



**MINISTRY OF WATER AND ENVIRONMENT**



# **ENVIRONMENT AND NATURAL RESOURCES SUB-SECTOR GENDER MAINSTREAMING STRATEGY 2016-2021**

**JUNE 2016**







THE REPUBLIC OF UGANDA

MINISTRY OF WATER AND ENVIRONMENT

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United Nations Development Programme*

June 2016



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# FOREWORD

“Women play an essential role in the management of natural resources, including soil, water, forests and energy and often have a profound traditional and contemporary knowledge of the natural world around them” (World Bank). However, attention needs to be paid on the differential cause and effect of environmental degradation on men and women; and importantly, the role of women as agents of change in mitigation and adaptation to the changing environment. It is very true that men and women use resources differently and have different roles in society. However, in order to be effective, strategies to preserve and sustain the environment should pay close attention to the impact of the disparities between women and men’s access to environmental and natural resources and opportunities.

Gender equality on the other hand is a development objective in its own right, and sustainable development strategies ought to aim to foster women’s empowerment and effective participation. This means that women and men are supposed to be involved as partners in formulating and implementing strategies which provide equal opportunities. Besides, the effects of environment degradation are experienced by both men and women.

Women’s triple role as water, firewood and food collectors, put them so close to the environment and so, they tend to face a lot of challenges which include; 1) Spending a lot of time and energy in fetching water and collecting firewood. 2) Facing the effect of extreme weather such as drought and floods resulting into food and water shortages. 3) Loss of school time by girl children and leading to poor academic performance when fetching water and firewood. 4) Exposure to sexual violence as they delay at wells or forests in search of water and firewood.

Uganda has a National Gender Strategy, which requires all development programmes in the country to mainstream gender in their policies and operations. In line with this, the Directorate of Environmental Affairs of the Ministry of Water and Environment has developed this Gender Strategy to guide mainstreaming Gender in the sub-sector. Once mainstreamed it is envisaged that the current unsustainable use of environmental resources will be curtailed. This will further translate into reduced poverty as inequalities in environmental resource use, access and management will be addressed.

This Gender Strategy will undoubtedly serve as a reference document for all ENR stakeholders, creating a foundation upon which ENR key players and stakeholders can holistically mainstream gender into policy formulation, implementation, capacity building, project programming, environmental management, monitoring and evaluation. I therefore trust that as you read and make use of the strategy you will be able to draw from the guiding interventions that are gender responsive for improved environmental management and poverty reduction.

I wish you all the best as you contribute to the gender responsiveness for environment conservation and sustainable management agenda.



Prof. Ephraim Kamuntu  
MINISTER OF WATER AND ENVIRONMENT



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# LIST OF ABBREVIATIONS AND ACRONYMS

<b>ENR</b>	-	Environment and Natural Resources
<b>GOU</b>	-	Government of Uganda
<b>FSSD</b>	-	Forest Support Service Department
<b>CCU</b>	-	Climate Change Unit
<b>WMD</b>	-	Wetlands Management Department
<b>UNMA</b>	-	Uganda National Meteorological Authority
<b>FIEFOC</b>	-	Farm Income Enhancement and Forestry Conservation Project
<b>NFA</b>	-	National Forest Authority
<b>CFM</b>	-	Collaborative Community Forest Management
<b>NAPA</b>	-	National Adaptation Program for Action
<b>MDG</b>	-	Millennium Development Goal
<b>PEAP</b>	-	Poverty Eradication Action Plan
<b>NDP</b>	-	National Development Plan
<b>LOA</b>	-	Letter of Approval
<b>ICEIDA</b>	-	Iceland International Development Agency
<b>NGOS</b>	-	None Governmental Organization
<b>UGP</b>	-	Uganda Gender Policy
<b>MOGLSD</b>	-	Ministry Of Gender Labour and Social Development
<b>CSO</b>	-	Civil Society Organization
<b>UNMA</b>	-	Uganda National Meteorological Authority
<b>IGAs</b>	-	Income Generating Activity
<b>DESS</b>	-	Department Of Environment Support Services
<b>IEC</b>	-	Information, Education, Communication Materials
<b>UGP</b>	-	Uganda Gender Policy
<b>MFPED</b>	-	Ministry Of Finance, Planning and Economic Development
<b>EACCCP</b>	-	The East African Community Climate Change Policy
<b>NAPA</b>	-	National Adaptation Programs of Action
<b>PPP</b>	-	Public Private Partnership
<b>WSSD</b>	-	World Summit on Sustainable Development
<b>UWOPA</b>	-	Uganda Women's Parliamentary Association
<b>COP</b>	-	Conference of the Parties
<b>CFM</b>	-	Central Forestry Management
<b>JWESP</b>	-	Joint Water and Environment Sector Programme
<b>GHG</b>	-	Green House Gas
<b>GFP</b>	-	Gender Focal Point
<b>DEA</b>	-	Directorate of Environment Affairs

# EXECUTIVE SUMMARY



The advance effects of environment degradation are experienced by both men and women but because of the women triple roles which put her so close to the environment, women and children tend to face a lot of challenges . Women and girls in Uganda, as in other sub-Saharan African countries, are the major users and managers of the environment in homes; they therefore bear the impact of environmental degradation. However, men still dominate the arena of planning and decision making regarding use, access and management of the environment and women's views are often under-represented, implying that women's practical and strategic needs are not addressed.

In order to address these issues, ENR sub sector has developed a gender strategy so as to reduce unsustainable environmental resources management as well as reduce poverty resulting from inequalities in environmental resource use, access and management.

## **Purpose**

To guide the Environment & Natural Resources sub-sector to attain gender equity and equality in service delivery.

## **Specific Objectives:**

1. To integrate gender in ENR policies, legislation, planning, budgeting, implementation, monitoring and evaluation.
2. To improve access and control of Environment and Natural Resources by men, women and vulnerable groups.
3. To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of ENR at all levels.
4. To promote equitable sharing of environment and natural resource products and services.
5. To build and strengthen capacity for gender mainstreaming in Environment & Natural Resources sub-sector at all levels.

## **Key strategies**

Key strategies are presented for the different sector departments/agencies; namely:

## **Gender Unit/Policy Level**

Engender ENR policies, plans and implementation guidelines; coordinate the development of guidelines for improved access and control of ENR resources for men, women and vulnerable groups; support ENR agencies and department to design criteria for equal participation in planning and sustainable management of resources; support ENR Sub sector department and agencies to establish mechanism for equitable sharing of resources;

develop capacity of ENR sub sector departments and agencies and stakeholders to mainstream gender in environmental management.

### **Wetland Management Department**

Assessing the level of compliance in gender mainstreaming for wetland management; assess levels of access and control regimes of wetland resources; promote equal representation of both men and women in decision making for wetland management; develop and disseminate a mechanism for equitable sharing of wetland products and services by men and women through the value chain and public private partnerships; build and strengthen capacity for gender mainstreaming for wetland management staff and stakeholders.

### **Department Of Environment Support Services**

Integrate gender into the environmental management policies, legislations, plans, budgets and programs; support the development of Management plans for equitable opportunities for access and control of environment resources; strengthen the environment management committees at all levels with a gender lens; assess the gender disparities in the benefits sharing of environment resources; build and strengthen the capacity of DESS in gender mainstreaming.

### **Climate change department**

Ensuring that Gender is integrated in the Implementation of the National Climate Change Policy and its costed implementation strategy; improving capacity of relevant stake holders to achieve gender responsive outcomes of the national climate change policy; support department to design criteria for equal participation in planning and sustainable management of resources; establishing a mechanism for equitable sharing of resources; establishing a knowledge base for gender -climate change adaptation and mitigation.

### **National Forestry Authority**

Mainstreaming gender in all NFA policies and guidelines; promote equal access of both men and women to Natural Forest resources; involve both men & women in planning forestry activities; establish mechanisms for equitable natural forests resource sharing; impart gender mainstreaming skills among NFA staff & other stakeholders.

### **National Environment Management Authority**

Integrate gender issues into NEMA management policies and procedures; review NEMA's governance and management structures to include men, and appraise to make them all inclusive; gender inclusion in planning, budgeting, implementation and management of ENR ; develop gender inclusive public awareness and communication strategy; ensure all NEMA Policies and guidelines have mechanisms and strategies for sharing benefits from ENR; build capacity of NEMA and all their structures for gender mainstreaming.

### **Uganda National Meteorological Authority**

To identify gender issues and popularize ENR gender mainstreaming; to promote equitable access and opportunities of men and women to weather and climate information; promote affirmative action for recruitment, training of both male and female workers; disseminate gender responsive weather, climate information warnings and alerts; strengthen capacity for gender mainstreaming for Met staff, stake holders and popularize Meteorology in schools and at all levels.

### **Forestry Support Service Department**

To integrate gender issues into Forestry policies, reforms, planning, implementation, monitoring and evaluation; to promote equitable access to and control of forest resources and opportunities for both men, women and vulnerable groups; to promote equitable participation of men, women and vulnerable groups in planning, implementation and management of forestry resources at all levels; to promote equitable benefits sharing of forestry resources (both products and services) between men, women and vulnerable groups; to build capacity for gender mainstreaming for forestry subsector actors and stakeholders at all levels for sustainable resources management.

### **Local Government**

Integrate gender issues into ENR management, project management, policies and procedures; promote equal access and control of environment resources by both men and women; promote equal representation of both men and women in decision making in planning and sustainable management of resources.; establish mechanisms for equitable natural resource sharing; build capacity of local government officers and all their structures for gender mainstreaming

### **Implementation of the Strategy**

The strategy will be implemented and monitored through existing institutional arrangements in the sub-sector, including committees at national, local government and community levels. The center, through its Technical officers will provide support to local governments to build their capacity for gender mainstreaming. External partnerships will be promoted at inter-ministerial, NGO and private sector levels to enhance synergies for gender mainstreaming.

### **Monitoring and Evaluation**

Progress of implementation will be monitored through quarterly monitoring and reporting by Ministries, Departments and Agencies (MDAs) responsible for Environment, natural resources management local governments, NGOs and private operators, through monitoring of implementation of ENR development projects, as well as impact studies of implementing this strategy every two years and by a final impact assessment in 2020/ 2021.



# 1.0. INTRODUCTION



## 1.1 BACKGROUND AND CONTEXT

Worldwide, there is evidence that societies which discriminate on the basis of gender pay significant prize in terms of slower economic growth, weaker governance and lower quality of life. (UWOPA 2006). In one of its publications titled “Engendering Development,” the World Bank indicates that gender inequalities undermines development, hence improving gender equality has to be part of the sustainable strategy for development’

Improving natural resource management practices and protecting the environment require reducing poverty and achieving livelihood and food security among rural women and men. This is because rural women and men have different roles, responsibilities, and knowledge in food production and managing natural resources and therefore different needs, priorities and concerns which need to tapped in order to reduce poverty and achieve sustainable development.

The lack of gender sensitivity in the development of core indicators and targets in environment and natural resources management are clear and entrenched barriers to sector performance. In addition sector budgetary allocations are lacking to support targeted ENR gender activities at all levels and the linkages between gender and the various key policy documents on environment and natural resources management is limited or non-existent.

Bridging the gender gap will require acceptance and implementation and promotion of positive policies, strategies and actions that seek to address women’s and men’s needs, equips and empowers them to participate at all levels of.

Regional and national level solutions therefore will require the development of ENR and water sector plans that are aligned with the existing gender policy frameworks to ensure that the different activities that are implemented in the ENR sector appropriately mainstream gender concerns.

Inequalities in rights, resources and political voice generally disadvantage women, but they also disadvantage the rest of society and impede development. A number of international legal frameworks suggest that empowerment of women and equality between men and women are prerequisites for achieving political, social, economic, cultural and environmental security among all peoples.

From food and water to energy and medicines, the livelihoods of many of the world’s rural poor, and disproportionately those of rural women, are sustained by what their environments provide. However, growing numbers of rural communities are living in vulnerable environments where the quality and availability of these vital resources is declining.

Resource degradation in these communities stems from both external factors, such as climactic changes, encroachment by outsiders or conflict, as well as from internal issues, namely poor natural resource management.

Despite the trend of increasing resource degradation and environmental decline, we believe there is reason to be hopeful. There is need to recognize the unique position of rural women, as the primary users of their communities' diverse resources, to serve as stewards of environmental renewal and sustainability. By enabling rural women and their communities to better manage their resources, we help communities restore damaged ecosystems, stabilize their communities' natural resources, and improve both the security of their livelihoods and of their environments.

When interventions take into account the unique roles, needs and potential of all stakeholders, both women and men, sustainable natural resource management is more effectively institutionalized. Further, if communities are enabled to sustainably manage their resources, both community development and environmental conservation goals are more effectively accomplished. Ultimately, the benefits of improved resource management are significant advances for the quality of both rural communities and their environments. The quest for industrialization, rapid urbanization and economic development has led to extensive pressure on environmental resources; consequently leading to climate change as some of the sensitive ecosystems are threatened. ENR subsector provides livelihood and energy resources to the greater population of the poor men and women in Uganda.

The aforementioned challenges, affirm the fact that women are key stakeholders in the environment and natural resource subsector. The unsustainable use and management of natural resources including forests, wetlands, water and other resources is partly attributed to the failure by development actors and agencies to involve women in the development process.

The constitution of Uganda (1995) guarantees equality between women and men and also prescribes temporary affirmative action in favor of women for purposes of redressing imbalances created by history, tradition and other factors. Uganda is a signatory to various International commitments and it has a gender policy (2007) which provides for a framework for gender responsive development. Despite all the above actions and interventions, gender inequalities have persisted with negative implications on Uganda's development process.

This ENR gender mainstreaming strategy has been developed in response to the various international commitments made by the Government of Uganda (GoU) regarding gender equality and operationalises National Gender Policy (1997), and serves as a framework and a strategic guide for gender responsive planning; implementing; monitoring and evaluation; and capacity building for the Environment and Natural Resources Subsector. The strategy will enhance gender equity, participation and access to and control of resources in the environment sub sector, leading to poverty reduction. It provides a sector wise approach to addressing gender concerns in the subsector.

This strategy opens up an opportunity to promote gender equity across the subsector departments and stakeholders. Women in rural areas of Uganda are highly dependent on local natural resources for their livelihood in their role to secure water, food and energy for cooking and heating. The effects of climate, weather and climate change, including drought, uncertain rainfall and deforestation, make it harder for them to secure these resources.

The ENR gender strategy therefore provides strategic guidelines that will ensure appropriate planning and implementation of gender mainstreaming programmes, projects and activities at national and local government levels in an integrated, consistent and sustainable manner. It also creates a foundation on which the ENR stakeholders can holistically mainstream gender into policy formulation; subsector reforms; communication; capacity building; resource management; research; and monitoring and evaluation

ENR gender strategy is presented in four (4) parts:

- **Chapter 1:** Presents a background to the development of the strategy, the policy and legal context and a brief of the gender analysis of the sub sector;
- **Chapter 2:** Presents the policy and legal framework for mainstreaming gender in ENR
- **Chapter 3:** Presents gender mainstreaming strategies and their respective strategic actions, as well as a logical framework for each of the ENR departments/Agencies.
- **Appendices:** Presents a work plan for implementing the strategy by each of the ENR Departments/Agencies.

It also includes a gender glossary explaining key gender related terms.

## 1.2 MISSION AND VISION

### 1.2.1 Vision

Sustainable management of Environment & Natural Resources with equitable participation and benefits for all

### 1.2.2 Mission

To address gender concerns for sustainable management of Environment & Natural Resources and improved livelihoods.

### 1.2.3 Purpose

To guide the Environment & Natural Resources sub-sector to attain gender equity and equality in service delivery.

### 1.2.4 Objectives Framework

This strategy is presented in five major objectives as listed below. This is based on the subsector situation analysis, the sector policy and legal mandates; and also in consideration of the MDGs and the constraints identified by National Development plan [NDP].

1. To integrate gender in ENR policies, legislation, planning, budgeting, implementation, monitoring and evaluation.
2. To improve access and control of Environment and Natural Resources by men, women and vulnerable groups.
3. To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of ENR at all levels.
4. To promote equitable sharing of environment and natural resource products and services.

5. To build and strengthen capacity for gender mainstreaming in Environment & Natural Resources sub-sector at all levels.

### 1.3 SITUATIONAL ANALYSIS

The development of the ENR gender strategy has been based on a gender situational analysis and gender reports by ENR stakeholders.

The analysis revealed that various gender mainstreaming initiatives are at the moment being implemented in less coordinated manner in the ENR subsector.

Highlights of the analysis revealed a number of achievements and challenges to gender mainstreaming presented below.

#### 1.3.1 Gender mainstreaming departmental analysis

All DEA departments have gender focal point officers and an ENR Gender Coordinator was also recruited to coordinate all gender mainstreaming activities in the sub sector. Among the 7 departments in DEA, it was revealed that gender has been mainstreamed highly in the climate change department. The following are some of the achievements in the CCD department:

- The unit has an operating gender training manual which has already been tested in 7 district of Eastern Uganda.
- The department has developed a climate change policy
- Development of a documentary on the impact of climate change on women and children.

**Note:** A wide gap still exists in the gender mainstreaming effort in WMD, DESS, NFA, FSSD, UNMA and NEMA department. This is so because there is no reporting about gender mainstreaming initiatives in the planning, implementation and monitoring process.

#### 1.3.2 Gaps in Gender Mainstreaming

According to the Water and Environment Status Report, a number of gaps still exist in the gender mainstreaming process within the water and environment sector. A number of gaps were highlighted and they include the following:

- There are no clear gender sensitive indicators to measure progress in gender mainstreaming in the sector.
- It is clear that many officers are not conversant gender mainstreaming issues and policies attached to it. This is a clear indication that some of the policies have not been adequately disseminated at the sector level.
- Limited analysis of gender and equity issues in sector documents.
- Lack of presentation and analysis of gender disaggregated data/statistics on who does what, who is affected by what and what is the magnitude of the effects on men and women, boys and girls.
- Lack of emphasis on inter-sectorial linkages with sectors such as energy and agriculture to address the challenges of fuel wood use through energy saving sources and increased rural electrification as well as sustainable use of ecosystems by both men and women.
- Limited capacities of the officers to effectively handle gender and equity issues.

- Instruments used for data collection and analysis do not provide enough room for gender disaggregated information. Some of the required data, especially from the operational levels (LGs and other players) are not comprehensive, hence making gender/equity analysis incomplete.
- The output indicators are not gender and equity responsive

Therefore, unless the sector gender and equity issues are addressed, government's vision of eradicating poverty in Uganda may be in vain since inequalities tend to affect a greater proportion of the population.

### 1.3.3 Challenges in mainstreaming gender in the sector

#### Limited articulation of gender in sectorial policies and programs

It has been noted that most of the activities in the ENR sector do not explicitly bring out the gender concerns and the budgetary provisions are more generic. Save the climate change in the ENR sector, all the other departments in the sector lack gender mainstreaming concerns in the planning, monitoring, budgeting and reporting systems on all activities of the ENR sector. This has made it hard for the sector to mainstream gender effectively.

#### Coordination mechanism

There is still a big gap in the reporting and coordination criteria of gender issues in the sector. This is especially due to the lack of a reporting criteria for example who reports to who, who is monitoring the process, the follow up criteria and the gender indicators in the sector still missing. This has made the mainstreaming process difficult.

#### Financial and Budget constraints

Gender mainstreaming was an undertaking for 2012/2013 and therefore should have taken off by now but because of the financial and budget constraints it is still in its initial stages. This has delayed the mainstreaming activities thus posing a challenge to the ENR sector.

#### Obstacles to women's engagement in elective process

Some cultural norms and values in Uganda have tended to limit women involvement in electoral process, whether at public or community levels. Factors such as lack of resources, spousal control and the misconception that leadership is a male domain are some of the underlying constraints women face in engaging in elective positions. As a result, women participation in elections is mostly within the framework of affirmative action, where a certain quota of posts is reserved for them.

#### Limited capacity for women to effectively participate in leadership and decision making

Most decision making organs are more often than not dominated by men. As a result, women issues have appeared as afterthought matters to be attended to whenever it is convenient. This is based on the assumption that any decisions taken by the male-dominated policy making organs would automatically benefit everybody, including the women.

#### Low presence of women in technical and management positions

Education and literacy are key human development indicators. However, historical factors have hindered women enjoyment of their rights to education and literacy. There are still disparities in formal education attainment by sex, socio-economic groups as well as geographical regions. Consequently, the ratio of women to men that occupy technical and management positions in public and private sectors has remained low.

**Limited access to productive resources land and capital by women:**

In most developing countries, including Uganda, women have limited access to the forest resource. They spend most of their time looking after their families, caring for the sick, etc. At the end of the day, they are left with very little time to utilize the forest(s). While, the men have all the time as they are not involved in house work like their counterpart females.

**Lack of funds allocation specifically to practical and strategic gender needs:**

There is an urgent need to train the stakeholders in the sector on the importance of mainstreaming gender and other gender aspects into forestry activities. However, the department has not yet succeeded in securing such funds.

**Less involvement of women in environmental decision making:**

Culture bars women from speaking in public. Although this is changing with the several emancipation programmes and increase in literacy levels. However, in rural settings, where most of the forests are located, the illiterate women are still holding onto this culture and are shy to speak in public. This is a hindrance to their participation in decision making since they cannot communicate their idea.

This strategy therefore serves to provide guidance to gender mainstreaming for ENR sub-sector departments, local governments, agencies, civil society / NGOs, private sector, development partners and other stakeholders in sector wider manner.

# 2.0 POLICY AND LEGAL FRAMEWORK



## 2.1. INTERNATIONAL COMMITMENTS

Government's efforts in working towards gender equality and women's empowerment in the ENR subsector is in line with, and is part of the cornerstones of the Dublin Principles, (Principle 3) of the UN Conference on Environment and Development, (1992), the 2000 Millennium Development Summit, and the 2002 World Summit on Sustainable Development (WSSD).

Evidence suggests that considerable progress has been made in achieving these goals and that there are also significant gaps. These gaps are between the pivotal roles that women play in the provision, management and safeguarding of water and how these roles are reflected in policy and institutional arrangements for the development and management of water resources. There is often inter-alia lack of awareness on how to mainstream gender and also limited/lack of understanding and clarity about the relevance of gender to ENR planning practices

The 1995 World Summit for Social Development, Copenhagen, and the 2000 Millennium declaration with 8 measurable indicators for human development is among the frameworks to promote gender equity in ENR. This presupposes that strategic actions in addressing inequality in economic structures and policies in all forms of productive activities and in access to resources are critical areas of concern in all development agendas.

## 2.2 THE CONSTITUTION OF THE REPUBLIC OF UGANDA (1995)

The Constitution of the Republic of Uganda, as the country's overall legal framework, provides for gender balance and fair representation of marginalized groups; accords equal citizenship rights, freedom from discrimination and affirmative action in favours of women; recognises the role of women in society and articulates specific rights for women including outlawing customs, traditions and practices that undermine the welfare, dignity and interests of women. Article 21 states "all persons are equal before the law ... a person shall not be discriminated." Article 32 provides for affirmative action and states "the state shall take affirmative action in favour of groups marginalized on the basis of gender ... for purposes of redressing imbalances..." Article 33 provides for the rights of women and states that "women shall be accorded full and equal dignity ..., the state shall provide the facilities and opportunities to enhance the welfare of women ....., shall protect women and their rights ....., women shall have the right to equal treatment with men and that right shall include equal opportunities in political, economic and social activities .., women shall have affirmative action for .. Redressing the imbalances created by history, tradition and or custom?"

## 2.3 THE UGANDA GENDER POLICY (2007)

The Uganda Gender Policy (UGP) aims at establishing a clear framework for identification, implementation and coordination of interventions designed to achieve gender equality and women's empowerment in Uganda. The policy requires sector ministries to translate the UGP into sector-specific strategies and activities, build capacity, monitor and evaluate and commit resources for implementing the activities, among others. The role of Ministry of Gender, Labour and Social Development (MGLSD) under this policy is to coordinate gender mainstreaming at the different levels; provide technical support to sectors, local governments, civil society and private sector entities; set standards, develop guidelines and monitor their operationalization; provide support to focal points, sector gender working groups and local governments for improving their effectiveness; and coordinating the monitoring and evaluation of the policy and gender responsive development in the country.

## 2.4 THE ENVIRONMENTAL HEALTH POLICY (2005)

The Environmental Health Policy is the national framework for services and programmes in the health sector. One of the guiding principles of the policy is that "Interventions should respond to the differing needs of men, women and children, while recognising that women are the main users of the environment.

## 2.5 THE NATIONAL ENVIRONMENT MANAGEMENT POLICY (1994)

One of the key principles of the National Environmental Management Policy states that "Effective involvement of women and youth in natural resource policy formulation, planning, decision making, management and program implementation is essential and should be encouraged". The policy provides for integration of gender concerns in environmental policy planning, decision making and implementation at all levels to ensure sustainable social economic development.

## 2.6 THE NATIONAL DEVELOPMENT PLAN 2010 -2015

The National Development Plan (NDP), which is the overall national planning framework identifies the importance of gender mainstreaming in all interventions including policy formulation and planning and guides public actions to eradicate poverty. It has furthermore identified gender issues; negative attitudes; mind sets; cultural practices and perception among several binding constraints to development that need to be addressed to be able to achieve sustainable and equitable development. The country therefore commits itself to achieve gender equality in its NDP.

The ENR sector has the responsibility to engage in implementing activities that promote gender equity. The strategy therefore, forms the guiding framework for ENR in achieving the NDP goals and provides a systematic guide to achieving the millennium Development Goals.

## 2.7 THE EAST AFRICAN COMMUNITY CLIMATE CHANGE POLICY (EACCCP)

The East African Community Climate Change Policy (EACCCP] recognizes the differentiated vulnerability, impacts and role of women, men and youth in responding to climate change and states the following ; the partner States shall:

- (i) Integrate gender considerations in assessing vulnerability, impacts and risks of climate change at local, national and regional levels;

- (ii) Promote involvement of women in climate change monitoring, adaptation and decision-making processes;
- (iii) Promote social protection programmes for vulnerable communities, households and individuals including women, children, youth and others.

## 2.8 THE NATIONAL CLIMATE CHANGE POLICY:

The draft national climate change policy of Uganda reorganizes gender as a major aspect and provides for mainstreaming of gender issues in adaptation and mitigation approaches in order to reduce the vulnerability of women and children to the impacts of climate change and recognizes their key role in tackling the issue of climate change. In particular, the draft policy states the following:

- *Mainstreaming gender issues in climate change adaptation and mitigation approaches is of utmost importance in order to reduce the vulnerability of women and children to the impacts of climate change and*
- *The policy also recognizes the role of women and children in tackling climate change related issues.*

## 2.9 THE LAND ACT (1998)

To ensure security of occupancy, the Land Act provides for spousal consent with respect to disposal of registered land on which the family depends for its livelihood. Although according to MFPED (2006), women own only 7% of the registered land in Uganda. Disposal of land may positively or negatively affect the sustainable use of the ENR resources on it hence the need for joint decision by men and women as users and beneficiaries of the resources.

## 2.10 THE LOCAL GOVERNMENT ACT (1997)

The Local Government Act specifies functions and services for central government, district councils, urban councils and those to be devolved by the district council to lower local government councils. It spells out issues of gender equity through increased women representation. Local Councils must have a mandatory quota system of 30% women representation. Gender mainstreaming is now part of the minimum standards and performance measures under the annual national local government assessment. Funding to local governments is tagged to a set of criterion, including gender. Women's participation in political activities provides an opportunity for them to become more active in the management of Environment and natural resources at grassroots, local governments and national levels.



## 3.0 GUIDING PRINCIPLES

Implementation of this strategy will be based on a number of guiding principles that recognize, international and national best practice regarding gender and environment management.

- i. **Accountability:** The strategy recognises that governments are accountable to stakeholders at different levels, regarding gender actions made by decision makers.
- ii. **Gender Equity:** The strategy addresses gender equality issues related to Environmental resources management that need to be converted into specific strategic actions by all stakeholders of the subsector sector; including equal access to resources and equal representation in decision-making.
- iii. **Quality of Life:** The strategy recognises the important role played by men and women utilization and management of environmental resources and promotes sustainable resource management and improved quality of life and poverty reduction through equitable access and control to environmental resources; reduction of the workload of women and girl children at household level; improved incomes; and, health through reduced vulnerability to climate change.
- iv. **Empowerment:** The strategy recognizes that mainstreaming gender will accelerate the pace of transformation because of direct empowerment of women and other vulnerable groups through participation and control of environmental and natural resources; human resource development and employment equity.
- v. **Stakeholder Participation:** The strategy recognizes that stakeholder [that men and women] participation is a key element in the sustainability of environmental resources services and is vital in policy formation; planning and formulation of solutions, as well as in the delivery of programmes monitoring and evaluation.

## 4.0 STRATEGIC OBJECTIVES AND KEY ACTION FOR ENR SUBSECTOR DEPARTMENTS AND AGENCIES



### 4.1 GENDER UNIT

**Strategic Objective 1: To integrate gender in ENR policies, reforms, legislation, planning, budgeting, implementation, monitoring and evaluation**

**Strategy:** Engender ENR policies, plans and implementation guidelines

#### Activities

- Establish a gender working group comprised of representatives from key ENR Institutions
- Appoint Gender Focal Points for each of the ENR sub-sector, departments and agencies.
- Develop gender mainstreaming guidelines for ENR
- Engender existing and new ENR policies, plans, programmes
- Develop appropriate indicators to measure gender integration annually.
- Coordinate and facilitate the engendering of the ENR subsector annual planning and equity budgeting

**Strategic Objective 2: To improve access and control of environment resources by men, women and vulnerable groups.**

**Strategy:** Coordinate the development of guidelines for improved access and control for ENR resources for men, women and vulnerable groups

- Support ENR departments and agencies to develop guidelines for improved access and control for ENR resources for men, women and vulnerable groups
- Create awareness on gender roles and responsibilities on conservation and sustainable use of environment and natural resources.
- Support participation of both men and women in ENR based private enterprises.

**Strategic Objective 3: To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of Environment & Natural Resources at all levels.**

**Strategy:** Support ENR departments and agencies to design criteria for equal participation in planning and sustainable management of resources.

**Activities**

- Develop gender sensitive planning and implementation guidelines, manuals and tools for ENR
- Design policies to ensure ENR working groups, user groups and committees have at least 30% membership of men and women.
- Initiate women specific programs to increase their participation in planning, implementation and management.

**Strategic Objective 4: To promote equitable sharing of environment resources, products and services**

**Strategy:** Support ENR subsector departments and agencies to establish mechanisms for equitable sharing of benefits

**Activities**

- Conduct a gender analysis of ENR benefits to inform programming
- Coordinate departments and agencies to engender the criteria used for assessing and distributing benefits
- Create awareness and provide information to men and women on benefits accruing from ENR resources

**Strategic Objective 5: To build and strengthen capacity for gender mainstreaming in Environment & Natural Resources sub-sector at all levels.**

**Strategy:** Develop strategy capacity of ENR subsector departments, agencies and stakeholders to mainstream gender in environmental management.

**Activities**

- Conduct a Capacity Needs Assessment for all Gender Focal point
- Conduct capacity building programmes for ENR subsector staff and stakeholders in mainstreaming gender in all their activities
- Conduct a gender audit for the ENR sub-sector
- Develop a gender training program for ENR subsector
- Establish an appraisal system for Focal Point Officers and other responsible Officers of ENR subsector.

**4.2 DEPARTMENT OF ENVIRONMENT SUPPORT SERVICES****Strategic Objective 1: To integrate gender in ENR policies, reforms, legislation, planning, budgeting, implementation, monitoring and evaluation**

**Strategy:** Integrate Gender into the environmental management policies, legislations, plans, budgets and programs

**Activities:**

- Conduct a comprehensive baseline study of gender integration in the environment subsector
- Conduct a comprehensive assessment on the level of gender based and equity budgeting for the environment subsector.
- Incorporate gender concerns in the policies, legislations currently under review during the strategy period
- Develop environmental gender mainstreaming guidelines ,procedures
- Develop gender responsive monitoring and reporting tools for environmental management

**Strategic Objective 2: To improve access and control of environment resources by men, women and vulnerable groups.**

**Strategy:** Support the development of Management plans for equitable opportunities for access and control of environment resources

**Activities:**

- Facilitate the development and implementation of community based Environment management plans that address gender concerns
- Develop the gender monitoring and reporting tools for the access and control of environmental resources.
- Monitor the use of guidelines for equitable access and control of environment resources.

**Strategic Objective 3: To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of Environment & Natural Resources at all levels.**

**Strategy:** Strengthen the environment management committees at all levels with a gender lens

**Activities:**

- Review the composition of Environment committees to ensure gender equality in committees at all levels.
- Support the formation of gender sensitive environment management committee

**Strategic Objective 4: To promote equitable sharing of environment resources, products and services.**

**Strategy:** Assess the gender disparities in the benefits sharing of environment resources.

**Activities:**

- Conduct a gender based social economic survey to identify gender concerns
- Identify affirmative alternatives available for benefit sharing

**Strategic Objective 5: To build and strengthen capacity for gender mainstreaming in Environment & Natural Resources sub-sector at all levels.**

**Strategy:** Build and strengthen the capacity of DESS in gender mainstreaming

**Activities:**

- Develop and implement a capacity development plan for gender mainstreaming
- Recruit a gender expert for DESS
- Develop trainers manual and IEC materials for gender mainstreaming
- Under take training
- Develop an IEC strategy for environment and natural resources gender mainstreaming

### 4.3 CLIMATE CHANGE DEPARTMENT

**Strategic Objective 1: To integrate gender in ENR policies, reforms, legislation, planning, budgeting, implementation, monitoring and evaluation**

**Strategy:** Ensuring that Gender is integrated in the Implementation of the National Climate Change Policy and its cost implementation strategy

**Activities**

- Conduct a comprehensive gender assessment of the current ways of climate change budgeting, accounting and work-planning in the selected sectors
- Develop guidelines and checklists for proper inclusion of CC with gender issues embedded in budgeting, accounting and work-planning in selected sectors.

**Strategic Objective 2: To promote access to and control of ENR resources for men, women and vulnerable groups.**

**Strategy:** Improving capacity of relevant stake holders to achieve gender responsive outcomes of the national climate change policy

**Activities**

- Carry out mainstreaming of climate change and gender in 4 sectors and related documents
- Carry our trainings of technical staff in the 4 sectors on gender and Climate Change
- Develop and disseminate CC checklists that are gender responsive
- Support selected sectors to develop sector specific checklists for gender and CC

**Strategic Objective 3: To promote equal opportunities for participation of men, women and vulnerable groups in planning and sustainable management of ENR at all levels.**

**Strategy:** Support department to design criteria for equal participation in planning and sustainable management of resources.

**Activities**

- Involve both men, women and vulnerable groups in decision making;
- Develop gender responsive adverts;
- Develop programs that target women participation

## **Strategic Objective 4: To promote equitable sharing of environment and natural resource products and services**

**Strategy:** Establishing a mechanism for equitable sharing of resources.

### **Activities**

- Have a gender focal person in each CC thematic working group
- Bring on board the min of gender in pre and post COP processes.
- Preparation of country's position paper with more gender aspects incorporated
- Sponsor a gender sensitive delegation to the COP(s)

## **Strategic Objective 5: To build and strengthen capacity for gender mainstreaming for ENR subsector stakeholders at all levels.**

**Strategy:** Establishing a knowledge base for gender -climate change adaptation and mitigation

### **Activities**

- Operationalising Information management system and knowledge management system (IMS/KMS) with relevant gender and climate change products.
- Design and implement a capacity development plan for CCD staff.
- Carry out staff training for mainstreaming gender aspects in CC

## **4.4 WETLANDS MANAGEMENT DEPARTMENT**

### **Strategic Objective 1: To integrate gender in ENR policies, reforms, legislation, planning, budgeting, implementation, monitoring and evaluation**

**Strategy:** Assessing the level of compliance in gender mainstreaming for wetland management

### **Activities**

- Review and mainstream gender in plans, programs and budgets.
- Integrate gender concerns in resource use guidelines, wetland draft bill and manuals for wetland management.
- Disseminate gender responsive policies and guidelines

### **Strategic Objective 2: To improve access and control of Environment and Natural Resources by men, women and vulnerable groups.**

**Strategy:** Assess levels of access and control regimes of wetland resources

### **Activities**

- Assess level of access and control of wetland resources.
- Promote access and control of wetland resources by men, women and vulnerable groups.
- Develop awareness and education programs targeting men, women and vulnerable groups for wetland management.

**Strategic Objective 3: To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of ENR at all levels.****Strategy:** Promote equal representation of both men and women in decision making for wetland management**Activities:**

- Monitor representation of women & men on wetland management committees.
- Develop gender responsive monitoring tools.
- Develop gender responsive reporting guidelines for local government.

**Strategic Objective 4: To promote equitable sharing of environment and natural resource products and services.****Strategy:** Develop and disseminate a mechanism for equitable sharing of wetland products and services by men and women through the value chain and public private partnerships**Activities:**

- Promote equitable sharing of wetland resources

**Strategic Objective 5: To build and strengthen capacity for gender mainstreaming in ENR subsector at all levels.****Strategy:** Build and strengthen capacity for gender mainstreaming for wetland management staff and stakeholders**Activities**

- Conduct capacity needs assessment in gender mainstreaming.
- Develop and implement tailor made trainings and sensitization programs in gender mainstreaming

**4.5 FOREST SECTOR SUPPORT DEPARTMENT****Strategic Objective 1: To integrate gender in ENR policies, reforms, legislation, planning, budgeting, implementation, monitoring and evaluation****Strategy:** To integrate gender issues into Forestry policies, reforms, planning, implementation, monitoring and evaluation**Activities**

- Review existing forestry policies and plans for gender responsiveness;
- Develop gender responsive monitoring formats
- Develop gender responsive guidelines and procedures for FSSD;
- Promote equal participation of both men & women in bye – law formulation to protect women's rights on forestry resources

**Strategic Objective 2: To improve access and control of Environment and Natural Resources by men, women and vulnerable groups.**

**Strategy:** To promote equitable access to and control of forest resources and opportunities for men, women and vulnerable groups.

#### **Activities**

- Develop a mechanism for promoting equal access to and control of forest resources
- Mobilize and sensitize key stakeholders on importance of equitable access to and control of forest resources by all.

**Strategic Objective 3: To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of ENR at all levels.**

**Strategy:** To promote equitable participation of men, women and vulnerable groups in planning, implementation and management of forestry resources at all levels

#### **Activities**

- Involve both men, women and vulnerable groups in decision making;
- Develop gender responsive adverts;
- Develop programmes that target women participation

**Strategic Objective 4: To promote equitable sharing of environment and natural resource products and services.**

**Strategy:** To promote equitable benefits sharing of forestry resources (both products and services) between men, women and vulnerable groups

#### **Activities**

- Develop a mechanism for women participation in the value chain for forestry products;
- Promote equal participation of both men & women in conservation;
- Promote women participation in PPP
- Build household capacity in equitable management and utilization of products and income

**Strategic Objective 5: To build and strengthen capacity for gender mainstreaming in ENR subsector at all levels.**

**Strategy:** To build capacity for gender mainstreaming for forestry subsector actors and stakeholders at all levels for sustainable resources management

#### **Activities**

- Identify capacity needs for the Forestry sub sector;
- Develop a capacity development kit, training materials;
- Undertake capacity training for gender mainstreaming;
- Incorporate gender modules in the curriculum of students in Nyabyeya Forestry College;

## 4.6 NATIONAL FORESTRY AUTHORITY

**Strategic Objective 1:** To integrate gender in ENR policies, legislation, reforms, planning, budgeting, implementation, monitoring and evaluation

**Strategy:** Mainstreaming gender in all NFA policies and guidelines

**Strategic Objective 2:** To promote access and control of Environment and Natural Resources by men, women and vulnerable groups.

**Strategy:** Promote equal access of both men and women to Natural Forest resources

**Strategic Objective 3:** To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of ENR resources at all levels.

**Strategy:** Involve both men & women in planning forestry activities

### Activity

**Strategic Objective 5:** To build and strengthen capacity for gender mainstreaming in ENR subsector at all levels.

**Strategy:** Impart gender mainstreaming skills among NFA staff & other stakeholders

### Activities

- Conduct training of NFA staff & management on gender issues
- Introduce gender module at Nyabyeya & other Forestry colleges

## 4.7 UGANDA NATIONAL METEOROLOGICAL AUTHORITY

**Strategic Objective 1:** To integrate gender in ENR policies, legislation, reforms, planning, budgeting, implementation, monitoring and evaluation

**Strategy:** To identify gender issues and popularize ENR gender mainstreaming

### Activities

- To plan and design gender responsive weather and climate IEC materials for dissemination

**Strategic Objective 2:** To improve access and control of Environment and Natural Resources by both men and women and vulnerable groups.

**Strategy:** To promote equitable access and opportunities of men and women to weather and climate information

### Activities

- Develop programs and different channels for disseminating information
- Design and Print gender responsive IEC materials
- Install weather stations at every District

**Strategic Objective 3:** To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of ENR at all levels.

**Strategy:** Promote affirmative action for recruitment, training of both male and female workers

**Activities**

- Encourage both male and female officers to apply for job adverts

**Strategic Objective 4: To promote equitable sharing of environment and natural resource products and services.**

**Strategy:** Disseminate gender responsive weather, climate information warnings and alerts

**Activities**

- Identify and design information channels
- Translate weather information

**Strategic Objective 5: To build and strengthen capacity for gender mainstreaming in ENR subsector at all levels.**

**Strategy:** Strengthen capacity for gender mainstreaming for Meteorology staff and stake holders

**Activities**

- Train both men and women community observers
- Encourage use of indigenous knowledge
- Popularize Meteorology in schools and at all levels

## 4.8 NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY

**Strategic Objective 1: To integrate gender in ENR policies, reforms, registration, planning, budgeting, implementation, monitoring and evaluation**

**Strategy:** Integrate gender issues into NEMA management policies and procedures

**Activities**

- Review existing policies and procedures
- Mainstream gender into policies and procedures

**Strategic Objective 2: To improve access and control of Environment and Natural Resources by men, women and vulnerable groups.**

**Strategy:** Review NEMA's governance and management structures to include men, and appraise to make them all inclusive

**Activities**

- Restructure existing governance and management structures within NEMA
- Gender integrated HR management

**Strategic Objective 3: To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of ENR at all levels.**

**Strategies:** Gender inclusion in planning, budgeting and implementation and management of ENR.

**Activities**

- Inclusion of both women and men in planning and implementation of activities

**Strategic Objective 4: To promote equitable sharing of environment and natural resource products and services.****Strategies:**

- Develop gender inclusive public awareness and communication strategy.
- Ensure all NEMA Policies and guidelines have mechanisms and strategies for sharing benefits from ENR

**Activities**

- Develop guidelines for equitable sharing of resources from ENR

**Strategic Objective 5: To build and strengthen capacity for gender mainstreaming in ENR subsector at all levels.**

**Strategies:** Build capacity of NEMA and all their structures for gender mainstreaming

**Activities**

- Conduct capacity building trainings.
- Gender sensitive communication strategies developed.

**4.9 LOCAL GOVERNMENT****Strategic Objective 1: To integrate gender in ENR policies, reforms, registration, planning, budgeting, implementation, monitoring and evaluation**

**Strategy:** Integrate gender issues into ENR management, project management, policies and procedures

**Activities**

- Lobbying and Mobilization of resources for gender activities
- Mainstream gender into policies and procedures
- Gender compliance monitoring and certification of projects before payment
- Screen environmental projects for gender integration

**Strategic Objective 2: To improve access and control of Environment and Natural Resources by men, women and vulnerable groups.**

**Strategy:** Promote equal access and control of environment resources by both men and women

**Activities**

- Sensitization of both men and women on equal access and control of ENR resources through radio and drama campaigns
- Produce and distribute gender sensitive IEC materials
- Develop gender responsive monitoring formats

**Strategic Objective 3: To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of ENR at all levels.**

**Strategies:** Promote equal representation of both men and women in decision making in planning and sustainable management of resources.

**Activities**

- Review the composition of Environment committees to ensure gender equality in committees at all levels.
- Support the formation of gender sensitive environment management committee
- Inclusion of both men and women in planning, budgeting, implementation and management of ENR.
- Create partnerships with NGOs and CBOs working on gender related activities.

**Strategic Objective 4: To promote equitable sharing of environment and natural resource products and services.**

**Strategies:** Establish mechanisms for equitable natural resource sharing

**Activities**

- Develop guidelines for equitable distribution of resources
- Conduct exchange visits with other districts and ministries for better gender practices
- Documentation of best gender practices
- Creation of women groups to engage in agriculture and craft making for financial gains

**Strategic Objective 5: To build and strengthen capacity for gender mainstreaming in ENR subsector at all levels.**

**Strategies:** Build capacity of local government officers and all their structures for gender mainstreaming

**Activities**

- Designate an officer in environment department to act as a gender focal point person for the sector in each district.
- Conduct capacity building trainings for gender focal persons and other local government officers
- Gender sensitive communication strategies developed.



## 5.0 IMPLEMENTATION FRAMEWORK

The ENR sub sector will establish a gender working group comprising of representatives from the various subsector sector departments, Ministries, Agencies and CSOs which will report to the Sub-sector Working Group.

The gender sub sector working group will oversee the implementation of the Gender Strategy.

There will be a Gender Unit charged with day to day co-ordination of gender mainstreaming interventions. The Gender Focal Persons will identify gender concerns and make recommendations to the working group for approval and dissemination to ENR Departments, Agencies and CSOs. They will also co-ordinate implementation of gender interventions in their respective jurisdictions.

# 6.0 MONITORING AND EVALUATION



Monitoring: Progress in the implementation of the Gender Strategy will be monitored on an ongoing basis at all levels as follows:

**Quarterly monitoring and reporting:** Each subsector department will review its reporting format to ensure that gender disaggregated data is collected and analysed on a quarterly basis. Such data will be collected from both men and women and track progressive achievements in gender equality and equity, participation of men and women in decision making and control over resources; distribution of resource and benefits sharing and implementation of gender specific activities.

**Monitoring implementation of water and sanitation development projects:** ENR subsector will promote participatory monitoring by of all subsector stakeholders in a sector wide manner of all sector interventions by stakeholders at all levels including local governments and grassroots level committees and beneficiaries to establish how gender has been incorporated into sector programming.

**Evaluation:** ENR subsector will develop gender indicators against which gender achievements and constraints will be measured at annual basis. Such evaluation will form part of the subsector annual performance report presented at the wider water and Environment annual review conference on which decisions are made for the coming FY. Each sub-sector department will be responsible for reporting on the implementation of their gender-responsive activities on an annual basis while the gender unit will coordinate, compile and coordinate inputs from the sector departments,

The logical frame on page 39 will be used to implement, monitor and evaluate progress in the implementation period. The gender unit also provides necessary advice and support to departments for monitoring and evaluation of gender strategy with technical support from MGLSD. Issues emerging from the monitoring and evaluation reports will be presented the gender working group and then to the subsector working for policy decision. Follow up action will be the responsibility of the respective departments with support from the gender unit. The Gender Unit will also commission external in-depth gender studies when necessary within the implementation period and more so a final evaluation at the end of the 5 year implementation to assess the impacts of implementing this strategy.



## 7.0 STRATEGY FINANCING AND BUDGET

The subsector sector will implement the gender activities with the resources allocated for the core sector outputs. Sector departments will incorporate a gender dimension in their annual planning and budgeting. The Gender Unit will coordinate the gender budgeting for all departments in the sector. The Unit will also plan for appropriate resources for implementation of gender activities at the center. Sources of funding for the strategy include Joint Water and Environment Support Programme [JWESP], GoU or any other funding that may be available to the subsector.

## 8.0 GLOSSARY OF TERMS



- i. **Gender:** Refers to the different roles, rights, and responsibilities of men and women and the relations between them. Gender does not simply refer to women or men, but to the way their qualities, behaviors, and identities are determined through the process of socialization. Gender is thus an acquired identity that is learned, which changes over time, and varies widely within and across cultures. Women and men are defined in different ways in different societies; the relations they share constitute what is known as gender relations. Gender relations constitute and are constructed by a range of institutions such as the family, legal systems, or the market. Gender relations are hierarchical relations of power between women and men and tend to disadvantage women. These hierarchies are often accepted as 'natural' but are socially determined relations, culturally based and subject to change over time. Gender relations are dynamic, characterised by both conflict and co-operation, and mediated by other axes of stratification, including caste, class, religion, power, income, age and marital status or position in the family.
- ii. **Mainstreaming Gender Concerns:** This refers to deliberate efforts to integrate strategies and actions that address gender inequalities into policies, plans, programmes/projects, institutions, and laws. The ultimate goal of gender mainstreaming is equal participation in and benefit from development initiatives for both women and men. It involves identifying and removing women as well as men's constraints that may deter their effective participation or benefit in the process.
- iii. **Gender Analysis:** Gender analysis recognises that gender is a critical variable in the development process. The gender analysis of a development programme involves identifying the gender issues in a problem or situation and the obstacles to its progress – so that those issues can be addressed in interventions. This usually involves identifying and classifying the different roles of women and men in a given sector or activity, their relations, and access to and control over resources and benefits. It has also been defined to refer to a systematic way of examining the different effects and impacts of development programmes on women and men, particularly taking stock of their participation as service providers and beneficiaries. Gender analysis has been established as a basic requirement for mainstreaming gender.
- iv. **Gender balance:** This is an ideal situation where women and men, boys and girls live harmoniously enjoying equal opportunities and have mutual respect for each other.
- v. **Gender imbalance:** The situation where access and control over resources, development services and benefits are inequitably distributed between groups in society

- vi. Gender based discrimination:** Is a distinction based on sex, race, religion, disability etc. This leads to exclusion of groups of people and individuals/ or preference being given to others.
- vii. Gender Equity and Equality:** Gender equity means justice or fairness in treatment of women and men. It is a remedy intended to overcome discrimination, bias, or favoritism based on sex. Gender equality on the other hand is a principle that: all (women and men) are equal before and under the law; women and men have equal dignity (worth); and women and men should have equal opportunities in economic, political, cultural and social life. Equity is a means of achieving equality (ultimate goal).
- viii. Gender Issues/Concerns:** Gender issues, concerns and problems arise when there is inequality, inequity or differential treatment of an individual or group purely on the basis of the social expectations and attributes of their sex. This is often a result of old attitudes persisting in situations where they are no longer valid. Gender issues are characterized by gender discrimination and gender oppression. Such practices create gender gaps through which one gender is discriminated to such an extent that it is prevented from getting its fair share of resources or services.
- ix. Gender responsiveness:** Is the ability of individuals and institutions to take into account the social relations and different needs of men and women in the process of striving to achieve institutional objectives.
- x. Gender sensitivity:** Is being aware that men and women perform different roles and have different needs which must be planned accordingly.
- xi. Gender stereotypes:** Gender stereotypes occur when men and women are regarded according to rigid thinking about social and cultural expectations of their gender, rather than a more flexible consideration of their individual capacities and potentials.
- xii. Resources and Benefits:** These include a) economic or productive resources such as land, equipment, tools, labour, cash and credit, employable or income-earning skills, employment or income-earning opportunities; b) political resources such as representative organizations, leadership, education and information, public-sphere experience, self-confidence and credibility; and c) time which is particularly critical and a scarce resource for women. On the other hand, benefits include: provision of basic needs such as food, clothing and shelter; cash and income; asset ownership; education and training; political power, prestige, status and opportunities to pursue new interests.
- xiii. Gender sensitive indicators:** These demonstrate changes in gender relations (i.e. relations between men and women) in a given society over a period of time. They are used to assess progress in achieving gender equality by measuring changes in the status of women and men over a period of time.
- xiv. Sex Disaggregated Data:** This is classified information on the basis of sex, age e.g. men, women, boys or girls. This data provides important indicators of gender needs.
- xv. Productive activities:** Productive activities refer to the production of goods and services for consumption or trade – for example, farming and fishing. When people are asked what they do, the response is usually related to productive work, especially work which generates income. Both men and women can be involved in productive activities but, for the most part, their functions and responsibilities will differ according to gender divisions

of labour. Women's productive work is often less visible and less valued than men's.

**xvi. Reproductive work:** This refers to the care and maintenance of the household and its members – including bearing and caring for children, preparing food, collecting water and fuel, shopping, housekeeping and family health care. Although reproductive work is crucial to human survival, it is seldom considered 'real work'. In poor communities, reproductive work is usually labour intensive and time consuming. It is almost always the responsibility of women and girls.

**xvii. Sexual harassment:** 'Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.'

**xviii. Sector wide Approach to Planning:** This approach recognizes the need for partnership if one is to increase effectiveness by focusing resources around negotiated programmes.



## 9.0 LOGICAL FRAMEWORKS FOR GENDER MAINSTREAMING IN ENR SUB SECTOR DEPARTMENTS AND AGENCIES

ENR GENDER UNIT						
Gender Strategy Vision: Sustainable management of Environment & Natural Resources with equitable participation and benefits for all						
Gender Strategy Mission: To address gender concerns for sustainable management of Environment & Natural Resources and improved livelihoods.						
Gender Strategy Purpose						
Gender Strategy, strategic objectives	Department's Strategy	Key Activities	Outputs	Verifiable indicator	Lump sum budget	Responsible Persons
1. To integrated gender in ENR policies, reforms, planning, implementation, monitoring and evaluation	Engender ENR policies, plans and implementation guidelines.	<p>Establish a gender working group comprising of representatives from key ENR institutions.</p> <p>Develop gender mainstreaming guidelines for ENR.</p> <p>Develop gender mainstreaming indicators.</p> <p>Engendering of ENR sub sector annual planning and equity budgeting</p>	<p>Gender working group established.</p> <p>Gender mainstreaming guidelines developed.</p> <p>Gender mainstreaming indicators developed.</p> <p>ENR sub sector annual work plan and budgets engendered.</p>	<p>Gender working group</p> <p>Number of guidelines developed</p> <p>Gender mainstreaming indicators</p>	50m	Gender Focal point person, Principal Training Officer
2. To improve access and control to ENR resources and opportunities for both men and women and other disadvantaged groups.	Coordinate the development of guidelines for improved access and control of ENR resources for men, women and vulnerable groups	<p>Carry out sensitization campaigns on gender roles and responsibilities on conservation and sustainable use of ENR resources.</p> <p>Support ENR based private enterprises to ensure participation of both men and women</p>	<p>Sensitization campaigns on gender roles carried out.</p> <p>ENR based private enterprises supported to ensure participation of both men and women.</p>	<p>Number of sensitization workshop carried out</p> <p>Number of ENR private enterprises supported</p>	15m	Focal point (FP)
3. To promote equitable participation of men and women in, planning implementation and management of ENR resources at all levels.	Support ENR agencies and department to design criteria for equal participation in planning and sustainable management of resources.	<p>Design policies ensuring 30% membership of women on committees, user groups and ENR working group.</p> <p>Develop gender sensitive planning and implementation guidelines, manuals and tools for ENR</p>	<p>Policies emphasizing 30% membership of women on committees, user groups and working group developed.</p> <p>Gender sensitive planning and implementation guidelines, manuals and tools developed.</p>	<p>Number of policies developed</p> <p>Number of guidelines, manuals and tools developed</p>	10m	FP

<p>4. To promote equitable benefits sharing of environment and natural resource products by men and women and other disadvantaged groups.</p>	<p>Support ENR Sub sector department and agencies to establish mechanism for equitable sharing of resources.</p>	<p>Create awareness and provide information to men and women on benefits accruing from ENR Resources.  Coordinate departments and agencies to engender the criteria used for assessing and distributing benefits.</p>		<p>Number of men and women sensitized  Number of departments and agencies coordinated.</p>	<p>15m</p>	<p>FP</p>
<p>5. To build capacity for gender mainstreaming for ENR subsector stakeholders at all levels for sustainable resources management</p>	<p>Develop capacity of ENR sub sector departments and agencies and stakeholders to mainstream gender in environmental management.</p>	<p>Conduct a gender audit for ENR Sub sector.  Establish an appraisal system for focal point officers and other ENR officers  Conduct a capacity building needs assessment for all gender focal point</p>	<p>A gender audit for ENR sub sector carried out.  An appraisal system for focal point officers and other officers established.  Gender capacity needs assessment conducted</p>	<p>Gender audit report  Appraisal system developed  Gender capacity needs assessment report</p>	<p>50m</p>	<p>Principal Training Officer/Gender Focal Point</p>

DEPARTMENT OF ENVIRONMENT SUPPORT SERVICES (DESS)

Gender Strategy Vision: Sustainable management of Environment & Natural Resources with equitable participation and benefits for all

Gender Strategy Mission: To address gender concerns for sustainable management of Environment & Natural Resources and improved livelihoods.

Gender Strategy Purpose

Gender Strategy, strategic objectives	Department's Strategy	Key Activities	Outputs	Verifiable Indicators	Lump sum budget	Responsible Persons
1. To integrate gender in ENR policies, legislation, planning, budgeting, implementation, monitoring and evaluation	Integrate gender into the environmental management policies, legislations, plans ,budgets and programs	Conduct a comprehensive baseline study of gender integration in the environment subsector	Situational analysis and Baseline report	No of reports  A list of gender gaps to respond	50m	ENR Liaison  GFPs
		Conduct a comprehensive assessment on the level of gender based and equity budgeting for the environment subsector	ENR assessment for gender based and equity budgeting completed	Status reports of the Gender based and equity budgets for Environment services	30m	ENR Liaison Unit, Ministry of Finance and GFP
		Incorporate gender concerns in the policies, legislations currently under review during the strategy period	Gender concerns addressed in the reviewed policies and legislation reviewed	No. of environmental policies and legislations addressing gender concerns	10m	GFP
		Develop environmental gender mainstreaming guidelines ,procedures	Gender integration guidelines and procedures for environmental management developed	No. Guidelines and  Procedures for r gender mainstreaming	20m	ENR Liaison and GFPs
		Develop gender responsive monitoring and reporting tools for environmental management	Gender responsive monitoring and reporting tools in place	Gender responsive reporting tools  Monitoring tools  Gender responsive	30m	GFPs
2. To improve access and control of Environment and Natural Resources by men, women and vulnerable groups.	Support the development of Management plans for equitable opportunities for access and control of environment resources	Facilitate the development and implementation of community based Environment management plans that address gender concerns	Gender sensitive and responsive Environmental Management Plans in place and operational	No of beneficiaries by gender  No of stakeholders participating in control of environment resources	70m	
		Develop the gender monitoring and reporting tools for the access and control of environmental resources.	Access and control of environment resources improved	Presence of reporting tools and monitoring guidelines	10m	
		Monitor the use of guidelines for equitable access and control of environment resources.	Gender guidelines and procedures for improved access and use of ENR	Monitoring tools and reports	20m*	

3. To Promote equitable participation of men and women in planning implementation and management of ENR resources	Strengthen the environment management committees at all levels with a gender lens	Review the composition of Environment committees to ensure gender equality in committees at all levels	Gender balanced environment committees in place.	No of Community Environment Committees with gender balanced composition and functional	10m	
		Support the formation of gender sensitive environment management committee	Environment management committees with gender considerations formed and strengthened	No of gender sensitive environment committees formed	10m	
4. To promote equitable sharing of environment and natural resource products and services	Assess the gender disparities in the benefits sharing of environment resources.	Conduct a gender based social economic survey to identify gender concerns  Identify affirmative alternatives available for benefit sharing	Gender disaggregated data collected  No of alternative and strategies for benefit sharing developed	Capacity needs assessment report for gender mainstreaming.	50m	Liaison Unit and Gender Focal Point(GFP)
5. To build and strengthen capacity for gender mainstreaming in Environment & Natural Resources sub-sector at all levels.	Build and strengthen the capacity of DESS in gender mainstreaming	Develop and implement a capacity development plan for gender mainstreaming  Recruit a gender expert for DESS  Develop trainers manual and IEC materials for gender mainstreaming  Under take training  Develop an IEC strategy for environment and natural resources gender mainstreaming	Capacity Development plan implemented  Staff with knowledge and exposure of integrating gender at all levels of planning, implementation, monitoring and evaluation	No of trainings conducted and successfully monitored  No of staff equipped with gender mainstreaming knowledge	30m	Consultant and GFP

CLIMATE CHANGE DEPARTMENT (CCD)						
Gender Strategy Vision: Sustainable management of Environment & Natural Resources with equitable participation and benefits for all						
Gender Strategy Mission: To address gender concerns for sustainable management of Environment & Natural Resources and improved livelihoods.						
Gender Strategy Purpose						
Gender Strategy, strategic objectives	Department's Strategy	Key Activities	Outputs	Verifiable Indicators	Lump sum budget	Responsible Persons
1. To integrate gender in ENR policies, reforms, legislation, planning, implementation, monitoring and evaluation	Ensuring that Gender is integrated in the Implementation of the National Climate Change Policy and its costed implementation strategy	<p>Conduct a comprehensive gender assessment of the current ways of climate change budgeting, accounting and work-planning in the selected sectors</p> <p>Develop guidelines and checklists for proper inclusion of CC with gender issues embedded in budgeting, accounting and work-planning in selected sectors.</p>	<p>A gender responsive climate change implementation strategy is translated into Work-plans and budgets allocated in the various different implementing agencies.</p> <p>Developed guidelines and checklists for gender and CC inclusion in budgeting, accounting and work plans for selected sectors.</p>	<p>An assessment report.</p> <p>The guidelines and checklist on gender and CC.</p>	70m	Outreach office and Gender focal point person
2. To improve access and control of ENR resources by men, women and other vulnerable groups.	Improving capacity of relevant stake holders to achieve gender responsive outcomes of the national climate change policy	<p>Carry out mainstreaming of climate change and gender in 4 sectors and related documents</p> <p>Develop and disseminate CC checklists that are gender responsive</p> <p>Support selected sectors to develop sector specific checklists for gender and CC</p>	<p>Main sectorial strategic documents of 4 selected sectors are reviewed for Climate Change and gender mainstreaming.</p> <p>CC gender responsive checklist developed</p> <p>Developed sector specific checklists for gender and cc</p>	<p>Review report for selected sectors.</p> <p>Training reports and manuals.</p> <p>Developed Checklists on gender and CC.</p> <p>Developed copies of sector checklists.</p>	70m	M&E officer and Gender focal point person
3. To promote equal opportunities for participation by men and women in, planning and sustainable management of ENR at all levels.	Support department to design criteria for equal participation in planning and sustainable management of resources.	<p>Involve both men, women and vulnerable groups in decision making;</p> <p>Develop gender responsive adverts;</p> <p>Develop programmes that target women participation</p>	<p>Men, women and vulnerable groups involved in forestry decision making;</p> <p>Gender responsive adverts developed;</p> <p>Programmes that target women participation developed</p>		80m	Outreach officer and Gender focal point person

<p>4. To promote equitable sharing of environment and natural resource products and services</p>	<p>Establishing a mechanism for equitable sharing of resources.</p>	<p>Have a gender focal person in each CC thematic working group</p> <p>Bring on board the min of gender in pre and post COP processes.</p> <p>Preparation of country's position paper with more gender aspects incorporated</p> <p>Sponsor a gender sensitive delegation to the COP(s)</p>	<p>All COP thematic working groups have gender focal person</p> <p>Min gender represented in all Cop processes</p> <p>Gender aspects are incorporated in the country's climate change position papers.</p> <p>Uganda COP delegation is equitably gender sensitive.</p>	<p>Existence of gender focal person in each COP thematic working group.</p> <p>Representatives from Min of gender participating in the COP processes.</p> <p>Country position paper with gender aspects developed.</p> <p>Number of men and women composition in the Uganda delegation for COP.</p>	<p>1billion</p>	<p>International Relations Officer and Gender focal Person</p>
<p>5. To build and strengthen capacity for gender mainstreaming in ENR subsector at all levels</p>	<p>Establishing a knowledge base for gender -climate change adaptation and mitigation</p>	<p>Operationalising Information management system and knowledge management system (IMS/KMS) with relevant gender and climate change products.</p> <p>Design and implement a capacity development plan for CCD staff.</p> <p>Carry out staff training for mainstreaming gender aspects in CC</p> <p>Carry our trainings of technical staff in the 4 sectors on gender and Climate Change</p>	<p>A well informed stakeholders on gender and Climate change using CCD's IMS/ KMS system</p> <p>Gender and CC capacity development plan Developed.</p> <p>CCD staff trained in CC – gender related courses.</p> <p>Staff knowledge and skill in gender and CC mainstreaming enhanced</p>	<p>List of material/ information on climate change and gender developed and disseminated using CCD's IMS/ KMS</p> <p>Gender and CC capacity development plan.</p> <p>Number staff trained in CC and gender related courses.</p> <p>Gender and CC staff training report.</p> <p>Issued certificates to staffs</p>	<p>80m</p>	<p>Mitigation, Adaption and outreach officers</p>

WETLANDS MANGEMENT DEPARTMENTS (WMD)						
Gender Strategy Vision: Sustainable management of Environment & Natural Resources with equitable participation and benefits for all.						
Gender Strategy Mission: To address gender concerns for sustainable management of Environment & Natural Resources and improved livelihoods.						
Gender Strategy Purpose						
Gender Strategy, strategic objectives	Department's Strategy	Key Activities	Outputs	Verifiable indicators	Lump sum budget	Responsible Persons
1. To integrate gender in ENR policies, legislation, planning, budgeting, implementation, monitoring and evaluation.	Assessing the level of compliance in gender mainstreaming for wetland management	Review and mainstream gender in plans, programs and budgets.  Integrate gender concerns in resource use guidelines, wetland draft bill and manuals for wetland management.  Disseminate gender responsive policies and guidelines	Gender disaggregated data generated for planning  Gender responsive plans, bi-laws, guidelines, tools, programs and budgets developed.	List of gender issues and concerns identified in WMD  Gender responsive plans ,bi-laws, guidelines, tools, programs and budgets	50M	Gender focal point person
2. To improve access and control of Environment and Natural Resources by men, women and vulnerable groups.	Assess levels of access and control regimes of wetland resources	Assess level of access and control of wetland resources.  Promote access and control of wetland resources by men, women and vulnerable groups.  Develop awareness and education programs targeting men, women and vulnerable groups for wetland management.	Access and control levels accessed  Gender sensitive awareness programs implemented.  Awareness materials and channels developed.	Number of empowered groups  Improved access and control of wetland resources.  Number of awareness materials and channels developed	35M	Focal point person and senior wetland officer
3. To promote equal opportunities for participation by men, women and vulnerable groups in planning and sustainable management of ENR at all levels.	Promote equal representation of both men and women in decision making for wetland management.	Monitor representation of women & men on wetland management committees.  Develop gender responsive monitoring tools.  Develop gender responsive reporting guidelines for local government.	Monitoring tools developed.  Gender balanced representation.  Gender responsive reporting.	Number of women and men in key positions.  Monitoring tool.  Data generated from the monitoring tool and reporting guideline.	40M	Gender focal point officer, senior wetland officer.
4. To promote equitable sharing of environment and natural resource products and services.	Develop and disseminate a mechanism for equitable sharing of wetland products and services by men and women through the value chain and public private partnerships.	Promote equitable sharing of wetland resources	Mechanism for equitable sharing of wetland products and services in place and disseminated.	Percentage of men and women benefiting from wetland products and services	50M	Gender Focal Point Person and senior wetland officer
5. To build and strengthen capacity for gender mainstreaming in Environment & Natural Resources sub-sector at all levels	Build and strengthen capacity for gender mainstreaming for wetland management staff and stakeholders.	Conduct capacity needs assessment in gender mainstreaming.  Develop and implement tailor made trainings and sensitization programs in gender mainstreaming	Capacity needs program developed.  Number of people trained	Capacity gap report  Training and sensitization report	50M	

**FORESTRY SECTOR SUPPORT DEPARTMENT (FSSD)**

**Gender Strategy Vision: Sustainable management of Environment & Natural Resources with equitable participation and benefits for all**

**Gender Strategy Mission: To address gender concerns for sustainable management of Environment & Natural Resources and improved livelihoods.**

**Gender Strategy Purpose**

Gender Strategy, strategic objectives	Department's Strategy	Key Activities	Outputs	Verifiable Indicators	Lump sum budget	Responsible Persons
1. To integrated gender in ENR policies, reforms, planning, implementation, monitoring and evaluation	To integrate gender issues into Forestry policies, reforms, planning, implementation, monitoring and evaluation	<p>Review existing forestry policies and plans for gender responsiveness;</p> <p>Develop gender responsive monitoring formats</p> <p>Develop gender responsive guidelines and procedures for FSSD;</p> <p>Promote equal participation of both men &amp; women in bye – law formulation to protect women's rights on forestry resources</p>	<p>Existing Forestry policies reviewed;</p> <p>Gender responsive policies, plans and budgets developed;</p> <p>Gender responsive guidelines and procedures developed for FSSD</p> <p>Gender responsive byelaws formulated to protect women, men and vulnerable groups' rights on forestry resources</p>	<p>Number of forestry policies reviewed</p> <p>Number of men, women and vulnerable groups involved in the implementation of forestry activities</p> <p>Number of gender responsive policies, monitoring formats and guidelines developed;</p> <p>Number of gender responsive policies, plans and budgets developed;</p>	50M	Gender Focal point person, Principal Training Officer
2. To improve access and control to ENR resources and opportunities for both men and women and other disadvantaged groups.	To promote equitable access to and control of forest resources and opportunities for men, women and vulnerable groups.	<p>Develop a mechanism for promoting equal access to and control of forest resources</p> <p>Mobilise and sensitise key stakeholders on importance of equitable access to and control of forest resources by all.</p>	<p>Guidelines for promoting equitable access to and control of forest resources developed</p> <p>All key stakeholders mobilized and sensitised on importance of equitable access to and control of forest resources</p>	<p>Number of women, men and vulnerable groups involved in forestry IGAs;</p> <p>Number of women, men and vulnerable groups accessing and controlling Forestry resources.</p> <p>Number of key stakeholders by gender mobilized and sensitised on importance of equitable access to and control of forest resources</p>	40M	Gender FP/DFO
3. To promote equitable participation of men and women in, planning implementation and management of ENR resources at all levels.	To promote equitable participation of men, women and vulnerable groups in planning, implementation and management of forestry resources at all levels	<p>Involve both men, women and vulnerable groups in decision making;</p> <p>Develop gender responsive adverts;</p> <p>Develop programmes that target women participation</p>	<p>Men, women and vulnerable groups involved in forestry decision making;</p> <p>Gender responsive adverts developed;</p> <p>Programmes that target women participation developed.</p>	<p>Number of key stakeholders by gender involved in decision making;</p> <p>Number of gender responsive adverts developed.</p> <p>.Number of developed programs that target participation of all men, women and vulnerable groups</p>	20M	Gender Focal Point

<p>4. To promote equitable benefits sharing of environment and natural resource products by men and women and other disadvantaged groups.</p>	<p>To promote equitable benefits sharing of forestry resources (both products and services) between men, women and vulnerable groups</p>	<p>Develop a mechanism for women participation in the value chain for forestry products;</p> <p>Promote equal participation of both men &amp; women in conservation;</p> <p>Promote women participation in PPP</p> <p>Build household capacity in equitable management and utilization of products and income</p>	<p>Guidelines developed for involvement and participation of women in the value chain for forest products;</p> <p>Gender responsive bye-laws formulated;</p> <p>Women participating in forestry Public Private Partnerships</p> <p>Capacity of men, women and vulnerable groups built to equitably manage and utilise forest products and income.</p>	<p>Number of women involved in value chain for forest products;</p> <p>Number of gender responsive bye-laws formulated;</p> <p>Number of women, men and vulnerable groups involved in PPP</p> <p>Number of households trained including number of each category (men, women, etc.)</p>	<p>50,000,000</p>	<p>FP/DFO</p>
<p>5. To build capacity for gender mainstreaming for ENR subsector stakeholders at all levels for sustainable resources management</p>	<p>To build capacity for gender mainstreaming for forestry subsector actors and stakeholders at all levels for sustainable resources management</p>	<p>Identify capacity needs for the Forestry sub sector;</p> <p>Develop a capacity development kit, training materials;</p> <p>Undertake capacity training for gender mainstreaming;</p> <p>Incorporate gender modules in the curriculum of students in Nyabyeya Forestry College;</p>	<p>Gender capacity needs of the forestry sub sector identified;</p> <p>Capacity development kit and training materials developed;</p> <p>Gender mainstreaming training workshops held to build staff capacity;</p> <p>Gender modules incorporated into the Nyabyeya Forestry college curriculum.</p> <p>FSSD staff and forestry sector stakeholders trained in gender mainstreaming in forestry programmes</p>	<p>List of training needs;</p> <p>Capacity development kit;</p> <p>Number of gender mainstreaming workshops conducted indicating the various categories of participants</p> <p>Number of classes/students by gender undertaking gender modules at Nyabyeya Forestry College modules</p> <p>Number of FSSD staff and forestry stakeholders trained in gender mainstreaming in forestry programmes</p>	<p>50M</p>	<p>Principal Training Officer/Gender Focal Point</p>

NATIONAL FORESTRY AUTHORITY (NFA)

Gender Strategy Vision: Sustainable management of Environment & Natural Resources with equitable participation and benefits for all

Gender Strategy Mission: To address gender concerns for sustainable management of Environment & Natural Resources and improved livelihoods.

Gender Strategy Purpose

Gender Strategy, strategic objectives	Department's Strategy	Key Activities	Outputs	Verifiable Indicators	Lump sum budgets	Responsible Persons
1. To integrate gender in ENR policies, legislation, planning, budgeting, implementation, monitoring & evaluation	Mainstreaming gender in all NFA policies and guidelines	Plan and budget for gender activities Report on Gender during M& E reports Review current policies to incorporate Gender concerns Develop performance indicators	Budget M& E reports Gender Policy Performance indicators	No. of gender inclusive M&E reports No. of Gender inclusive M & E budgets No. of policies revised. No. of performance tools	30 Million	<ul style="list-style-type: none"> <li>Gender focal person</li> <li>Executive Director</li> </ul>
2. To promote access & control of environment & natural Resources by both men, Women & other vulnerable groups	Promote equal access of both men and women to Natural Forest resources	Granting licenses to both men & women for tree planting in forest reserves Giving seedlings to both men & women for tree planting Sensitizing women on how to sustainably collect non timber products from central Forest Reserves	No. of women allocated land No. of women given seedlings. No. of women sensitized	Women owned plantation	40 Million	Plantation Development Specialist
3. To promote equal opportunities for participation by men, women & vulnerable groups in planning and sustainable management of ENR resources at all levels	Involve both men & women in planning forestry activities	Increase percentage of women in CFM groups. Sensitization & mobilization Promote equity in employment of NFA staff	Increased percentage of women in CFM groups	No. of women only in CFM groups. Records of the groups Staff contracts	30 million	CFM Specialist
4. To promote equitable sharing of environment and natural resource products and services	Establish mechanisms for equitable natural forests resource sharing	Develop guidelines for equitable distribution of resources Develop monitoring tools. Develop monitoring tools Monitoring and evaluation	Guidelines developed M & E carried out	No. of M & E reports	30 million	Director Natural Forests
5. To build and strengthen capacity for gender mainstreaming in ENR subsector at all levels	Impart gender mainstreaming skills among NFA staff & other stakeholders	Conduct training of NFA staff & management on gender issues Introduce gender module at Nyabyeya & other Forestry colleges	Gender training manual. Gender module introduced in Forestry Colleges	Gender training manual/ kit in place Gender curriculum in Forestry colleges	50 million	HR Manager

UGANDA NATIONAL METEOROLOGICAL AUTHORITY (UNMA)					
Gender Strategy Vision: Sustainable management of Environment & Natural Resources with equitable participation and benefits for all					
Gender Strategy Mission: To address gender concerns for sustainable management of Environment & Natural Resources and improved livelihoods.					
Gender Strategy Purpose					
Gender Strategy, strategic objectives	Department's Strategy	Key Activities	Outputs	Lump sum budget	Responsible Persons
1. To integrate gender in ENR policy legal framework, planning, budgeting, implementation, monitoring and evaluation	To identify gender issues and popularize ENR gender mainstreaming	To plan and design gender responsive weather and climate IEC materials for dissemination,	Number of IEC materials produced and distributed  Number of stake holders forums, workshops held	50m	Finance and Admin, Director Training and Research and Gender focal point person
2. To improve access and control to ENR resources and opportunities for both men and women and other vulnerable groups.	To promote equitable access and opportunities of men and women to weather and climate information	Develop programs and different channels for disseminating information  Design and Print gender responsive IEC materials  Install weather stations at every District	Number of weather stations installed.  Number of programs developed  Number of IEC materials developed	500m	Director Finance and Admin, Training and Research, Station networks, Gender focal point person
3. To promote equitable participation of men and women in, planning implementation and management of ENR resources at all levels.	Promote affirmative action for recruitment, training of both male and female workers	Encourage both male and female officers to apply for job adverts	A 30% of female and 70% of male recruited	150m	Human Resource, Director Training and Research  Gender focal point person
4. To promote equitable benefits sharing of environment and natural resource products by men and women and other vulnerable groups.	Disseminate gender responsive weather, climate information warnings and alerts	Identify and design information channels  Translate weather information	Number and type of channels used  Churches, Markets,  Mobile phone weather information	200m	Director training and Research  Director F/A, Public Relations Gender focal point person
5. To build capacity for gender mainstreaming for ENR subsector stakeholders at all levels for sustainable resources management	Strengthen capacity for gender mainstreaming for Meteorology staff, stake holders  Popularize Meteorology in schools and at all levels	Train both men and women community observers  Encourage use of indigenous knowledge	A meteorological based training kit  Meteorology curriculum for schools	300m	Director training and research, F/A  Public relations gender focal point person

**NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)**

**Gender Strategy Vision: Sustainable management of Environment & Natural Resources with equitable participation and benefits for all**

**Gender Strategy Mission: To address gender concerns for sustainable management of Environment & Natural Resources and improved livelihoods.**

**Gender Strategy Purpose**

Gender Strategy, strategic objectives	Department's Strategy	Key Activities	Outputs	Verifiable Indicators	Lump sum budget	Responsible Persons
1. To integrate gender in ENR policies , reforms, planning , implementation , monitoring and evaluation	Integrate gender issues into NEMA management policies and procedures	-Review existing policies and procedures  -Mainstream gender into policies and procedures	Gender integrated in NEMA policies and procedures	All NEMA policies to have gender integrated policies	75m	Gender Focal person
2. To improve access and control to ENR resources and opportunities for both men and women and other disadvantages groups	Review NEMA's governance and management structures to include men, and appraise to make them all inclusive	-Restructure existing governance and management structures within NEMA  Gender integrated HR management	Proportional gender representation of women and men in NEMA governance and management structures.  Gender mainstreamed and visible in the governance and management structures	Percentage of equal proportion of representation of men and women in the establishment and governance structure	20m	Gender Focal person
3. To promote equitable participation of men and women in planning, implementation and management of ENR resources at all levels.	Gender inclusion in planning, budgeting and implementation and management of ENR.	-Inclusion of both women and men in planning and implementation of activities.	Gender plans and budgets that reflect the needs and aspirations of all gender	Meeting the needs and aspirations of men and women and other vulnerable groups	70m	NEMA Board/ED
4. To promote equitable benefits sharing of ENR Products by men and women and other disadvantaged groups.	Develop gender inclusive public awareness and communication strategy.  Ensure all NEMA Policies and guidelines have mechanisms and strategies for sharing benefits from ENR	Develop guidelines for equitable sharing of resources from ENR	Popularise and cause adoption of the guidelines	Equitable benefit sharing of ENR strategies and mechanism in place and being implemented at all levels	75m.	Gender Focal person
5. To build capacity for gender mainstreaming for ENR subsector stakeholders at all levels for sustainable resource management	Build capacity of NEMA and all their structures for gender mainstreaming.	Conduct capacity building trainings.  Gender sensitive communication strategies developed	NEMA successfully regulating implementation of gender strategy among Agencies of ENR Sub sector	UGX.50m	30m	Gender Focal person







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