 2020–2023 was finalized. Pre-exposure prophylaxis (PrEP) services were scaled up to 259 sites, enrolling over 85,000 onto PrEP and increasing current beneficiaries to over 140,000. Over 23,000 individuals received post-Exposure prophylaxis (PEP), including 12,590 survivors of sexual violence. In the PMTCT setting, 98% of pregnant women attending ANC were aware of their HIV status; 96% of the HIV infected mothers received ART, with 81% retained on ART 12 months after initiation. Among pregnant and breastfeeding mothers eligible for a viral load test, only 61% received a test with 93% and 95% virally suppressed respectively.

Reply to paragraph 18 of the list of issues

46. MGLSD continuously engages with the Parliamentary Committees on Gender, Budget and Finance to ensure adequate resources are allocated to UWEP, YLP and SAGE including conducting training of Members of Parliament on these Programmes. MGLSD developed comprehensive communication strategies which guide information dissemination through radio and TV talk shows. MGLSD is working with the Bill and Melinda Gates Foundation and the World Bank to mobilise adequate resources for the Women Economic Programme.

47. Under the Agricultural Credit Facility (ACF) by GoU to promote commercialization of agriculture, women farmers have been targeted and 16.07% of beneficiaries are women. UWEP provided credit to 62,181 women beneficiaries engaged in agriculture sector representing 33.3% of the beneficiaries with worth UGX 32 Billion and YLP has so far funded 39,312 young women engaged in agriculture sector. Under the Parish Development Model (PDM), 30% of allocated funds are ring-fenced for women beneficiaries.

48. The Ministry of Lands, Housing and Urban Development developed a Gender Strategy for the implementation of the National Land Policy. One of the key sub-programmes of the strategy is to protect and improve women's secure rights and access to land. The Ministry of Land, Housing and Urban Development has undertaken a process of legal reform of various land laws and is developing amendments to the survey Act, Registration of Titles Act, and formulating new laws relating to government land, the Land Information System, Valuation and the Acquisition and Resettlement among others.

49. GoU has scaled up dissemination of the Land Act across the country through organizing barazas, public days, use of print and mass media. Land related issues are discussed on Radios and TV talk-shows in local languages. Ministry of Lands, Housing and Urban Development has trained Land Management Institutions including Land Boards, Land Area Committees, Physical Planning Committees on Land administration and management. The trainings focus on existing laws and policies including the rights of women to access, own, utilize and control over land. The Land Act has been translated into local languages to improve people's knowledge on land rights and related matters. GoU is working with CSOs i.e. LandNet, Uganda Land Alliance to sensitize communities about land rights.

50. The Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) in 2018 launched the e-voucher system that is used by farmers to purchase critical farm inputs. This has helped women and youth farmers to buy inputs from certified agro-input dealers and avoid fake agro-inputs.

Reply to paragraph 19 of the list of issues

51. GoU has mainstreamed gender in the National Policy for Disaster Preparedness and Management. The Ministry of Water and Environment developed and is implementing the National Water and Sanitation Strategy (2018–2022). The Petroleum Authority of Uganda (PAU) has adopted affirmative action in favour of women as a strategy for inclusivity in the sector and to encourage economic and social development within the country.

Reply to paragraph 20 of the list of issues

52. The Constitution under Article 21 provides for equality of all persons before and under the law. The Uganda Human Rights Commission and Equal Opportunities Commission are institutions set up handle cases of discrimination against any Ugandan.

Reply to paragraph 21 of the list of issues

53. UBOS efforts on the generation, analysis dissemination of disaggregated data.

Reply to paragraph 22 of the list of issues

54. The Senior Citizens Grant has been rolled out nationally to all older persons 80 years and above. To date SAGE reaches out to 301,256 beneficiaries of whom 189,414 are female and 120,842 are males. The plan is to lower the age as and when more resources are available. Government in collaboration with the Development Partners has provided social protection to Refugees targeting women and children. GoU created a Special Grant for Persons with Disabilities and Women with Disabilities are deliberately targeted. The Persons with Disabilities Act 2020 outlaws any form of discrimination against PWDs and provides for accessibility of education programmes, buildings and infrastructure for women and girls with disabilities. Government procures assistive devices in education sector to enable the effective delivery of Special Needs Education (SNE). The building control (Persons with Disabilities) Regulations provide for accessibility for Persons with disabilities to

public buildings and infrastructure. Gender and Equity Budgeting trainings are undertaken as well as audits done by the National Council for Disability.

Reply to paragraph 23 of the list of issues

55. The timeframe for the approval of the Marriage and Divorce Bill into law cannot be provided; however the line Ministry needs to reintroduce it to Parliament. Article 31 of the Constitution of the Republic of Uganda 1995 clearly provides for the age of marriage to be 18 years. Other laws therefore have to be read in conformity with that article. The Children (Amendment) Act 2016 in section “42A provides for the protection of children from all forms of violence including sexual abuse and exploitation, child sacrifice, child labour, child marriage, child trafficking, institutional abuse, female genital mutilation, and any other form of physical or emotional abuse.

56. Polygamy is still recognized under marriages sanctioned by customs and religion. Bride price is acceptable as a gift and its refund has been declared unconstitutional by the Supreme Court in the case of Mifumi VS Attorney General.
