



Council for Economic Empowerment for the Women of Africa- Uganda Chapter Annual Report 2021

**EMPLOYABILITY FOR GAINFUL JOBS & LUCRATIVE
ECONOMIC OPPORTUNITIES**

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1. FOREWORD

During 2021, while our operations remained constrained by the COVID-19 pandemic and associated restrictions, we were able to deliver the scheduled policy advocacy and training programs

Our budget advocacy program for a gender responsive taxation(customs) regime for women in cross border trade (WICBT) was accomplished - generating significant awareness on the gender inequalities on customs among technocrats and policymakers who pledged to incorporate gender needs assessments in the design, appraisal, and debate of tax bills. The positive momentum generated another grant for CEEWAU to undertake a gender impact assessment of taxation and local government users' fees on micro and small-scale entrepreneurs, especially in urban markets.

Therefore, with sincere gratitude to all our stakeholders, I am happy to present this 2021 Annual Report which states the activities and accomplishments. Specifically, I am grateful to members and donors, namely the Private Sector Foundation, Uganda (PSFU) and Urgent Action Fund, and Members - for their contributions and our partners - EASSI and Nsambya Youth Sharing Centre with whom we worked throughout the year and delivered our successes and achievements summarized in the report

I applaud the dedication of the Board and Secretariat, despite the challenges faced throughout the year.

Moving forward and on behalf of the Board, I commit to steer the realization of the Assembly's resolutions and desired milestones. We look forward to a more productive 2022 with constructive relationships with our existing and new partners.



Ms. ZERIDAH ZIGITI
Chairperson of the Board

2. INTRODUCTION

Who we are

Council for Economic Empowerment for Women of Africa, Uganda Chapter (CEEWA-U) is a non-governmental and not for profit organization formed by professional women in 1995. We aim to mainstream women in development concerns into policies, programs and other initiatives that promote inclusive and sustainable human development. We operate as a membership organization to facilitate policies and practices that increase the level of women's access to, control over, and effective use of economic resources for their improved economic status and livelihoods within the development process.

Vision

A Uganda in which women's economic aspirations, rights and productive potentials are fully recognized and mainstreamed in the framework of equitable and sustainable human development.

Mission

To promote the economic empowerment of women in the development process through advocacy, training, research, information dissemination and documentation

Strategic Objectives

Enhance the capacity of stakeholders to pursue gender responsive programs aimed at enhancing economic status of women and girls, especially the vulnerable.

Advocate for gender responsive incentives and interventions for employability and gainful employment for women and adolescent girls.

Promote the growth of sustainable and competitive enterprises, especially agro-businesses.

Strengthen CEEWA-U's capacity for self-management, learning and advocacy.

Our concerns

Weak decision-making capacity among women with uninformed voices for gender responsive decisions and accountability. Many women and duty bearers lack sufficient understanding of the gender issues in development and thus cannot advocate for or take corrective measures and interventions.

Low and erratic women's income from enterprises and employment. Majority of women are engaged in low value small and micro enterprises which are not competitive. Meanwhile, the women employed in formal institutions face career advancement challenges.

Limited access to, control of and benefits from economic resources such as land, capital, information, technology, labour and financing for agricultural enterprises and businesses.

Low value of agro-enterprises owned by women. Majority of women are employed in the agriculture sector as labour force or entrepreneurs, but the economic returns remain very low. The constraints related to productivity, market access, value addition, income, supply chain etc. make their enterprises uncompetitive.

3. HIGHLIGHTS 2021

Annual General Meeting

A General Assembly was held on 29th May 2021 and attended by 17 members. The meeting welcomed the performance of 2021 activities that included the Adolescent Empowerment program, Skilling program for the youths in lucrative trades, Advocacy for Gender Responsive Taxation and Customs regime for Women in Cross border Trade (WICBT) and Enhancing Financial Management and Accountability of the secretariat.

To pursue a financially sustainable CEEWA-U, the meeting considered financial investment options with facilitation from Stephen Luyonjo of Fathom Associates and measures to best utilize the property for income generation and maximization supported by Clare Ruhweza from Myrtle Concept and property. The meeting directed the Board to adopt the best financial investment instruments and advised on the feasibility of turning the property into a co-working space that allow users to share facilities and pay a rate inclusive of the use of the furnished offices.

Skilling Women for Employability and Economic

Advancement- In partnership with *Sharing Youth Centre, Nsambya (SYC)*, CEEWA-U completed a skilling program that delivered a total of 38 youths (men and women) equipped with vocational skills and competencies for entrepreneurship development and employability for lucrative jobs.

In addition CEEWA-U delivered the Second program on the ICT usage for Entrepreneurship development and Tiling and Painting course at SYC. The program was initiated in November 2022 and funded by a grant from the Private Sector Foundation, Uganda and the Ministry of Finance, Planning and Economic Development.

The training enhanced the competencies of the women and youth so that they were in better position to undertake entrepreneurship and use ICT in business management and marketing strategies. A total of 7 women and 10 men acquired occupational competence in woodwork and craft, tiling and painting as well as efficient and effective knowledge in the application of the relevant digital technology and software programs to construct designs.

Use of ICT in Entrepreneurship Development

In compliance with the training requirements under COVID 19 Standard Operating Procedures, the second set of training was attended by 9 beneficiaries (5 female and 4 male). The training program adopted a duo-training system and a hands-on approach with combined minimum theory, and practical sessions.



A trainee Helping a colleague

Voices of beneficiaries

As a market vendor I never knew the importance of record keeping in a business, this always resulted to losses not being tracked. Now after enhancing my knowledge in business management, especially in record keeping I am now able to keep records of my profits, loss, the most sought after commodities, those rarely bought, and most especially my customers. With these skills, I can achieve my goal of business growth. I have also learnt the key elements in marketing my products, and differentiate them.



Apiyo Johana

I am a retailer. Before this training I never tracked my profits and losses. I never used to note peak and off peak days neither did I bother to keep records for my retail shop. But after the two weeks training in Business Management, I truly know what to do. I can now monitor my business and I will soon start to engage with the potential clients on e-marketing platforms. I got some basic training in computer literacy. I can now turn on a computer, create a folder, save documents and keep records using of a computer-based software.



Nanyonjo Rebecca

I learnt that when you incorporate ICT in business management in this 21 century it brings in more returns and client numbers shoot up both locally and internationally. I learnt how to use social media platforms to market y products and let the world know what my business offers. Additionally I learnt how to keep records. This will help me stay in business because I will be tracking its performance daily.



Wandera Evans

CEEWA has taught me much in these trainings. I have gained a lot for the 12 days of training for example I am selling cassava and thinking of a tailoring business, I have learnt to plan before starting up a new business and how to market my product using modern technology. I now fully understand that I need to focus on getting profits and saving.



Akello Grace

Tiling and Painting

The training was offered by Sharing Youth Centre, Nsambya was attended by 10 beneficiaries (6 men and 4 women/girls). The trainings were undertaken 5 days in a week for 4 hours a day to provide time for the participants to continue with their current economic engagements. The training program adopted a duo-training system and adopted a hands-on approach with combined minimum theory, and practical sessions. It was facilitated by several experts, and participants were exposed to using computerized software for show casing designs of Tiles and different colours of paint in a house setting.



Trainees appreciating the importance of determining water level before tile laying



Demonstration of application computerized software

Voices of Confidence

Being a girl and doing such work that is undermined by socio – cultural norms is not easy. But I have gotten training that will enable me to do a better job for the market and encourage girls out there to do the same, they can do anything that a man can do.



Alupo Margaret Plumber

I can now paint and tile like men do. This will help me improve my earning potential and contribute to my family's earnings.



Akello Sarah, Painter

Budget Advocacy for Gender Responsive Taxation (Customs) Regime for Women in Cross Border Trade (WICBT).

CEEWA-U, working with Eastern Africa sub-Regional Support Initiative for the Advancement of women (EASSI) launched an annual platform for women traders from selected border posts, to share their evidence-based experiences in custom administration during the annual budgeting process so as to promote gender responsiveness in tax bills and customs administration.

The Launch was organized as a two-day Budget Advocacy workshop with support from Urgent Action Fund for Africa. The workshop was attended by 16 WICBT from 5 borders of Elegu, Mutukula, Busia, Goli and Malaba, 16 senior officials from MoFPED, LGFC, MoLG and MoTIC, 23 Civil Society Organization (CSO) representatives, 1 Journalist/media representative, 3 Private Sector Actors, 3 Members of Parliament and one staff from the Parliament Budget office.

The workshop provided an opportunity for WICBT to engage with stakeholders on gender issues in customs regime and trade facilitation and build consensus on priority interventions needed to influence the Government's fiscal framework and the spending decisions for the forthcoming budget processes for the period 2022/23-2024/25. The workshop was hailed as a successful platform that allowed frank and open discussions on the relevance and effectiveness of the existing national and regional legal, policy frameworks and interventions on trade facilitation.

There was a renewed commitment and strengthened collaboration amongst the participants. As a result, the participants were able to come to a common understanding of the priority policy proposals to address the challenges of WICBT, which would, in turn, influence the forthcoming macro-fiscal and expenditure framework 2022/23 - 2024/25.

Modern and Sustainable Environmental Smart Farming Among Women and Youth

With a grant from Action for Rural women's Empowerment (ARUWE), CEEWA-U conducted training and demonstrations to enable the women and youth farming groups in Mayuge District to reinforce the application of sustainable and smart environment practices. This was a follow-up skill enhancement programme implemented in 2019. A total of 10 farmers, identified as a resource for training of trainers, were equipped with sufficient knowledge about climate change and environment smart technology; and its use to promote prudent natural resource management and mitigation of potential adverse impacts of climate change. In addition, the program procured 1,675,500 seedlings of varied species of trees namely, gravella, avocado, hass avocado, rosemary, mangoes, oranges, eucalyptus, pine, musizi, and jack fruits and distributed to them to 3 farmer groups for planting. A monitoring visit established that the majority of the seedlings germinated but a few farmers had challenges that included loss due to dry weather and lack of water and inability to buy highly priced chemical and pesticides.

Rapid Gender Impact Assessment of Formal and Informal Taxes on Small and Micro Business.

CEEWA-U, like other stakeholders, while appreciative of the rationale for taxes, remains concerned about the potential advisory implications on the informal sector which employs the majority of women. Meanwhile the policy proposition continues to face resistance that underscores the need to evaluate the validity and potential impact for taxing the informal sector. Accordingly, CEEWA-U, with a grant support of Urgent Action Fund, embarked on an advocacy program for gender responsive local users' fees for market vendors that was informed by evidence generated on the impact of taxes in the performance of micro and small enterprises owned by men and women. The main intention of the program was to disseminate the gender disaggregated findings to enhance increased knowledge enforcement of current taxes and user fees, enhanced awareness about the emerging issues related to the regimes' impact on micro and small businesses, and ultimately inform the advocacy for establishment of fair and harmonized tax and user fee regime.

Therefore, CEEWA-U in collaboration with SEATINI, conducted a rapid gender impact assessment of taxation (RGIAT) and local government users' fees on the micro and small-scale entrepreneurs in urban markets in Uganda during period November - December 2021. The overall objective of study was to determine the current taxation and user fee regimes and examine their impact on micro and small business owned men and women in select Urban Markets in Uganda including cross border areas.

The research was focused on street vendors, street hawkers, mobile money agents, tailors, restaurants, retail traders, and hairdressers. The study was coordinated by a lead consultant and supported by a team of 10 research assistants who collected the primary data from different markets in border posts of Busia and Mutukula and peri urban areas in Kampala - Kirombe market, Nakawa market, Kalerwe market and the city centre



A research assistant interviewing a street vendor

4. NETWORKING



Round table dialogue on Enhancing Women's Participation in Public Procurement. CEEWA-U participated in dialogue aimed at enhancing women participation in public procurement and building the capacity of women entrepreneurs in Uganda to actively take part in public procurement. Few women have benefitted from public procurement opportunities. This is attributed to several factors related to limited access to information, limited financial capital, social stereotype, corruption within the procurement process and inadequate understanding of procurement processes when compared to their male counterparts.



CEEWA-U participated in a Validation Meeting whose objective was to disseminate the findings on gender implications on the administration of current national tax systems and related challenges. The meeting was organized by OXFAM and SEATINI in partnership with Tax Justice Network. The findings indicated that administration of taxes was gender blind and inadequate attention was paid to gender inequalities attributed to both property income tax and the presumptive tax regime which unfairly discriminates against women. The findings also indicated that Uganda is estimated to be losing an estimated 2 trillion in taxes due to illicit financial flows which forces government to depend on indirect taxes. Tax incentives are not only costly to Uganda's economy estimated at 2.3% of the GDP and 15% of the total revenue but also benefit, corporations that are predominately owned and managed by men and employ fewer women than the men.



Result Based Management Training - Participants from CEEWA-U participants attended a comprehensive training programme. They were equipped with the knowledge and skills to apply Results-Based Management (RBM) principles in supporting UN Women programming processes. The concept of Result Based Management (RBM) involves all the processes, products and services that contribute to the achievement of desired results such as the outputs and higher goals. The major RBM principles were: Inclusiveness of all stakeholders, Holistic use of disaggregated data in decision-making processes, Ownership of processes, Mutual accountability for funds spent, Activities are primarily carried out in order to attain results attained in form of outputs, outcomes and impact, and Transparency and dissemination of results and publication of success stories.

Other vital underscored issues were- the itemization of success indicators, comparison of actual results against expected results, quantification of achievements against a baseline, explanation for under or over achievement to allow for corrections where necessary, and the recognition of contribution of all team



Makerere University

Dissemination of Whole University Approach: Kicking Sexual Harassment out of Higher Education Institutions in Uganda - Mid-term Evaluation

CEEWA-U staff participated in a dissemination meeting in which the study findings on the persistence of sexual harassment (SH) at Higher Education Institutions in Uganda were shared. The Meeting, organized by School of Women and Gender Studies in Makerere University, revealed that the institution had put in place mechanisms that will sufficiently inform policies, structures, SH Student's Clubs for female students, Online SH course for students and staff, Men's Hub targeting male staff, online web-based SH application for reporting, and social media platforms on SH set up for public engagement of topical SH issues



Dissemination of WOUGNET Baseline Survey Report on Covid-19 Drawbacks and Policy Options.

The meeting was organized by WOUGNET, and the objective was to disseminate the findings of the survey conducted to examine the access, use, and benefit ICT and digital technologies among WOUGNET members in Uganda during the COVID-19 pandemic and restrictions, and come up with recommendations to address the emerging issues.

The findings evolved around the three areas of functionality of offices; effectiveness of work from home strategy, and social impact of the lock down to the families and communities.

Firstly offices could not fully function due to challenges with inadequate computers and laptops, limited capacity in computer literacy and digitalized technology, poor internet connectivity, limited access to network, and high cost of internet, as well as low uptake of digitized skills by female employees. Secondly there was increased domestic violence, escalated increased poverty as a result loss of jobs by family heads, increased sexual activity among the youth that was triggered by idleness, low access to reproductive health materials like family planning methods, and increased unemployment. Many girls dropped out of school because of pregnancies, and closure of schools.

5. FORWARD LOOKING 2022- A Year of INNOVATION

In the year 2022, CEEWA-U will intensify its scope and expand the outreach of the interventions to consolidate the achievements that contribute to:

Reduction of gender inequalities in public service delivery and development at local government level;

Enhanced employability and gainful employment of girls and women in lucrative sectors especially the urban poor.

Enhanced capabilities for running sustained and competitive enterprises, especially agro-businesses owned by women. Specifically, we will undertake a concerted effort to transform the organization into a social business enterprise.