



UNDERSTANDING GENDER EQUALITY

A PRESENTATION BY PHEONA NABASA WALL

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“ To achieve gender equality, we need to mobilise not just parliaments but populations not only civil society but all of society”

What is Gender Equality?

Gender equality is when people of all genders have equal rights, responsibilities and opportunities.

SOME KEY TERMS

- ▶ **Gender equity:** The process of allocating resources, programmes, and decision-making fairly to both males and females without any discrimination on the basis of sex and addressing any imbalances in the benefits available to males and females.
- ▶ **Gender Gap:** The gender gap is the difference in any area between women and men in terms of their levels of participation, access to resources, rights, power and influence, remuneration and benefits.
- ▶ **Unconscious biases:** Social stereotypes about certain groups of people that individuals form outside their own conscious awareness
- ▶ **Gender parity:** This refers to the equal contribution of women and men to all dimensions of life, whether public or private.
- ▶ **Gender Mainstreaming:** This is the systematic integration of the respective needs, interests and priorities of men and women in all the organisation's policies and activities. This was a key element of the 1995 Beijing Platform for Action adopted at the Fourth World Conference on Women.

Gender Gap Status: Global Gender gap report 2021

- ▶ A generation of women will have to wait for gender parity.
- ▶ AS the impact of the Covid-19 Pandemic continues to be felt, closing the gender gap has increased by a generation from 99.5 years to 135.6 years

Constitution of the Republic of Uganda 1995 as amended

Article 21: Equality and Freedom from Discrimination

- ▶ 1. All persons are equal before and under the law in all spheres of political, economic, social and cultural life and in every other respect and shall enjoy equal protection of the law.
- ▶ 2. Without prejudice to clause (1) of this article, a person shall not be discriminated against on the ground of sex, race, colour, ethnic origin, tribe, birth, creed or religion, or social or economic standing, political opinion or disability.
- ▶ 3. For the purposes of this article, "discriminate" means to give different treatment to different persons attributable only or mainly to their respective descriptions by sex, race, colour, ethnic origin, tribe, birth, creed or religion, or social or economic standing, political opinion or disability.

Why is Gender Equality important?

- ▶ It prevents violence against women, girls, boys and men as well.
- ▶ Gender equality is good for the economy.
- ▶ Gender equality is a human right.
- ▶ Gender equality promotes creation of healthier and safer communities since equal societies are highly cohesive.

Gender Issues in Uganda

As per Gender Issues Report 2019 by UBOS

- ▶ Gender Based Violence
- ▶ Asset Ownership
- ▶ Employment Status

Why it is important to take gender concerns into account in program design and implementation?

Taking gender concerns into account when designing and implementing population and development programmes therefore is important for two reasons.

1. There are differences between the roles of men and women, differences that demand different approaches.
2. Second, there is systemic inequality between men and women

What needs to be done? / Way Forward.

- ▶ **Capacity development for institutional transformation in the public sector:** this is in form of supporting Ministries, Departments and Agencies to design, build, and strengthen their planning, budgeting, policy-making and accountability mechanisms
- ▶ **Strengthening accountability for gender-responsive policies and legislation:** We produce knowledge and engage in policy dialogue to facilitate the adoption of laws and policies for treating women and men equally
- ▶ **Promoting innovations for reducing gender gaps in the private sector:** Through a partnership between UNDP and the Private Sector Foundation (PSFU), Uganda became the first country in Africa to endorse the Gender Equality Seal for private enterprises.



THANK YOU VERY MUCH
FOR LISTENING.