



# Comprehensive Mapping and Analysis of Existing Gender Equality Laws and Policies in Uganda

## TERMS OF REFERENCE AND CALL FOR EXPRESSION OF INTEREST

### 1. Introduction

The Makerere University School of Women and Gender Studies (SWGS) has received funding for a Gender Equality Project (GEP) from the Democratic Governance Facility (DGF). This project is implemented in partnership with the University Forum on Governance (UNIFOG).

The GEP will be kickstarted with a comprehensive mapping and analysis of existing gender equality laws and policies in Uganda. The mapping will result in the documentation of existing local and international pro-gender equality laws and policies applying in Uganda. The exercise will furthermore provide an analysis of the existing laws and policies to generate evidence on what is working, what is not working as well as suggest ideas for possible improvements.

It is envisaged that mapping and analysis exercise will be conducted with the support of a senior expert or group of experts in gender research and analysis.

The SWGS and UNIFOG are now calling for expressions of interest from interested candidates for this assignment. Candidates may bid as individuals or as a consortium.

The SWGS is a unit of Makerere University established in 1990 to forerun teaching and research in the fields of gender and women studies, as well as to lead the University's outreach on gender and development. The University Forum on Governance (UNIFOG) is a Public Policy Think Tank that aims to harness the outstanding expertise of universities and academics in contributing to development in Uganda and Africa.

### 2. Background

Uganda is signatory to several instruments and has locally enacted a feisty of pro-gender equality laws and policies. However, the socio-economic and political landscape remains underlined by high degrees of inequality of rights, voices and opportunities among diverse social groups.

Gender equality is upheld in local frameworks such as the 1995 Constitution, Vision 2040, the National Development Plan, the Equal Opportunities Commission Act (2007), and the National Youth Policy etc. Uganda has also ratified international instrument such as CEDAW,



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the Maputo Declaration on Gender Mainstreaming (2003), the African Youth Charter (2006), and the Sustainable Development Goals, to mention but a few.

Nonetheless, several challenges obstruct the possibility to realise broad-based equality of voices, rights and opportunities between and amongst diverse social groups. Uganda's gender discourse is narrowly focused on the differences between women and men. Consequently, existing gender equality laws and policies tend to be less inclusive.

The tracking of results in gender equality is often concentrated around identifying the number of women in political leadership and corporate governance, who are mostly the female elite. There is limited attention towards establishing how gender equality laws and policies are working in terms of improving opportunities for everyday Ugandan citizens especially the marginalised groups.

Uganda legal landscape still lacks critical legislations for improving social relations such as the Domestic Relations Bill that has not been passed for decades. The failure of existing legal frameworks to promote equality can be manifested in social indicators, such as poverty levels, which, according to the 2016/2017 National Household Survey (UNHS), raised to 27% up from 19.7% in 2012/2013. Statistics from the 2016/2017 UNHS show that the changes in opportunities for everyday women remains low relative to widespread celebrations of women's successes in political leadership. For example, only 22.4 per cent of women have opportunities in modern wage employment compared to 36.6 per cent of men. The median monthly wage for women is 110.000UGX, which is exactly half that of men at 220.000 UGX. Furthermore, 26.7 per cent of women have land ownership compared to 33.5 per cent of men. According to the most recent Demographic Health Survey (DHS) (2016), 22 per cent of women (15 – 49 years) reported having experienced some form of sexual violence.

The glaring gap between Uganda's pro-gender equality legal and policy framework on the one hand, and the persistence of gender-based inequalities on the other calls for a deeper evaluation of the effectiveness of existing frameworks to establish what is working, why and how the gaps can be addressed. However, such reflection is still lacking as the interventions of state and non-state actors focus more on developing new policies and programmes and less on assessing how existing ones are faring. This is where the GEP comes in. On the overall, the GEP will conduct research to inform improvement in gender equality laws and policies. With this assignment specifically, the GEP will document existing gender equality laws and policies in Uganda as well as provide an analysis of these laws to generate evidence on what is working and the gaps that can be improved.

### **3. Purpose and Objectives of the Assignment**

The purpose of this assignment is to document existing gender equality local and international laws and policies in Uganda and provide analysis of the state of implementation of the laws/policies to indicate what is working and what is not. The analysis will also identify gaps in the existing legal/policy framework and provide recommendations on necessary improvements.

The specific objectives include the following:

- (a) **To generate a matrix of existing pro-gender equality laws and policies in Uganda.**

The matrix will document existing pro-gender equality local and international laws and policies applying to Uganda. It shall be a comprehensive matrix summarizing the details of the policy or law. The details will include but not limited to the following:

- The title of the policy or law
- Objective(s)
- The body that enacted the policy or law
- The period from when the policy/law is effective and where applicable when it expires
- The target group(s)
- Status of implementation
- Any other details to be agreed between the consultant and the GEP team

- (b) **To provide an analysis of Uganda's pro-gender equality legal/policy landscape**

The analysis will provide a comprehensive assessment of the binding constraints to the attainment of gender equality and how the existing laws and policies are responding to these constraints or failing to do so. Accordingly, the analysis will establish where the existing laws are working and where they are not. It will identify gaps and identify realistic opportunities that can be leveraged to lift the identified constraints.

- (c) **To provide recommendations to the GEP team on critical areas of intervention for improving pro-gender equality legislation in Uganda.**

The recommendations will be a key input to informing the GEP Problem Driven Iterative Approach (PDIA). The consultant(s) will provide advise to the GEP team on key problems (constraints) that need to be focused on and the realistic entry points for impacting on pro-gender equality legislation in Uganda.

#### **4. Approach and Methodology**

The assignment will be conducted primarily through desk-based research complemented by interviews with selected stakeholders. The consultant(s) will review existing gender equality policies and laws based on the Uganda gazette, ministerial policy statement etc, as well as online publications. Interviews will involve selected stakeholders in parliament, Ministry of Gender, Labour and Social Development, and other Ministries, Departments and Agencies (MDAs) and selected development agencies. Through the technical proposals, the consultant(s) shall provide a detailed description of the methodology for conducting the mapping and analysis.

## 5. Areas of Enquiry

The non-exhaustive list of areas to be explored through mapping and analysis are listed below. In line with the specific interpretation of the project purpose, the implementing consultant(s) are expected to generate a comprehensive list of questions that will be crucial in meeting the objective of the study. The indicative list of topics includes the following:

- What are the international pro-gender equality frameworks to which Uganda is signatory and what is the status of domestication of these frameworks?
- What are the locally enacted pro-gender equality laws and policies in Uganda and what is the status of their implementation?
- What issues do existing gender equality laws and policies seek to address?
- What are the bindings constraints to the attainments of gender equality in Uganda and what are the realistic opportunities for lifting these constraints?
- In which ways can the GEP project optimally impact on upholding pro-gender equality legislation in Uganda

## 6. Deliverables of the Assignment

The key deliverables of this assignment include:

- (a) Inception report
- (b) A matrix of gender equality laws and polices based on a pre-agreed format
- (c) A report of the analysis of Uganda's gender equality legal/policy landscape
- (d) A mission report providing recommendations to the GEP team on critical areas of intervention for impacting on pro-gender equality legislation in Uganda

## 7. Qualifications of Consultant(s)

Consultant(s) will have demonstrated expertise in gender research and analysis and a good understanding of local and international gender equality frameworks. This assignment will require that the consultants hold a minimum of a Masters degree in a social science with demonstrable expertise in gender based research.

## 8. Documents Required for the Expression of Interest

A duly submitted expression of interest will include the following:

- (a) A letter of expression of interest (maximum 2 pages)
- (b) A technical proposal detailing how the assignment will be conducted
- (c) A detailed workplan and budget
- (d) Curriculum vitae of the lead consultant
- (e) At least two referees from previous organisations where related assignments were conducted

## 9. Timeframe



The study will be concluded within 15 days, according to the tentative schedule bellow:

08 <sup>th</sup> May 2018	Call for expressions of interest
18 <sup>th</sup> May 2018	Deadline for receiving expressions of interest
23 <sup>rd</sup> May 2018	Feedback and contracting of successful consultant
01 <sup>st</sup> June 2018	Deadline for inception report and feedback
04 <sup>th</sup> June 2018	Conducting Mapping and analysis
15 <sup>th</sup> June 2018	Deadline for final report

#### **10. Procedure for Submitting the Expression of Interest**

The complete dossier of the expression of interest shall be submitted by email to:

**The Gender Equality Project**  
**Makerere University**  
**EMAIL: [gcp.makerere@gmail.com](mailto:gep.makerere@gmail.com)**