



# **Empowering Women for Equitable, Inclusive Decision making within the coffee value chain in Uganda**



## **Rapid Assessment Report**

**IWCA Uganda Chapter  
November 2019**

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## Acronyms

AAHU	Action Africa Help Uganda
ACFODE	Action for Development
ACHPR	African Charter on Human and Peoples Rights
AFCA	African Fine Coffees Association
ARUWE	Action for Rural Women Empowerment
AU	African Union
AWDF	African Women's Development Fund
BTC	Belgium Technical Cooperation
CA	Constituency Assembly
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEDOVIP	Uganda Center for Domestic Violence Prevention
CFC	Common Fund for Commodities
COMESA	Common Market for Eastern and Southern Africa
CSO	Civil Society Organizations
DENIVA	Development Network of Indigenous Voluntary Associations
DVA	Domestic Violence Act
EAC	East African Community
EOC	Equal Opportunities Commission
EPRC	Economic Policy Research Centre
ERA	Electricity Regulatory Authority
EU	European Union
FAO	Food and Agricultural Organization
FIDA	Federation of Uganda Women Lawyers
FOWODE	Forum for Women in Democracy
GAP	Gender Action Plan
GBV	Gender Based Violence
GBV	Gender Based Violence Policy (GBV)
GEP	Gender Equality Project
GIMAC	Gender is my agenda Campaign
GPS	Gender and Productivity Survey
GWEFODE	Gender Equality and Women Empowerment for Development
HIV & AIDS	Human Immunize Virus - Acquired Immune Deficiency Syndrome
HR	Human Rights,
HURINET-U	Human Rights Network Uganda
ICC	International Criminal Court
ICESCR	The International Covenant on Economic, Social and Cultural Rights

ICO	International Coffee Organization
ICT	Information and Communication Technology
IGAD	Integrated Authority on Development
IOM	International Organization on Migration
IST	Institute for Social Transformation
IWCA	International Women’s Coffee Alliance
IWCA	International Women’s Coffee Alliance
KEEP	Karamoja Economic Empowerment Project
LGA	Local Government Act
M&E	Monitoring and Evaluation
MoGLSD	Ministry of Gender, Labour and Social Development
MSMEs	Micro Small and Medium Enterprises
NAWOU	National Association of Women’s Organizations in Uganda
NCI	National Coffee Institutions
NDF	Nabagereka Development Foundation
NDP II	Second Uganda National Development Plan
NGOA	Non-Governmental Organizations Act
NGOs	Non-Governmental Organization
NUCAFE	National Union of Coffee Agribusinesses and Farm Enterprises Ltd
NWCA	National Women’s Council Act
PEAP	Poverty Eradication Action Plan
PEAP	The Poverty Eradication Action Plan
PELUM	Participatory Ecological Land Use Management
PMA	Plan for the Modernization of Agriculture
SDGEA	Declaration on Gender Equality in Africa
SDGs	Sustainable Development Goals
SURGE	Support to Uganda’s Efforts to Gender Equality
UBA	Uganda Bank of Africa
UDHR	Universal Declaration of Human Rights
ULA	Uganda Land Alliance
UMWA	Uganda Media Women’s Association
UN	United Nations
UNDP	United Nations Development Program
UNICEF	United Nations Children’s Fund
UNNF	Uganda National NGO Forum
UWASNET	Uganda Water and Sanitation NGO Network
UWONET	Uganda Women’s Network
WFP	World Food Program
WOGNET	Women of Uganda Network

## EXECUTIVE SUMMARY

In 2010, IWCA Uganda chapter was born, following the empirical evidence that women in developing countries disproportionately endure gender inequalities in the coffee industry. In line with IWCA at the global level, the goal of the IWCA Uganda Chapter, is to “*develop a strong and visible network of women in the coffee industry who can share experiences, resources and contacts with other women throughout IWCA chapters, in producing and consuming countries.*”

With funding from African Women’s Development Fund (AWDF), IWCA Uganda Chapter embarked on implementing a project with a focus on accelerating actions to advance the inclusion of women in leadership positions of various structures in the coffee industry in Uganda. The theme of the project is “*Empowering Women for Equitable, Inclusive Decision making within the coffee value chain in Uganda*”. Kampala district was purposively selected as the main geographical scope of the project.

In September, IWCA Uganda contracted an independent consultant to conduct a baseline rapid assessment. The purpose of this baseline was to conduct a pre-project (implementation) measurement of the results’ indicators to serve as a guide for project implementation. This will be used as a basis against which the level of attainment of milestones and targets will be compared during reviews, results assessment and impact evaluation. The rapid assessment reviewed gender and related policies in Uganda, and map the key stakeholders to guide implementation of the project

The assessment was conducted using both qualitative and quantitative methods and approaches of data collection and analysis including; desk reviews, consultative meetings with key project team and key informant interviews with selected women farmers. Desk and literature review focused on mainly IWCA Projects and Policy documents with an emphasis on gender issues and concerns, IWCA Strategic plan and other work Plans, UN Women Reports, International and National level laws and policy frameworks, among others. Consultative meetings were held with IWCA Uganda chapter project management team for planning purposes and in-depth understanding of the assignment. The team also conducted key informant interviews with coffee farmers in Kapchorwa and Mityana districts.

### Key Findings

The concept ‘gender’ is still widely misconstrued and perceived as a women’s ‘*thing*’. Secondly, women are noticeably missing in high-end agriculture and in particular coffee decision making ranks at the international, national, local and household levels. Less than 30% of public servants are women as compared to 70% male (UNDP, 2013)<sup>1</sup>. High percentage of women are observed employed in low paying positions like waitress in the cafes and coffee sorting in processing

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<sup>1</sup> Gender Equality and Women’s Empowerment in Public Administration 2013 UNDP report

factories. Thirdly, domestic violence is still a major challenge in the coffee industry arising out of un-equal power relations and socio-economic inequities especially at the household level.

Important to note also, Uganda generally has a rich legal and policy framework, mostly domesticated from the international provisions and standards, however, enforcement and implementation remains a big challenge. In addition to the above, almost all respondents were aware of the rich legal and policy framework, however the majority had a limited grasp of the same frameworks and consequently restricted application of the frameworks to their own businesses and farms.

Relating to the Coffee industry specifically, there is obvious scarcity of gender sensitive legal and regulatory framework to guide and regulate the sector. This is partly because, there is a lack of studies and disaggregated data relating to gender issues in the Coffee value chain to inform the law and policy. And lastly, whereas there was considerable awareness of gender issues relating to the Coffee industry, there is little documentation of the same.

Based on the above, recommended actions for IWCA and stakeholders include the following; (1) Advocate for Research and Documentation (2) Lobby to enact Coffee specific laws and policies addressing gender and other concerns within the coffee value chain; (3) Lobby for financial Literacy training and awareness to Women in coffee value chain, (4) Advocate for development of clear gender equality indicators at all levels of the coffee value chain (5) Lobby and Advocate for increased participation of women across the coffee chain; (6) Advocate for extension and advisory services that accommodate men and women farmers' different roles and responsibilities, (7) Advocate for voluntary joint land agreements between husbands and wives, and (8) Conduct Massive Sensitization and Awareness about the Concept of Gender through media campaigns, among others.

With these recommendation, IWCA and Partners need to take the following steps;

- 1) Disseminate findings of this report to stimulate discussion and continue to provide the forum for exchanges of views on coffee sector development and advocacy for gender equality for the public and private sectors;
- 2) Identify key partners for collaboration, networking and synergies to embark of the implementation of key recommendations of this report, through IWCA public-private partnerships, among other avenues;
- 3) Regularly collect data and measure progress towards achieving the SDG of gender equality and Agenda 2030 and ensure gender mainstreaming in all surveys;
- 4) Popularize the few existing legal and policy framework relating to the coffee industry to the most left behind and vulnerable stakeholders in the value chain;
- 5) Recognize gender as cross-cutting theme and include gender dimension in future research on annual themes as well as other analytical work;
- 6) Continuously involve media in advocacy and campaigns of gender related issues in the coffee value chain.

## 1.0 Background

### 1.1 Introduction

International Women’s Coffee Alliance [IWCA] Uganda Chapter is part of a global network of women in coffee that advocates for the reduction of barriers for women in the coffee industry. Incorporated as a non-government organization in 2010 in Uganda, the network works through lobbying and advocating for access to resources for women, while creating a forum in which women connect with fellow women throughout the coffee chain from farm to cup. In line with IWCA at the global level, the goal of the IWCA Uganda Chapter is to “*develop a strong and visible network of women in the coffee industry who can share experiences, resources and contacts with other women throughout IWCA chapters, in producing and consuming countries*”. Its mission is to empower women, to gainfully participate in the coffee value chain, while its Vision is a Ugandan community where women sustainably thrive in the coffee value chain.

Coffee is one of the most important globally traded commodities, that play a very important role in transforming the lives of millions of rural households across in developing countries. An estimated 25 million small coffee farmers depend directly on coffee as their primary source of income. Coffee significantly contributes to foreign exchange earnings and plays a leading role in determining opportunities for employment and infrastructure development in more than 50 developing countries. The depth of the relationships that exists between those involved in coffee production and the horde of intermediary institutions along the coffee supply chain make the sector of critical importance to sustainable development at the local, regional and global levels.

Women’s contributions to global agriculture and food security is significant. However, their participation varies at various levels of agricultural-value chains. The share of women in agricultural labor ranges from 20% in Latin America to almost 50% in Asia and Sub-Saharan Africa. However, with reference to women landholders, the share is between 10 and 20% globally. Women’ representation is less in farmer organizations and cooperatives and their roles is mainly formal markets, trading and processing (ICC March 2018). While studies on the coffee sector are relatively scarce, existing evidence suggests that the level of female participation in growing coffee is not significantly different from the role of women in other agricultural sub-sectors.

It is a basic human right for women to enjoy full legal equality and opportunity, to have the same life prospects as men. However, the Ugandan society is likely to lag behind in terms of access to opportunities, unless the full potential of women, who constitute more than half the population, is equitably harnessed. This can only be facilitated by the elimination of the socio-cultural and economic obstacles, which prevent women from equitable access to opportunities in a male-dominated society. Besides, the structural limitations, effective women representation which is essential for women to know and demand for their rights is also lacking.

With funding from African Women’s Development Fund (AWDF), IWCA is implementing a project “*Empowering Women for Equitable, Inclusive Decision making within the coffee value chain in Uganda*”. The project’s expected outcomes are;

- i) Civil Society and donors are more aware of gendered challenges and support strategies around operating space for Women’ rights organizations and defenders
- ii) More women from diverse groups participate in policy and decision-making processes at all levels including in contexts of conflict/ peacebuilding
- iii) Duty bearers strengthen and implement laws and policies regarding African women’s political rights and participation

These will be delivered through the outputs below (*as stated in Project Doc*);

- i) Stakeholder analysis and mapping,
- ii) Meetings with CSOs and community leaders,
- iii) Training in advocacy for women organizations to collaborate with local authorities to promote women empowerment
- iv) Media materials developed for the advocacy campaign
- v) Awareness of policies and laws around women political rights and participation
- vi) Meetings held with duty bearers and community leaders

The project will be implemented mainly in Kampala with a focus on actions to foster alliance and movement building among women in the coffee and allied industries. There will be a media campaign to advance the women's rights agenda and push for the inclusion of women in leadership composition of various structures in the coffee industry in Uganda

### **1.2 Purpose of the study**

The purpose of this baseline rapid assessment is, to conduct a pre-project (implementation) measurement of the results’ indicators to serve as a guide for project implementation. This will be used as a basis against which the level of attainment of milestones and targets will be compared during reviews, results assessment and impact evaluation. The rapid assessment will review gender and related policies in Uganda, and map the key stakeholders to guide implementation of the project.

### **1.3 Audience of the rapid assessment**

The independent baseline/rapid assessment was commissioned by International Women’s Coffee Alliance (IWCA Uganda Chapter) under the financial support of African Women in Development Fund and the report will be shared with the project staff, the board, AWDF team, project participants, project associates and partners and any other relevant partners.

## **2. Methodology**

The rapid assessment was conducted in a participatory manner to bring multiple perspectives from key stakeholders in assessing the current situation of the target beneficiaries and the context within which the project is located. A combination of methods and approaches with both qualitative and quantitative elements was used to determine the baseline values. Data was compiled through several methods. These included;

- Desk reviews;
- Consultative meetings; and
- Key Informant Interviews.

Several documents were reviewed to define the indicators and measure the baseline values. These included but were not limited to;

- a) Project documents;
- b) IWCA strategic plans;
- c) Policy documents with the main focus on gender issues;
- d) UN-women reports; and,
- e) Work plans, among others



**Figure 1: Consultant conducting an interview during the study**

## **2.1 Consultative meetings and Key Informant Interviews**

The team held a consultative meeting with the project management team for planning and understanding of the assignment. This included the project implementation team i.e; the M&E officer, and IWC Country coordinator among others. The team also conducted key informant interviews with key women in coffee from Kapchorwa, and Mityana districts, NUCAFE and Newman

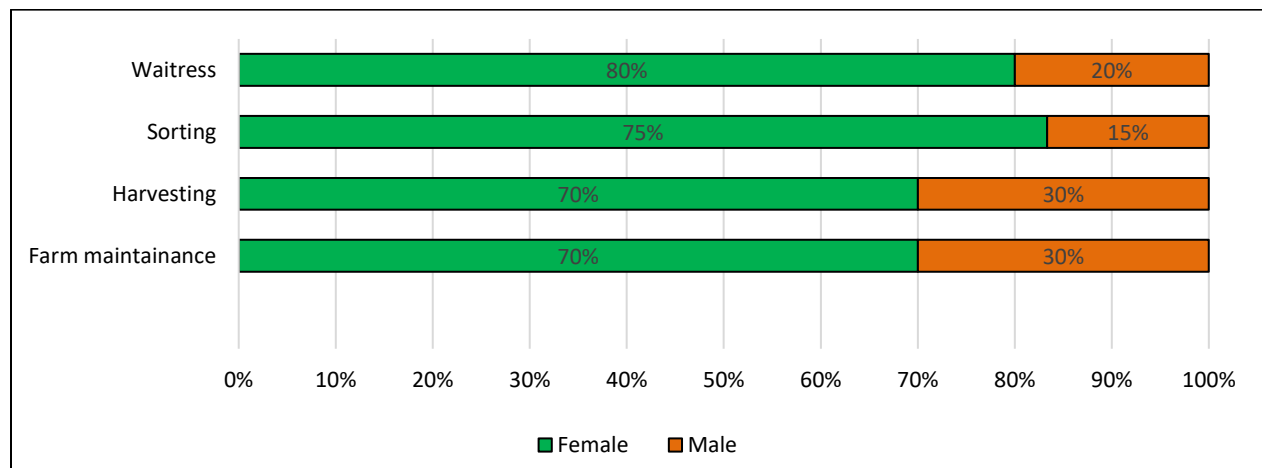
## **2.2 Data Analysis and Dissemination**

All the data was captured and qualitatively analyzed. Some of the quantitative data collected, was entered in a database with controls to limit the errors and analyzed (using Excel and STATA) to generate descriptive and quantitative statistics.

### 3. KEY FINDINGS

Women’s unique and indispensable contributions to the coffee industry can no longer be ignored or muted. Women undertake most of the maintenance (70 percent), harvesting (70 percent) sorting (75 percent) and work as waitresses in coffee shops (80 percent) at the final end of the coffee value chain. Notably however, women are scarcely present in transporting (20 percent), marketing and trading (10 percent), exporting (10 percent), certification (20 percent) and analysis or coffee scientific related research and laboratory work (20 percent) and are largely missing at the high-end decision-making ranks of the coffee value chain at all levels (International Coffee Organisation, 2018a, 2018b; Speciality Coffee Association, 2018; The Global Coffee Platform, 2017).

**Figure 2: Percentage of male and female at different levels in coffee value chains**

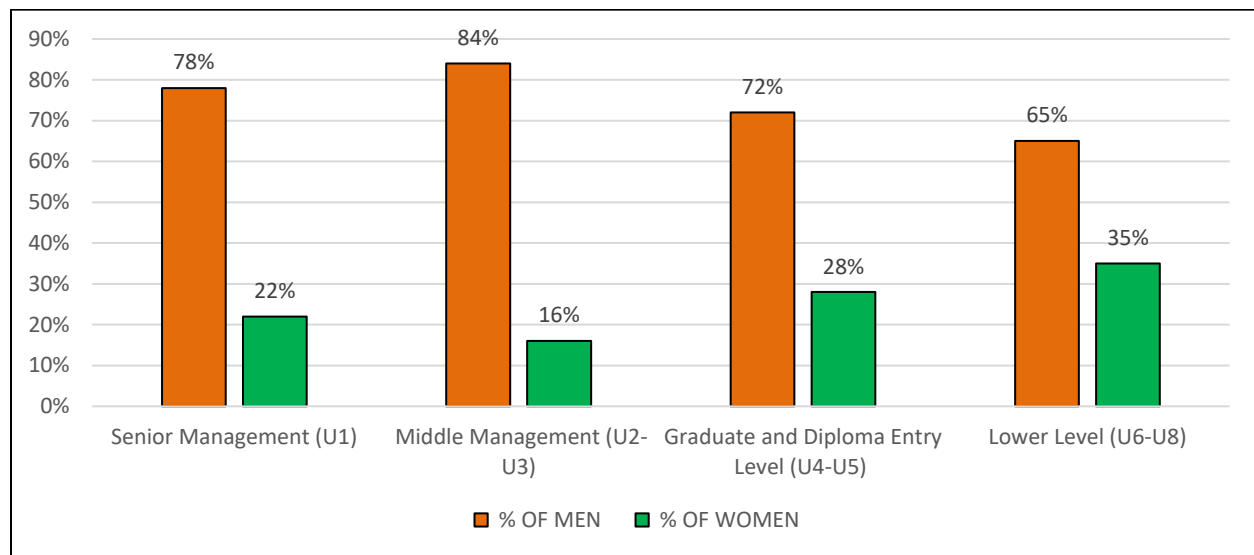


Source: International Coffee Organisation, 2018

Therefore, women are mostly laborers, and hardly decision makers or business owners in the coffee value chain (International Coffee Organisation, 2018a, 2018b; The Global Coffee Platform, 2017). United Nations Development Program report (UNDP, 2011) for gender equality and women empowerment in public sector shows that less than 30% are women as compared to 70% male, and exist in lower positions of salary scales. Figure 3. This may be due to a number of factors including; lower education attainments for women compared to men, lower literacy rates for women in comparison to their male counterparts (MoFPED, 2019; UBOS, 2019), lack of collateral, a requisite to access to credit (International Coffee Organisation, 2018a; The Global Coffee Platform, 2017), cultural and societal gender constructs (Ssali Sarah, 2019), among other factors.

Cognizant of the above, in 2003, women from Costa Rica, Nicaragua, and the US came together with the purpose of empowering and connecting one another to improve their participation in the coffee value chain, and thus the International Women's Coffee Alliance (IWCA), global chapter was born. The mission of the IWCA is to empower women in the international coffee community to achieve meaningful and sustainable lives; and to encourage and recognize the participation of women in all aspects of the coffee industry [www.womenincoffee.org/](http://www.womenincoffee.org/).

**Figure 3: Percentage of Male and Female by the Level of Salary scale I Public service**



Source: UNDP 2013 report: Gender Equality and Women’s Empowerment in Public Administration

### 3.1 Review of Legal and Policy Framework Relating to the Coffee Industry

This section analyses the legal and policy framework relating women in the coffee industry. It commences with the international, regional and ends with the national level frameworks. The section points to the gaps that exists in the coffee industry between men and women, and also serves as an indicator of the need to enact more specific and sufficient laws and policies to govern, guide and regulate the sector from farm to cup.

For a cash-crop (Coffee) that accounts for 20% of Uganda’s total export earnings and brings in a third of foreign exchange earnings, and employs about 5 million of Uganda’s total population (Nahanga Verter, Bamwesigye Danistan, & Antwi Darkwah Samuel, 2019), enactment of adequate laws and policies to govern the crop is the least that can be done. Notably however, there’s ample legal and policy framework in the agricultural sector in general to guide and regulated the sector in terms of financing, land tenure, climate change, gender, among other areas.

#### A. International Level Frameworks

##### 3.1.1 CEDAW

The Convention on Elimination of Forms of Discrimination Against Women was adopted and opened for signature, ratification and accession by the General Assembly Resolution 34/180 on 18 December 1979. It entered into force on the 3<sup>rd</sup> of September 1981 in accordance with Article 27(1) (United Nations General Assembly, 1979). The Convention’s focus is the removal of all obstacles and discriminatory tendencies against women’s enjoyment of rights in all spheres (Ssali Sarah, 2019). Uganda ratified the convention in 1985 and domesticated some of its provisions in the 1995 Constitution of the Republic of Uganda.

The Convention is not specific to the coffee industry per say; however, Articles 14(1), (2) respectively relate to rural women in the agricultural sector. “*State parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas*”. 14(2) “*State parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right. 14 2(g) “**To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes**”*”

However, CEDAW seems to have been overtaken by recent agricultural and equally gender sensitive international frameworks i.e.; the SDGs, Agenda 2030, among others. In Uganda, the Convention remains off the political agenda and has become a low priority issue in many other countries. Additionally, here in Uganda, the rural woman still disproportionately faces the effects of culturally entrenched gendered inequalities which are daily obstacles to her empowerment, advancement, and constraints on her freedoms. The rural woman hardly accesses agricultural credit facilities, marketing facilities and appropriate technology. This is partly due to her lack of collateral, a prerequisite to credit facilities and her status in the community. Further, the Country is still registering poor female representation in politics and public life; entrenched discriminatory practices towards women in law enforcement and judicial decisions; and the persistence of cultural and religious practices that legitimize discrimination against women and girls in society.

### **3.1.2 Sustainable Development Goals 2016 – 2030 and Agenda 2030**

They are also known as the Global Goals and were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. The goals uphold the principle of non-discrimination and leaving no-one behind, especially the most disadvantaged and vulnerable populations like women and children. The 17 SDGs and the accompanying 169 indicators are directly and indirectly gender sensitive, advocate for women’s empowerment in all spheres of life and promote sustainable development in all areas. There is no goal or indicator that is specific to gender issues in the coffee chain, however several indicators push for the equality of women and men in various spheres of life.

**Broad goals; Goal 1, “end poverty in all its forms everywhere” Goal 2 “End hunger, achieve food security and improved nutrition and promote sustainable agriculture” Goal 5 “Achieve gender equality and empower all women and girls” Goal 8 “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” Goal 12, “Ensure sustainable consumption and production patterns” Goal 13, “Take urgent action to**

*combat climate change and its impacts” and Goal 15 “Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt bio-diversity loss” can relate to agriculture and coffee indirectly*

On the other hand, **indicators; 1.4**, *“By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance”* **2.3** *“By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment”,* **2.4**, *“By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality”* **2.b** *“Correct and prevent trade restrictions and distortions in world agricultural markets, including through the parallel elimination of all forms of agricultural export subsidies and all export measures with equivalent effect, in accordance with the mandate of the Doha Development Round”,* **5.5** *“Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life”* **5.a** *“Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws”* **Indicator 5.b** *“Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women”* are directly linked to agriculture as demonstrated above.

The greatest challenge with the SDGs, is their ambitious nature, with no accompanying budget especially in the developing countries like Uganda, to ensure timely implementation and regular follow-ups. Secondly, SDGs have been accused of being a one-size fits all-kind-of approach. In most developing countries Uganda inclusive, there is a lack of up-to-date disaggregated data for planning and informing the direction and focus of policies in the individual implementing countries. Additionally, most of the 169 SDGs indicators are to be implemented and realised at local government levels, however, local government are encumbered with complex challenges many times without the capacity to cope.

### **3.1.3 The Agenda 2063**

It is also referred to as, Africa’s pre-eminent framework for progress over the next 50 years. It is expected to be implemented through a series of medium-term plans, with the long-term development plans of regional economic communities (RECs) and member states that are progressively more aligned with the continental framework. Like the post 2015 Agenda, the

aspiration for Agenda 2063 is a transformative and ambitious framework that enables African countries to achieve a number of objectives including;

- Eradicating poverty in one generation and building shared prosperity through social and economic transformation of the continent
- Growing Africa's collective GDP to levels proportionate to her share of the world's population and natural resource endowments
- By 2020 all guns will be silent

One of the biggest threats to Africa's Agenda 2063 is financing – and especially if Africa is not able to mobilize her own domestic resources to fund her Agenda 2063 priority areas. Africa's over-reliance on Overseas Development Assistance is likely to slow down the progress and especially if the priorities of the 2063 Agenda do not neatly fit into the post 2015 development Agenda in the first 10 years, which seems to be the case. Additionally, whereas Africa may be able to mobilize her own domestic resources to fund the 2063 Agenda, high corruption tendencies of the African leaders and government officials is likely to impede progress as trillions of dollars are embezzled and squandered to feed the bottomless appetites of the African leaders.

#### **3.1.4. UN Security Council Resolutions 66/222, 1325, 2242, and 2331**

**Resolution 66/222** is directly linked to agriculture and specifically promotes the rights of small holder farmers, most of whom are women and the critical role they play in sustainable food production, food security and poverty eradication. **Resolutions 1235 and 2242** focus on peace and conflict, and the role the two sides play in promoting or stifling agricultural advancements. The Resolution recognize the role of women in peace and conflict resolution. **Resolution 2331** on the other hand, condemns acts and instances of trafficking of persons especially in areas affected by armed conflict as this violates the human rights of the victim.

However, the resolutions are not legally binding for member states (Section still in progress)

#### **3.1.5 The Beijing Declaration and Platform for Action (1995)**

Adopted in 1995, at the Fourth World Conference on Women, the declaration is a global commitment to achieving equality, development and peace for women worldwide. Whereas the declaration is not specific to agriculture or the coffee industry per say, it is extremely gender sensitive and passes as an affirmative action tool promoting women's empowerment, gender equality and mainstreaming in decision making at all levels. It addresses 12 key areas including; (1) Women and poverty (2) Education and training of women (3) Women and health (4) Violence against women (5) Women and armed conflict (6) Women and the economy (7) Women in power and decision-making (8) Institutional mechanisms for the advancement of women (9) Human rights of women (10) Women and the media (11) Women and the environment (12) The girl-child (UN Women, 2014).

Overall, progress on the implementation of the Platform for Action has been slow, uneven and limited (Debusscher Petra, 2015). Discriminatory gender norms and stereotypes, as well as women's unequal participation in decision-making continues to hamper progress in all critical areas of concern listed above. Specifically, monitoring progress on the implementation of the Platform for Action is challenged by a lack of comparable, high quality data on gender equality globally (ibid, 2015).

## **B. Regional Frameworks**

### **3.1.6 The East African Community (EAC) Treaty 2007<sup>2</sup>**

The treaty was made between the five countries that make up the EAC. All participating nations agreed to, inter alia, promote the achievement of the objectives of the Community as set out in Article 5 of this Treaty. The Partner States have undertaken to co-operate in health, cultural and sports and social welfare activities within the Community (art. 117).

The treaty also recognises the role of women towards the process of socio-economic transformation and sustainable growth and affirms that it is impossible to implement effective programs for the economic and social development without the full participation of women. The Treaty espouses that the Parties will enact appropriate legislations and take other necessary measures to abolish legislation and discourage customs that are discriminatory against women; (Chap. 22, Art. 121).

### **3.1.7 The Maputo Protocol on Women's Rights (2003)**

Also known as the African Bill of Rights of Women's Human Rights, the Protocol remains one of the most progressive legal instruments providing a comprehensive set of human rights for African women. Unlike any other women's human rights instrument, it details wide-ranging and substantive human rights for women covering the entire spectrum of civil and political, economic, social and cultural as well as environmental rights.

Since its adoption 13 years ago in 2003, the Maputo Protocol has contributed in shifting the trajectory on the promotion and protection of women's human rights in Africa. At the first instance, it challenges the old stereotypes about the role of women in society and places women as full, effective and equal partners with men in the development of their communities.

Africa, one in three women has experienced either physical and/or sexual intimate partner violence or sexual violence by a non-partner at some point in their lifetime," Asuagbor said. "In six countries, there is no legal protection for women against domestic violence. In 2013, African women and girls accounted for 62% (179,000) of all global deaths from preventable causes related to pregnancy and childbirth, while in sub-Saharan Africa women comprise the highest percentage of new HIV infections.

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<sup>2</sup> <http://eaci.org/wp-content/uploads/2012/08/EACJ-Treaty.pdf>

Globally, an estimated 130 million girls and women alive today have undergone FGM, mainly in Africa, and 125 million African women and girls alive today were married before the age of 18. Protection gaps in the areas of health, marriage, and family relations are particularly striking as is the non-recognition of intersectional forms of discrimination. In many countries, these gaps are also compounded by political instability and conflict.

### **3.1.8 The African Union Gender Policy (2009)**

The policy was born out of the growing recognition of the leadership roles women play in all spheres of development, including their participation in decision-making at the international, regional and national level. It is in this context that the AU has developed a Gender Policy that focuses on closing the equality gap between men and women in general and particularly addressing gender inequalities which have resulted in women's disempowerments and the feminisation of poverty, in order to have a better understanding of the contribution of women in development.

**The vision** of the Policy is to achieve an African society founded on democracy, gender equality, human rights and dignity and recognizes the equal status of women and men, girls and boys, with both sexes thriving together harmoniously, in a peaceful and secure environment characterized by equal partnership in decision-making in the development of the Continent.

The overall **Goal of the** Policy is to adopt a rights-based approach to development through evidence-based decision-making and the use of sex-disaggregated data and performance indicators for the achievement of gender equality and women's empowerment in Africa. It seeks to promote a gender responsive environment and practices and undertake commitments linked to the realisation of gender equality and women's empowerment in Member States, and at the international, continental, regional and national levels.

In Uganda, the Policy faces a number of **challenges; (1)** including inadequate human resources capacity to interpret, domesticate and implement key provisions of the policy, **(2)** this is coupled with inadequate and/or lack of allocation of resources to human rights institutions to implement the provisions of the Policy. **(3)** Additionally, Uganda is riddled with intermittent political violence which results into massive violation of rights and sometimes destruction of life, widespread poverty, ignorance and lack of awareness of the laws and policies, bad governance, corruption and disregard for the rule of law, among others. **(4)** Conclusively, akin to other regional frameworks, the policy also lacks implementation mechanisms and penalties for non-adherence and compliance.

## **C. National Level Frameworks**

### **3.1.9 The Constitution of the Republic of Uganda 1995**

The Constitution of the Republic of Uganda of 1995, Guarantees gender equality through Objective V and Objective XI of the “National Objectives of State Policy”. Objective XV recognizes the significant role that women play in society. Gender is mainstreamed throughout the Constitution and within chapters related to the Protection of Human Rights, Land and Environment, and Institution of Traditional or Cultural Leaders. These chapters contain provisions that are directly related to women’s equal right to land and that specifically outlaw customs that are against the dignity of women or that undermine their status. Article 31(1) guarantees women’s equal rights upon, during and after marriage and provides for the protection of the rights of widows and widowers to inherit the property of their deceased spouses. Hence through the constitution, women have been able to own and possess assets like land for agriculture.

### **3.1.10 Local Government Act, Cap 243 Laws of Uganda**

Participation in the economic decisions that affect women spirals down to the Local Government Level. Article 180 provides for local government under which it clearly states that one-third of the membership of each Local Council shall be reserved for women. This Constitutional provision is backed up by the Local Government Act, Cap 243 Laws of Uganda, which came in place as the result of Article 79 of the Constitution that mandates the legislators to make laws in regard to any matters affecting citizen Objective (c) of the Local Government Act (LGA) is to establish affirmative action in favor of groups marginalized on the basis of gender, age disability or any other reason created by history, tradition, or custom, for the purpose of addressing imbalances which exist against them. Thus, the Local Government Act throws more light and sets into motion various constitutional provision of gender equality as enshrined under the various Sections of the LGA. Section 10 (1) of the Act provides for the composition of the District Council and thus takes recognition of gender equality. Specifically, it provides that the District Council shall be composed of two Councilors, one of whom is to be female youth, two Councilors with disabilities, one of whom to be a female, women Councilors to form one third of the Council and two elderly persons, a male and a female above the age of sixty. All these are enshrined under section 10(1) (c) (d), (e) and (f) respectively.

Section 16 provides for District Executive Committee, which comprises of a Chairperson, Vice-Chairperson and secretaries not exceeding three, one of whom to be a female. Section 16(2) and (3) and Section 25 provides for composition of Executive Committee of the lower Local Government Council to comprise of the Chairperson and the Vice and such a number of secretaries not exceeding three one of whom to be a female as per section 25(1), (2) and (3). Section 47 provides for at least one third of the Executive Committee members at the parish and village level to be female as per sub-section (3) and Section 54 establishes a District Service Commission of which at least one third of the members of the Commission are to be women with at least one representative of persons with disability as enshrine under section 54(2A) (b). Section 88 (1A)

provides for the composition of the Local Government Accounts Committee to be comprised of at least one-third of female members. Analyzing the various sections of the Local Government Act aforementioned, it is accountable that this Act upholds gender equality more especially by uplifting mainly the status of women in as far as their political rights and leadership status is concerned.

This is yet another opportunity accorded to women to participate in decision making at the lowest levels of Governance. As such, their participation in agriculture, particularly coffee growing is backed up by law at every level of the governance chain.

The Law of Succession. It is worth noting that the outdated law of Succession has sometimes harmed effective women participation and empowerment in agriculture and related economic activities particularly especially in Uganda's rural setting. In Uganda, succession is provided for under various laws. These include; the Constitution of the Republic of Uganda, 1995, the Succession Act –Cap 162, the Administrator Generals Act Cap 157, the Estates of Missing Persons (Management) Act Cap 159, the Administration of Estates (Small Estates) (Special Provisions) Act Cap 156, the Local Council Courts Act 2006, the Probate (Resealing) Act Cap 160; the Trustees Incorporation Act Cap 165, the Public Trustee Act Cap 161; the Administration of Estates by Consular officers Act Cap 154, the Administration of Estates of Persons of Unsound Mind Act Cap 155, the Church of England Trustees Act Cap 158 and the Local Governments Act Cap 243. These laws set out the substantive law and procedures for matters of succession such as the succession rights of widows.

The studies established several challenges within the law and practices of succession among these were that; the law on succession is largely unused as culture and tradition was predominantly relied upon to operate in matters of succession, the provisions in the law were evidently discriminatory and that the actors involved in implementation of the Act were faced with challenges of implementation as the communities were largely unaware of the law and only resorted to the formal institutions when customary procedures had failed. The gaps notwithstanding, the Constitutional principle that takes precedence is that any custom or tradition that contradicts the non-discriminatory provisions as regards women are null and void to the extent of its inconsistency with the Constitution of the Republic of Uganda.

### **3.1.11 The National Coffee policy of Uganda, August 2013<sup>3</sup>**

The policy was intended to be a solid foundation for review of supportive legal and regulatory frameworks that will create an enabling environment for guiding the coffee sub-sector. The policy aligns the major thrust areas of the sub-sector with the vision 2040 that aspires to transform Uganda's agriculture sector and make it more productive, profitable and competitive.

The Government of Uganda is encouraging value addition, especially at primary level to enable farmers add value and get more money, but this is not yet achieved in the coffee sub sector because farmers are faced with two challenges. First, there has not been sufficient support to farmers to

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<sup>3</sup> <https://ugandacoffee.go.ug>

enable them add value to their coffee since liberalization of the coffee industry in 1991. This has affected mostly the women.

Male farmers face many challenges in Uganda, but women and girls face additional constraints including: control of land; lack of credit; access to markets; cultural conventions that allocate lower-value subsistence crops to women and cash crops to men; lack of access to tools and transport (such as bicycles) to which men have priority access; lack of skills or confidence; lack of a voice in cooperatives; lack of decision making power over sale, price, and investments.

Women entrepreneurs face particular difficulties with taxes and customs. Recent evidence suggests that businesses headed by women are forced to pay significantly more bribes and are harassed more than businesses headed by men. Because Ugandan women tend to have less education and fewer formal business skills than men, they find it harder to deal with tax issues, and time-poor women find it difficult to comply with complex tax registration requirements. It is recommended that the Uganda Revenue Authority develop policies for assisting women entrepreneurs, through tax clinics and open discussions, for example.

The relevance of this policy is that the performance of the sector will be enhanced by strengthening the women who represent a crucial resource along the entire coffee value chain through their role as farmers, laborers or entrepreneurs but face severe constraints in accessing production factors.

### **3.1.12 The Uganda National Gender Policy<sup>4</sup>**

The Gender Policy (NGP) was approved in 1997. The policy provided a legitimate point of reference for addressing gender inequalities at all levels of government and by all stakeholders. The policy gives a clear mandate to the Ministry of Gender, Labour and Social Development and other Line Ministries to mainstream gender in all sectors. It sets priority areas of action at the National, Sectoral, District and village levels. The ultimate objective of this policy, is to evolve a society that is both informed and conscious of gender and development issues and concerns. Indeed, sustainable development calls for maximum and equal participation of both men and women in economic, political and social cultural development.

This policy has seen most of the government and development agencies (specifically agricultural) incorporate gender issues in the planning and programming

It strengthens the role of women and supports broad-based development through improved livelihoods and rural incomes, with wider benefits in terms of household welfare.

The Policy creates an enabling environment for the elimination of gender disparities in access to training, credit, access to agricultural inputs, appropriate ICT technologies, value adding, labor saving devices, and markets for agricultural production and productivity and Micro Small and Medium Enterprises (MSMEs). It also promotes women's and youth economic rights and

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<sup>4</sup> <http://www.mglsd.go.ug/policies>

independence through ensuring access to employment with appropriate working conditions, control over productive resources.

### **3.1.13 Gender Budgeting policy<sup>5</sup>**

Gender budgeting is a practice/ approach of allocating resources taking into consideration the different needs, interests and constraints of women and men. It also involves disaggregating and analyzing government expenditures and revenues according to their different impacts on different categories of women and men, boys and girls. The question to ask is what is the current situation of men, women, boys and girls in terms of benefits, needs, interests, and constraints? Gender analysis has not been a practice across the stages of planning and budgeting. This has led to interventions that are not gender responsive and minimal or no resource allocation to gender mainstreaming programs in Uganda. As a result, there is an absence of women's specific budgetary allocations in areas of gender inequalities.

In the coffee sector, this Policy assists to promote equity, equality, efficiency and transparency in the budget process including the realization of social, economic and cultural rights and good governance within the sector. Gender budgeting offers a practical way of evaluating the sector's inaction or action and the progress made towards gender equality by focusing on the weight of government's financial commitment attached programs and their impact on the lives of boys and girls. It is also important in enhancing the linkages between economic and social policy outcomes.

A Gender Responsive Budget ensures that the needs and interests of individuals from different social groups are covered in the government budget. In particular, it ensures that the needs and interests of women, men, girls and boys are covered. There is need to use the budget as a tool to consciously ensure that the sector and her sub sectors focus on marginalized and disadvantaged groups such as , youth, women.

### **3.1.14 The Poverty Eradication Action Plan (PEAP)**

The PEAP has guided the formulation of government policy since its inception in 1997. In this regard, the PEAP is structured around four overarching goals which are:

- Rapid and sustainable economic growth and structural transformation
- Good governance and security
- Increased ability of the poor to raise their incomes<sup>6</sup>

Poverty in Uganda has a predominantly female face. Households headed by widows are particularly vulnerable to asset depletion and impoverishment<sup>7</sup>. The Government of Uganda's Poverty Eradication Action Plan 2004 indicates that a one-time benefit of up to 5 percent of GDP could be realized (World Bank 2005a). Most female workers in Uganda are either unpaid family farm workers or self-employed in the informal sector. Women account for 80 percent of all unpaid

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<sup>5</sup> Gender booklet for sample guidelines, 2013

<sup>6</sup> STUDY ON GENDER pdf

<sup>7</sup> **Gender and Economic Growth in Uganda; AMANDA ELLIS, CLAIRE MANUEL, AND C. MARK BLACKDEN; 2006**

workers. Research suggests that Ugandans are highly entrepreneurial, contribute significant amounts of labor to the Ugandan economy (much of it unpaid), and are extremely creditworthy<sup>8</sup>.

The empirical evidence presented in this report shows that women have systematically lower access to resources, such as land, credit and information, than men. This often results in a measurable gender gap in economic outcomes, including yields, productivity and farm income<sup>9</sup>.

Women own half as much properties (buildings) as men and much less agricultural equipment as men. Unemployment among women in both the formal and informal sectors is high. Male per capita income is nearly four times higher than that of females.

The Action Plan notes, “It is now clear that removing constraints caused by HIV/AIDS, the environment and **above all gender** inequalities is key to achieving Uganda’s poverty eradication goals”<sup>10</sup>. The 17 Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development — adopted by world leaders in September 2015 at an historic UN Summit recognize that ending poverty must go hand-in-hand with strategies that build economic growth and addresses a range of social needs including education, health, social protection, and job opportunities.<sup>11</sup> In order to be sustainable, poverty eradication strategies must address gender differentials access to and control over resources, and in opportunities. Uganda should be validating production and marketing models that promote benefits for the whole value chain, from producers to consumers, but if they are not raised to the level of policies formulated and implemented in a participatory way, there will always be gaps and a disconnection between the chain’s actors<sup>12</sup>.

It is notable that in the Second Uganda National Development Plan (NDP II) priorities are set. The priorities of the four sectors selected for analysis – health, education, agriculture and social protection – have been well articulated in the NDP II, which includes a situational analysis, objectives and key interventions. The Budget Policy Statement FY2019/20 has extracted its priorities from the NDP II and attached the expenditure allocations that will help achieve the goals that have been set out.<sup>13</sup>

### **3.1.15 The Equal Opportunities Commission Act (2007)**

This Act was enacted under Article 32 of the Constitution of the Republic of Uganda. It aims at providing equality more so gender equality by providing for a commission task with matters about equality. Section 5 of the Act provides for the composition of equal opportunity commission to

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<sup>8</sup> supra

<sup>9</sup> ICO Report: [www.ico.org/documents](http://www.ico.org/documents)

<sup>10</sup> Government of Uganda 2004c, p. 4

<sup>11</sup> ICO Report supra

<sup>12</sup> Napoleon Molina, coordinator of coffee projects in Honduras

<sup>13</sup> Is the 2019/20 Uganda budget pro-poor? pro-poor analysis of FY2019/20 budget report -is the 2019/2020 Uganda budget pro-poor? / devinit.org , July 2019

comprise of five members with at least, two women representation. It also envisages that women should have access to opportunities in the same measure as men. This law cuts across all economic activities including agricultural activities, by which women participation is enhanced.

A number of key respondents who were interviewed during the study were aware of the gender policies and laws and agreed that there is a misconception of gender to be a “women’s thing” as reported by Mr. Nkandu the Director of (National Union of Coffee Agribusinesses and Farm Enterprises Ltd) NUCAFE during an interview.

During the assessment respondents were asked which one of the gender laws and policies they are aware of and apply in their organizations. Below are the responses;

- Ensure that corporate and practices incorporate gender equality principles;
- Essential that products, supplies and services are accessible to both women and men especially the poor;
- Provide incentives and support to women entrepreneurs;
- ensure formation of social enterprises to help coffee farming communities;
- Collaborate with MoGLSD and other appropriate institutions on matters of gender mainstreaming;
- Broaden corporate social responsibility initiatives and interventions that promote gender equality;
- National Gender Policy
- A matrix and analysis of Gender Equality laws and policies in Uganda;

However, given her rich knowledge and experience in gender issues and the accompanying legal and policy framework, Fortunate Paska a Gender expert cited the following National and International polices and laws;

- The Uganda Constitution (1995)
- The Uganda National Gender Policy (2007)
- The Land Policy (2013)
- The National Policy on the Elimination of Gender-based Violence in Uganda (2016)
- The Domestic Violence Regulations (2011)
- The Domestic Violence Act (2011)
- The Employment Act (2006)
- National Development Plan
- National Coffee strategy

### **International**

- The Convention on the Elimination of All Forms of Discrimination against Women
- The African Charter on Human and Peoples’ Rights
- The African Union Gender Policy
- The Beijing Declaration and Platform for Action (1995)
- UN Sustainable Development goals (SDGs)

**Box 1: Response from Ms. Fortunate Paska, Gender Expert, Hanns R Numann Stiftung Africa**

*“I am aware of quite a number of gender polices and laws both domestically and internationally. These include the following: **National** (Uganda Constitution (1995); Uganda National Gender Policy (2007); Land Policy (2013); National Policy on the Elimination of Gender-based Violence in Uganda (2016); Domestic Violence Regulations (2011) ;the Domestic Violence Act (2011); Employment Act (2006) ; National Development Plan 2: National Coffee Policy and Strategy. **International** (Convention on the Elimination of All Forms of Discrimination against Women; African Charter on Human and Peoples’ Rights; African Union Gender Policy; Beijing Declaration and Platform for Action (1995); UN Sustainable Development goals (SDGs)*

*‘The challenges the organization is facing in regard to gender equality and equity include the following:*

- Although Uganda has enacted several policies and laws o promote gender sensitivity, implementation is still wanting. There is still discrimination against women in Uganda through traditional beliefs and practices that explicitly exclude them and give preference to men; and this is a key constraint on women’s empowerment and economic progress. At community and household level women are restricted from participating in important decisions such as use of resources , women have been marginalized in access to ownership and control over land, skills development and property inheritance .*
- Most of the policies take a legalistic ad human rights discourse without addressing the structural, causes of inequality.*
- Unequal labour distribution- Women provide almost all the labour for coffee and food crop production.*
- Women hardly control income from coffee production, including that of the surplus sales in food crops where their labour input is highest. Coffee is regarded as men’s crop the fact that it takes many years (about 3 to 4) to grow and requires big chunks of land, which women may not possess. Despite the fact that women provide much of the labour in coffee production, very few benefit from the proceeds.*
- Widows, divorcees or single mothers (Female household heads) who have some level of control over land and benefiting from coffee produced are readily available to participate in projects. Yet the category of the married women who are the majority and provide much of the labour in coffee production are left out.*
- Women are less represented on the leadership committees of coffee farmer organizations*

*Asked her opinion on how to address gender gaps in the coffee value chain, Ms. Paska responded thus: ‘There is need to pay attention to the relational aspects of gender as a concept and to the structural drivers of gender inequality. Gender relations and their drivers*

*need to be addressed at policy and implementation level with limited focus on women and vulnerable groups “*

*Asked whether it was good to have specific targets or minimum representation on levels of female representation at managerial/decision making levels, Fortunate indicated that it was so “it upholds the affirmative action principle. Women on their own due to the historical imbalances may not be able to compete at the same level with men. However, this should be accompanied by capacity building to enable women, perform in those roles”.*

*Asked whether government has addressed gender equality and equity in the coffee value chain, Fortunate argued that, that it was so to some extent. ‘gender is mentioned in the National Coffee Strategy. While this is an indication of commitment to mainstream gender, there is still more commitment needed from the different sectors of government. Examples of ministries with significant gender concerns, which need clear gender policies, include the ministries of Agriculture, Environment’.*

*Asked whether sexual harassment exist in the coffee value chain and in which forms, Ms. Paska responded “Yes. At the farm, Extension workers are harassed at the same time they also harass farmers. During marketing and transportation, female farmers are normally harassed. Coffee factory workers and Coffee company workers may also become victims,*

### **3.2 Challenges reported**

Some of the challenges reported by the key informants faced during implementing gender policies and Laws include;

- Though Uganda has several policies and laws in place to promote gender sensitivity, implementation is still wanting. There is still discrimination against women in Uganda through traditional beliefs and practices that explicitly exclude them and give preference to men; and this is a key constraint on women’s empowerment and economic progress. At community and household level women are restricted from participating in important decisions such as resources use, women have been marginalized in access to ownership and control over land, skills development and property inheritance rights;
- Most of the policies take a legalistic and human rights discourse without addressing the structural causes of inequality;
- Unequal labour distribution- Women provide almost all the labour for coffee and food crop production;
- Women hardly control income from coffee production, including that of the surplus sales in food crops where their labour input is highest. Coffee is regarded as a men’s crop the fact that it takes many (3-4) years to grow and requires big chunks of land, which women may not possess. Despite the fact that women provide much of the labour in coffee production, very few benefit from the proceeds.
- Widows, divorcees or single mothers (Female household heads) who have some level of control over land and benefiting from coffee produced are readily available to participate

in projects. Yet the category of the married women who are the majority and provide much of the labour in coffee production are left out.

- Women are less represented on the leadership committees of coffee farmer organizations;
- General misconception by men that gender is about empowering women which deters the progress of activities.

**Box 2: Response from Mr. Joseph Nkandu, Executive Director, National Union of Coffee Agribusinesses and Farm Enterprises Ltd (NUCAFE)**

*Asked whether he was aware of some of the gender policies and laws and which are you applying in his organization,*

*Mr. Nkandu responded: 'Yes, for instance the Uganda Gender Policy that was established in 2007, the Millennium Development Goals and later Sustainable Development Goals. The role of the private sector is to:*

- *Ensure that corporate and practices incorporate gender equality principles*
- *Essential that essential; products, supplies and services are accessible to both women and men especially the poor*
- *Provide incentives and support women entrepreneurs and ensure formation of social enterprises to help coffee farming communities.*
- *Collaborate with MGLSD and other appropriate institutions on matters of gender mainstreaming*
- *Broaden corporate social responsibility initiatives and interventions that promote gender equality in Institute*
- *NUCAFE's gender mainstreaming guidelines and youth and Gender strategy is in line with the Uganda National Gender Policy*
- *A matrix and analysis of Gender Equality laws and policies in Uganda*

*Asked about challenges NUCAFE is facing in regard to gender equality and equity, Mr. Nkandu responded thus: 'There is still a general misconception by men that gender is about empowering women which deters the progress of activities. This calls for an inclusive and holistic approach in gender mainstreaming approaches in development processes. The big membership base of NUCAFE, being an umbrella organization, whereby other associations/cooperatives have not yet been trained and sensitized in gender.*

*'What should be done to address gender gaps in the coffee value chain, Mr. Nkandu made the following suggestions; :*

- *Mainstream gender in all organizational programs*
- *Refocus farmers' mindset to commercialization and not subsistence farming (Coffee as a family business)*
- *Correct gender misconception to leaders and staff at all levels for example gender docket should not be associated with women in the organization train more men as gender officers*
- *Diversify opportunities for accessing finance and credit that is to say discontinue focusing on loans from banks and financial institutions and take up other approaches such as savings in SACCOs, support /contributions (pulling together) to acquire inputs and other needs*
- *A balanced recruitment of 50% for male and female respectively*
- *Shared roles for both male and female*

- *Marketing decision*
- *Remuneration should be inclusive*
- *Task allocations should be inclusive (by introducing technologies that favour both women and men)*
- *Development of gender related policies*
- *Create an enabling environment for women, youths and men to participate in activities along the entire coffee value chain*
- *Give room for growth of social enterprises*

*Asked whether it is good to have specific targets or minimum representation on levels of female representation at managerial/decision making levels, Joseph indicated that it was so 'Yes, there has to be a 50% equal representation of female and male as well as youth at managerial /decision making levels'.*

*Asked whether government has addressed gender equality and equity in the coffee value chain, Mr. Nkandu responded thus: 'To a smaller extent because government has tried to address the issues of gender in coffee farming i.e. through apportioning that a particular amount/percentage to be allocated for gender, but this is not enough as little follow up is done on the actual implementation of the activities by MAAIF'.*

*Asked whether sexual harassment exist in the coffee sector, Joseph indicated that there could be minimal cases of sexual harassment but cannot put to pen the actual forms.*

### 3.3 Review of NGOs and CSO working on the gender related activities in Uganda

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
<b>The Uganda Land Alliance (ULA)</b>	NGO founded in 1995 as a consortium of 37 national and international NGOs and institutions,	Lobbies for pro-poor land lobbying and advocacy work on women's access to land, women's representation on the land bodies, the rights of tenants Laws.	Campaigned to have mandatory co-ownership for spouses and for spouse's consensus on the transfer of land.	<a href="http://www.fao.org/gender-landrights-database/country-profiles/countries-list/civil-society-organizations/en/?country_iso3=UGA">http://www.fao.org/gender-landrights-database/country-profiles/countries-list/civil-society-organizations/en/?country_iso3=UGA</a>
	It is a membership consortium of national, regional and international civil society organizations and individuals, lobbying and advocating for fair <b>land</b> laws and policies that address the <b>land</b> rights of the poor, disadvantaged and vulnerable groups and individuals in <b>Uganda</b> .	Monitors the implementation of policies and structures established by the Land Act to ensure that the new land institutions operate in a gender-sensitive manner, runs a Land Rights Centre	conducted rights advocacy and handled 54 individual cases on behalf of women and 31 cases on behalf of men (11).	<b>Focal point: tdeo@ulaug.org;</b> <b><a href="http://www.ulaug.org">http://www.ulaug.org</a></b>
<b>Action for Development (ACFODE)</b>	Indigenous, voluntary, non-governmental women's interests and development organization founded in 1995.	Lobbies and carries out advocacy, training and capacity building, information dissemination and sensitization campaigns, networking and community mobilization	Conducts trainings on Gender approaches to agricultural extension among others. The course entails gender roles and equity and its role in influencing the progress of agriculture.	acfode@utloine.co.ug ; 256-414-531812/ 256-782-516006 Kampala, Uganda, P.O. Box: 16729
<b>3. Action for Rural Women Empowerment (ARUWE)</b>	A grassroots NGO that works with marginalized groups of people especially rural women and children in Uganda.	Focuses on women's livelihood programs. Endeavors to eliminate discriminative practices	It has strengthened itself through partnership with other Organizations. It's a	P.O.BOX 10292; TEL: +256-312-102852; Mob: + 256-778-896317; Emails:

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
	Established in 2003 as a CSO, ARUWE was later registered as an NGO in 2008	that inhibit women's potential in the social, economic and civic sectors.	member of several networks including; Participatory Ecological Land Use Management (PELUM), Uganda Water and Sanitation NGO Network (UWASNET) where it sits on the gender committee, National Association of Women Organizations in Uganda (NAWOU), Development Network of Indigenous Voluntary Associations (DENIVA), Kiboga, Kyankwanzi and Mpigi District NGO forums, National NGO Forum and Human Rights Network Uganda (HURINET-U).	aruwe@aruweug.org, aruwe.aruwe@gmail.com; aruwe_aruwe@yahoo.co.uk; Web: www.aruweug.org;Kampala, Uganda
		Its work is centered around five thematic areas including women socio-economic strengthening, education and lifelong	It is a member of Sustainable Sanitation Alliance	

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
		learning, sustainable healthy communities, climate change resilience and adaptation, and organizational growth and development.		
<b>Gender Equality and Women Empowerment for Development (GWEFODE)</b>	is a community based, charitable and not for profit non-governmental Organization registered with the government of Uganda. The Organization was founded in 2007 by a group of young women to promote gender equality and empower women and girls to become active participants in the development of their communities.	GWEFODE seeks to advocate for community recognition and respect of human rights especially of the marginalized such as women and the Pygmies also referred to as the “Batwa” in Southwestern Uganda.	Runs programs e.g. Human Rights and leadership development, community livelihoods and economic empowerment, health education and advocacy aimed at addressing gender inequalities and poverty ;	Plot 31 Mutambuka Road, P.O Box 399, Kabale - Uganda Email: Info@gwefode.org <b>Phone:</b> +256 (0) 774 105 988; Fax: +256 (0) 788 715 008; <a href="http://www.gwefode.org">http://www.gwefode.org</a>

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
		enhance sustainable livelihoods among the local underprivileged community groups especially women and children including widows, orphans and their caregivers, by working with communities to contribute to a transformation in their status and wellbeing so that they can realize their rights and full potential, and become equal and respected members of families, communities and society.	Undertakes research on best agricultural practices that are sustainable and environmentally friendly and sharing these with farmers in Uganda.	
<p><b>5. The African Fine Coffees Association (AFCA)</b></p>	<p>The African Fine Coffees Association (AFCA) is a regional nonprofit, nonpolitical, member-driven association representing coffee sectors in 12 member countries. The Secretariat is hosted in Kampala, Uganda. It was founded in July 2000. AFCA members include both private and public sector coffee stakeholders including producers, exporters, international importers, roasters, policy makers, transporters and trade representatives.</p>	<p>It engages in development and service delivery, Coffee Marketing Linkages, Income diversification, Resource Centre and Knowledge Hub, Policy Advocacy for the Coffee Sector in Africa, Gender and Youth Organizational Strengthening. It carries out trainings focusing on three areas; Barista, Roasting Alternative Brewing Methods.</p>	<p>In 2009, the African Fine Coffees Association (AFCA) partnered with the Common Fund for Commodities (CFC) and the International Coffee Organisation (ICO) in the execution of a 5-year project titled “Building Capacity in Coffee Certification and Verification for Specialty Coffee</p>	<p>Off Nsambya Sharing Hall. Plot 104, Block 5, Kibuga, Kampala</p>

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
			Farmers in AFCA Countries”.	
		It searches for coffee markets;	Carried out beneficiary mapping and Signing of Memoranda of Understanding with national Coffee Institutions (NCI).	<b>Phone:</b> 041 4269140
		IWCA set up values that appeal to coffee business women. Among its values, IWCA espouses respect whereby every woman has a unique and valid voice; sustainability, which is a value that enables IWCA to support programs that foster harmony of environmental, social and economic impact. Importantly, it encourages equity and ensures that it supports programs that encourage the equitable allocation of resources in the world. Other values include collaboration which enables communities hold	21-25 Jan 2019, Uganda Taste of Harvest Competition, which was the very first; Robusta Taste of Harvest in partnership with AFCA	

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
		<p>the solutions to their own problems. Under this head, it fosters collaboration and partnership among the communities. It also emphasizes actions that strengthen women to realize their full potential. Most importantly, IWCA, practices inclusion of all - men, women, and youth - working together to achieve positive impact through empowered communities.</p>		
<p><b>6. National Union of Coffee agribusinesses and farm Enterprises (NUCAFE)</b></p>	<p>National Union of Coffee agribusinesses and farm Enterprises (NUCAFE) is an umbrella National coffee farmers' organization founded way back in 1995. NUCAFE has grown and evolved as a vibrant private sector led farmer organization formed to serve and position farmers well in the liberalized coffee value chain in Uganda.</p>	<p>NUCAFE aims at strengthening organizational capacity of member enterprises / organizations; Focuses on taking deliberate steps to move the member farmer organizations and enterprises into a higher level, with clear monitorable indicators of progress;</p> <p>Empowers coffee farming families in the profitable segments of the coffee value chain;</p>	<p>Was at the forefront of fostering gender-based advocacy for the implementation of the national coffee policy</p> <p>E.U/ NUCAFE PARTNERSHIP intended to enhance Africa Green Economy</p>	<p><a href="https://www.womenincoffee.org/what-we-do">https://www.womenincoffee.org/what-we-do</a> Seeta; Phone: 0772 595030; <a href="https://www.nucae.org/index.php/about-nucae/who-we-are">https://www.nucae.org/index.php/about-nucae/who-we-are</a></p>

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
		<p>Orients farmers to have a mindset change to become aggressive and business oriented farmers who can aim at achieving the higher value nodes in the coffee value chain for enhanced profitability.</p> <p>NUCAFE strives to create a conducive environment for sustainable coffee value chain in Uganda where it builds key power maps with strategic partners in order to address the salient issues affecting the industry.</p> <p>It endeavors to address cross cutting issues of gender equity, HIV/AIDs, climate change, access to planting materials, access to finance to strengthen the position of farmers in the coffee value chain and to create impact at a more sector-wide level for societal transformation.</p>	through the Eco Geographical indication for Coffee in Uganda	
<b>Uganda Women's Network (UWONET)</b>	Women of Uganda Network (WOUGNET) is a Network of over 100 Organizations the majority of which are in urban	1. Information Sharing and Networking; 2. Technical Support; 3. Gender and ICT Policy Advocacy	National	Address: Plot 360 Kiwuliriza Road. Kansanga-Gaba Road off at UBA Bank.

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
	<p>areas, but some are in rural areas with poor access to the Internet. Founded in May 2000, the organization aids women and women's organizations in the use of information and communication technologies, focusing on use of mobile phones, e-mail and the web, as well as the integration of "traditional means" such as radio, video and print in a way that enables wider outreach.</p>			<p>Tel: +256414532035 or +256394823109 <u>Email:</u> <a href="mailto:info@wougnnet.org">info@wougnnet.org</a> P.O Box 4411</p>
<p><b>School of Women and Gender studies (Makerere University)</b></p>		<p>The Gender Equality Project (GEP) aims to contribute towards upholding gender equality legislation in Uganda through:</p> <p>I. Conducting research that informs improvement in gender equality laws and policies,</p> <p>II. Strengthening the capacity of civil society actors to advocate for holistic gender equality laws and policies;</p> <p>III. Engaging marginalized communities to participate in the discourse on gender related legislative reform.</p>	<p>The GEP has a national focus to impact on the national policy and program framework for gender equality. Nonetheless, selected project activities are implemented at the local level in selected districts including:</p> <p>Central region: Masaka, Kiboga, Kampala, Wakiso, Mukono; Eastern region: Bugiri, Jinja, Mbale, Soroti, Busia; Northern Region: Arua, Gulu, Lira, Apac, Adjumani;</p>	<p>Pool Road Makerere University -1173 deanswgs@chuss.mak.ac.ug www.womenstudies.mak.ac.ug</p>

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
			Western region: Hoima, Kabalore, Kasese, Rubanda, Mbarara.	
<b>Forum for Women in Democracy (FOWODE)</b>	Forum for Women in Democracy (FOWODE) is a non-partisan women's organization operating in Uganda with its head office in Kampala. FOWODE grew out of the women's caucus of the 1994 – 1995 constituent assembly (CA) that debated and passed the 1995 constitution. Their mission is "To promote gender equality in all areas of decision making through capacity development, community empowerment policy engagement and strategic partnerships"	<p>Accountability and Leadership Project in Uganda</p> <p>To empower young people and civil society organizations to engage with government from youth and gender perspectives in governance and budget processes in Uganda</p> <p>To develop the apacity of Public Officials to exercise greater leadership on Issues related to Women's Rights and Constitutionalism</p> <p>Protecting Women's Rights: Offer a platform for leading Ugandan female leaders to network</p>		<p>Plot 15 Vubya Close Ntinda - Nakawa Road P O BOX 7176, Kampala - Uganda Tel: +256 0414 286063 Email: fowode@fowode.org Web: www.fowode.org</p>

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
<p><b>Uganda Media Women Association (UMWA).</b></p>	<p>Uganda Media Women's Association (UMWA) was founded in 1983 by a group of female journalists as a membership association. In 1997 UMWA became a human rights advocacy and service delivery NGO involved in information management from both government and private organizations. To enhance the status and visibility of women and other marginalized groups through advocacy, awareness rising, networking capacity strengthening, to realize gender equality”</p>	<ol style="list-style-type: none"> <li>1. Provide development information to women and other groups for effective decision making</li> <li>2. Advocate for gender responsive policies and legislation for improved livelihoods</li> <li>3. Provide information geared towards gender equality and development.</li> <li>4. Lobby and advocate for policies conducive to freedom of expression and right to information.</li> </ol>	<p>All the Country</p>	<p>UMWA MAMA FM Plot 226, Block 214, Bukoto Kisaasi, P.O.Box 7263 Kampala, Uganda +256 393 113 848 +256 772 469 363 +256 772 366 695 <a href="mailto:info@umwamamafm.co.ug">info@umwamamafm.co.ug</a></p>
<p><b>Nabagereka Development Foundation (NDF)</b></p>	<p>Our programs seek to leverage culture for our target population so they gain all-round tools and supports needed to lead self-determined lives and as a result trigger a positive transformative shift in their communities</p>	<ol style="list-style-type: none"> <li>1. Cultivating a culture of “Obuntubulamu”: The Foundation helps children, youth and women in their communities use Obuntubulamu as the key that unlocks new possibilities for a better tomorrow</li> <li>2. Catalyzing Youths industriousness and Civic engagement :We equip the youth with skills that enable</li> </ol>	<p>Central region: Buganda Region</p>	<p>Room GF-1, Bulange-Mmengo Kampala, Uganda  infodesk@nnabagereka.org +256 708 844 660 +256 (393) 217 133 +256 (414) 344 669</p>

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
		<p>them unleash their potential and contribute to the development of their communities. We have thus tapped into youth industriousness for employability and self-employment as a means of breaking the poverty cycle.</p> <p>3. Tapping women's potential: Agreeably all human development and human rights concerns have gender dimensions. The challenge therefore is to bring out women's potential to achieve progress for all. NDF fights to end violence against women, trains and mentors women to engage in entrepreneur and enterprise management as well as promoting initiatives that amplify female participation in leadership roles at all levels.</p>		
<b>12.Institute for Social Transformation (IST)</b>	The Institute for Social Transformation (IST) is the East African home for Training for Transformation. It is based in	1. Market Women: To increase access to markets by women who work in markets but who are	Market Women Vendors	Plot 390 Sebowa Zone Kiwatule, Kampala Uganda

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
	Uganda and spreading its services to the seven East African countries; namely Eritrea, Ethiopia, Kenya, Somalia, Sudan, Tanzania and Uganda. It promotes the philosophy and practice of Paulo Freire.	<p>disenfranchised and disempowered.</p> <p>2. Empowerment Project: To equip impoverished women/families with poultry rearing, management, savings and record keeping skills.</p> <p>3. Vocational Training and Youth Entrepreneurship Skills: To equip impoverished women/families with poultry rearing, management, savings and record keeping skills.</p>		<p>Phone: +256 41 4665496</p> <p>E-mail: info@ist-tft.org</p>
<p><b>13.Action Africa Help Uganda (AAHU)</b></p>		<p>1. Karamoja Economic Empowerment Project (KEEP IV): The project aims to economically empower adolescent girls and young women (16-24 years) living with HIV to run sustainable enterprises as well as those at risk in two of the seven districts of Moroto, Kaabong, Kotido, Abim, Nakapiripirit, Amudat and Napak in Karamoja sub-region in a phased manner to a target</p>	<p>Moroto, Kaabong, Kotido, Abim, Nakapiripirit, Amudat and Napak in Karamoja sub-region</p>	<p>Plot 72, Ntinda Road P.O Box 10501. Kampala, Uganda. <b>T:</b> +256 (0) 392 787780 <b>E:</b> uganda@actionafricahelp.org</p>

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
		population of 988,429 (Census, 2014)		
<b>14.FIDA Uganda</b>	FIDA Uganda is an NGO providing legal aid to indigent women and children. It is a membership organization of women lawyers whose mission is to lift the status of women using the law as a tool for social change: To promote the human rights and the inherent dignity of women and children using law as a tool of social justice			041 4 530 848 - Legal Aid Clinic; 0800 1 115 11 - Toll free; <b>fida@fidauganda.org</b> ; Plot 4 Robert Mugabe Road off Cwha II Mbuya, Kampala
<b>15.Center for Domestic Violence Prevention (CEDOVIP)</b>	The Centre for Domestic Violence Prevention (CEDOVIP) is a non-governmental organization (NGO) that works with the grassroots community in Kawempe, Uganda to address domestic violence. The organization hopes to stimulate changes in attitudes and behaviours that perpetuate violence against women and transform the unequal power relations in families and society through awareness raising, community education, mobilization, advocacy, and use of the media.	1. Domestic Violence Prevention Demonstration Project 2. National Domestic Violence Prevention Initiative 3. National Advocacy Program: Media campaign; Influencing Policy and Coalition Building:		Plot 16, Tufnell Drive, Kamwokya. P.O Box 6770, Kampala, Uganda +256 414 531249 +256 414 531249

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
MIFUMI	<p>MIFUMI is a women based largest grassroot agency working to end violence and other harmful practices against women and girls in Uganda .</p> <p>MIFUMI envisions a world where women are free from violence and where every woman can realize her full potential.</p> <p><b>MIFUMI's Core values</b></p> <ol style="list-style-type: none"> <li>1-To believe women and children's experience</li> <li>2.To prioritize all abused women and children's safety and confidentiality</li> <li>3.To support empowerment and selfhelp so women can regain control of their lives</li> <li>4.To challenge discrimination and promote equal opportunities.</li> </ol>	<p>1.Is building Government of Uganda capacity to lead on integration of gender and equity in public financial management. This is being spearheaded by Ministry of Finance, Planning &amp; Economic Development and Equal Opportunities Commission</p> <p>2. <b>Awareness raising</b> - Improving public awareness and progressive change in social norms away from gender inequality and gender-based violence by ActionAid, MIFUMI and CEDOVIP</p> <p>Increasing access to safe spaces/shelter, legal, health, psychosocial services for Gender Based Violence (GBV) survivors by MIFUMI)</p> <p>3. Provide temporal Accommodation:</p> <p>4. <b>Women Economic empowerment</b></p> <p>- Enhanced knowledge and skills of women to</p>	<p>MIFUMI works in Moroto, Masaka, Mbarara and Tororo Districts .</p>	<p>Plot 1/7, Masaba Road P. O. Box 274, Tororo, Uganda admin@mifumi.org +256 392-174242 0800 200 250</p>

Name of Organization	Type of Organization	Scope of Work	Achievement's	Contact
		initiate and manage economic enterprises 5. Ensuring that effective program management arrangements are established to achieve program outputs and objectives by ActionAid.		

#### **4. Conclusion and Key Recommendations**

The concept ‘gender’ is still widely misconstrued and perceived as a women’s ‘*thing*’. Secondly, women are conspicuously missing in high-end agriculture and in particular coffee decision making ranks at the international, national, local and household levels. Less than 30% of public servants are women as compared to 70% male. High percentage of women are observed employed in low paying positions like waitress in the cafes and coffee sorting in processing factories. Thirdly, domestic violence is still a major challenge in the coffee industry arising out of un-equal power relations and socio-economic inequities especially at the household level. Important to note also, Uganda generally has a rich legal and policy framework, mostly domesticated from the international provisions and standards, however, enforcement and implementation remains a big challenge. In addition to the above, almost all respondents were aware of the rich legal and policy framework, however the majority had a limited grasp of the same frameworks and consequently restricted application of the frameworks to their own businesses and farms.

Relating to the Coffee industry specifically, there is a glaring scarcity of gender sensitive legal and regulatory framework to guide and regulate the sector. This is partly because, there is a dearth of studies and disaggregated data relating to gender issues in the Coffee value chain to inform the law and policy. And lastly, whereas there was considerable awareness of gender issues relating to the Coffee industry, there was little documentation of the same.

Based on the above, recommended actions for IWCA and stakeholders include the following;

##### **i) Advocate for Research and Documentation**

There is need to conduct regular research and assessments in the coffee value chain at different levels. This will help to address a number of gaps; (i) it will inform the development and enactment of the critically needed legal and policy framework to guide and regulate the sector at different stages in the value chain, (2) it will address the current challenges of absence of up-to-date disaggregated data in the industry that is supposed to inform strategic planning and the direction of interventions in the industry, (3) it will help to expose the entrenched, concealed and socially accepted gender inequalities that continue to persist in the industry (4) research and knowledge creation is the life line of true innovation, economic advancement and growth, a key ingredient in the coffee industry.

Regular documentation of especially the key achievements, milestones, good practises and lessons learnt in the industry, among others, are key elements to augment the aspect of research especially for future stakeholders in the industry.

**ii) Lobby to Enact Coffee specific laws and policies addressing gender and other concerns within the coffee value chain** – the rapid assessment exposed a glaring gap in the existence of adequate laws and policies to guide and regulate activities in the coffee value chain. According to the assessment, some of the inequalities in the sector exist due to lack of adequate regulatory frameworks to guide the farmers at the different stages and levels of the chain. The findings for instance indicate that, there are many laws and policies on gender, agriculture and other areas, and hardly any specific to the coffee industry. The exercise also exposed the fact that, the few acts, laws and policies in the study are little known and understood by especially the most vulnerable stakeholders in the industry. There is therefore need to popularise and sensitise especially the most left behind populations in the industry through media campaigns, about the existing frameworks. Important also to mention in this line, is the need to advocate for enforcement of the existing frameworks, as Uganda is known for her rich legal and policy frameworks and weak implementation and enforcement strategies.

Lobby for financial Literacy training and awareness to Women in coffee value chain

**iii) Lobby for Financial Literacy Trainings and Awareness in Coffee Value Chain**

There is need to promote financial literacy for women and easy access to finance through lobbying. This will require specific training programs, for instance encouraging the formation of community-based women's groups and overcoming household level un-equal power relations where some men sometimes bar women from holding bank accounts. Microfinance, the extension of loans to the very poor, has been recognized as important enabler of economic development, proven to be successful in benefitting women. A recent study of 64 low-income countries has shown that increasing access to microfinance by 15% would reduce inequality, by as much as 50% on average (International Coffee Organisation, 2018).

To augment the above, there is also need to diversify opportunities for accessing finance and credit. This can be done by shifting the focus off loans from banks and financial institutions and consider other avenues such as savings in SACCOs, among other avenues.

**iv) Advocate for Development of clear gender equality indicators at all levels of the coffee value chain**

There is need to develop clear gender equality indicators and analytical frameworks in the coffee value chain, to track and capture gender issues as they arise at each level in the coffee industry. This would include indicators for the identification, implementation and M&E of gender-sensitive policies and laws. One of the benefits would be operationalizing gender, coffee concepts that have been abstract for a long time. This will go hand-in-hand in the development of clear intervention strategies to address identified gender issues as they crop up along the way.

**v) Advocate for extension and advisory services in ways that accommodate men and women farmers' different roles and responsibilities, and,**

A gender-sensitive approach to agricultural extension and farmer schools can address the factors limiting women's access to information on farming techniques and new technologies. Well-designed extension programs take into account the cultural, time, mobility and educational constraints faced by female farmers (Speciality Coffee Association, 2018).

This may include holding trainings in places and at times when men and women can attend, for example offering training on women's plots or in a central location that is easily accessible to women in the community. This might include quotas for women's participation at training or targets for reaching women farmers. It is also important to **adapt communication strategies and training materials**. This means tailoring materials to differing levels of knowledge and literacy and using a range of different audio-visual methods and technologies – e.g., community radio, mobile phone, visual training materials, among others (Speciality Coffee Association, 2018).

**vi) Advocate for voluntary joint land agreements between husbands and wives, and advocate for joint titling between men and women, among other recommendations.**

Implementing joint ownership of land by husband and wives has proven successful in empowering women in male-headed households. Securing control over household assets improves the bargaining position of women vis-à-vis male household heads, ensuring that economic choices are made collectively. An analysis of the joint land certification programme suggests that issuance of joint ownership titles had a positive impact on women's empowerment and agency across a range of indicators.

**vii) Conduct Massive Sensitization and Awareness about the Concept of Gender through media campaign**

In as much as the 'awareness and sensitization' is becoming a tired phrase in some circles, that may not be the case in areas where key concepts are still being misinterpreted and tagged to a specific gender. This arises out of the findings from the assessment that the concept 'gender' is mostly tagged to women. There is therefore need to change the attitudes of the masses about 'gender' as a concept. This can be done through targeted awareness and sensitization especially to the primary stakeholders in the coffee value chain, to correct the misconception of the concept of gender and other key concepts in the industry.

**Conclusion and the next steps**

Conclusively therefore, the Rapid assessment exercise has brought to light key aspects in the coffee value chain not only to the attention of IWCA and partners to take action, but to the entire public and government to be specific. The conspicuous absence of women in high-end decision-making bodies and businesses in the coffee industry speaks volumes and cannot be overstated in this assessment. On the other hand, the overrepresentation and skewedness of gender in the lower and farm levels of the crop are also well sung. Additionally, gaps in the legal and regulatory framework

in the coffee value chain is another aspect, not to mention absence of regular research and documentation.

Moving forward therefore, IWCA and Partners need to take the following steps;

- 1) Disseminate findings of this report to stimulate discussion and continue to provide the forum for exchanges of views on coffee sector development and advocacy for gender equality for the public and private sectors.
- 2) Immediately identify key partners for collaboration, networking and synergies to embark of the implementation of key recommendations of this report, through harnessing the IWCA public-private partnerships, among other avenues.
- 3) Regularly collect data and measure progress towards achieving the SDG of gender equality and Agenda 2030 and ensure gender mainstreaming in all surveys.
- 4) Popularize the few existing legal and policy framework relating to the coffee industry to the most left behind and vulnerable stakeholders in the value chain.
- 5) Recognize gender as cross-cutting theme and include gender dimension in future research on annual themes as well as other analytical work.
- 6) Continuously involve media in advocacy and campaigns of gender related issues in the coffee value chain.

### Annex 1: Linking survey parameters to results indicators in the Logical Framework

Results	Indicators	Baseline	Targets	Means of Verification	Frequency of Reporting	
<b>IMPACT 3. Democratic space expanded, inclusive governance and equal political participation of women sustained</b>						
<b>Outcome 8</b>			Y1	Y2		
<b>Civil society and donors are more aware of gendered challenges, and support strategies around operating space for women's rights organizations and defenders</b>	% of women's Organizations reporting collaborations with local authorities and other stakeholders	40%	80%		Progress reports, CSO reports, pictures	Annual
	# of supported Organizations playing a leading role in relevant local or national networks/coalitions/alliances	30	50		sector reports, CSO/ net-work reports, baseline report, attendance sheets	
	# of joint actions by women rights organizations, women movements, networks and alliances	0	3		sector reports, NGO / CSO reports; implementation reports	
	Stronger collaboration among women's rights groups and other social justice groups	0			meeting minutes, progress reports , sector reports, joint activity reports, pictures	
	Emergence of new movements, networks and alliances collective action	0			Sector reports, endline report	
	<b>Others:</b> You may add one indicator of your own in the space below					
	<b>Engagement with sector CSOs to address issues affecting women in the coffee value chain</b>	0			Meeting minutes, progress reports, sector reports, attendance sheets	
<b>Outcome 9</b>			Y1	Y2		
<b>More women from diverse groups participate in policy and</b>	# of women and girls who are actively participating in public and political spaces at different levels	33%			Sector reports, National survey reports	Annual

Results	Indicators	Baseline	Targets	Means of Verification	Frequency of Reporting
<b>IMPACT 3. Democratic space expanded, inclusive governance and equal political participation of women sustained</b>					
<b>Outcome 8</b>			Y1	Y2	
<b>decision-making processes at all levels, including in contexts of conflict/peace-building</b>	Evidence of diversification of leadership opportunities for women	0			Endline survey , sector reports, IWCA progress reports, photos
	<b>Others:</b> You may add one indicator of your own in the space below				
	<b>Increased participation of women and girls in the coffee value chain</b>	28%	80 % of those trained		progress reports, training reports, photos, success stories/ endline evaluations
<b>Outcome 10</b>			Y1	Y2	
<b>Duty-bearers strengthen and implement laws and policies regarding African women’s political rights and participation</b>	Inclusion of CSO recommendations in policy and budgetary decisions/proposals/reviews	20%			Sector / CSO reports, UCDA, Progress reports
	Increase engagement among target population to advocate for girls and women’s civic participation and political leadership (e.g., traditional and religious leaders, celebrities, men, boys, service providers, general public, etc.)	0			meeting minutes, progress reports, attendance sheets, pictures
	Maintenance and/or improvement in laws and policies around women’s political rights and participation	0			sector reports, national surveys, CSO reports, end line survey
	<b>Others:</b> You may add one indicator of your own in the space below	0			
	<b>increased usage/ engagement with the media to create awareness on policies that promote women participation in the coffee subsector .</b>	0			progress reports, sector reports, media clips