



MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

EQUITY PROMOTION STRATEGY PAPER

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Foreword

Uganda has been registering high rates of economic growth. As a means of ensuring that the process of economic growth benefits the poor, the Poverty Eradication Action Plan (PEAP) was formulated as the overall national planning framework. The PEAP was implemented through a number of sector plans, programmes and policies.

The Ministry of Gender, Labour and Social Development (MGLSD) is the lead agency for Social development Sector works closely with the other sector line Ministries and NGOs to mobilize sector funding, provide technical support to districts and lower level actors and provide an overall sector supervision and coordination of interventions.

This equity strategy paper arose from the recognition that despite the PEAP achievements, much remains to be done with regard to equitable distribution of growth, public expenditure and access to services, markets and opportunities for women, youth, orphans, the unemployed, prisoners, children, disabled persons, informal sector workers, the elderly to mention but a few.

This Equity Promotion Strategy Paper is a result of a wide consultation with key stakeholders. This is to appreciate their contribution, expertise and support during the formulation of the strategy. It is my sincere hope that all stakeholders will join us in its operationalisation.



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PERMANENT SECRETARY

will enable the gauging of the extent to which indicators changed as a result of the interventions implemented, the extent to which the planned strategic results were achieved.

11:0 CONCLUSION

The Government of Uganda has provided a strong constitutional and legal basis for meaningful devolution of authorities and responsibilities that are necessary pre requisites for the development of strong local government as the foundation of demographic governance in which equity is the key. As a result ,local governments are in place. While a good start has been made in building systems, procedures and practices, much remains to be done with regard to equity promotion that widening access to the marginalised groups. The LGs capacities to discharge the responsibilities that have been devolved to them

The greatest need for capacity building, including technical strengthening, is at the local level; and equity promotion component require this strengthening.Thus, the greatest opportunity for equity promotion indeed lies in strengthening of the local level capacity, its linkages with the grounding in the communities that they are created to serve.

TABLE OF CONTENTS

Abbreviations.....	i
Glossary.....	iii
1.0 BACKGROUND.....	1
1.2 CONSTRAINTS.....	2
2.0 THE SITUATION ANALYSIS.....	3
2.1 THE DEMOGRAPHIC SITUATION.....	3
2.2 SOCIO-ECONOMIC CONDITIONS.....	4
Gender.....	4
Education.....	5
Health.....	7
Water and Sanitation.....	8
Agriculture.....	9
Employment.....	9
3.0 SITUATION ANALYSIS FOR SPECIFIC MARGINALIZED GROUPS.....	10
Ethnic Minorities.....	10
The Youth.....	10
People With Disabilities (PWDs).....	11
Elderly.....	12
HIV/AIDS Affected and Infected Persons.....	12
Women and Inequality.....	13
Children and OVCs.....	13
4.0 THE NATIONAL DEVELOPMENT FRAMEWORK.....	14
4.1 THE LEGAL AND POLICY FRAMEWORK.....	14

5.0 RATIONALE	14
6.0 SECTOR VISION, MISSION AND OBJECTIVES	16
6.1 SECTOR VISION	16
6.2 SECTOR MISSION	16
6.3 SECTOR MANDATE	16
6.4 SECTOR GOAL	16
6.5 MINISTRY’S STRATEGIC OBJECTIVES	16
6.6 GOAL OF THE STRATEGY PAPER	16
6.7 OBJECTIVES OF THE EQUITY STRATEGY PAPER	17
6.8 GUIDING PRINCIPLES	17
Rights Based Approach.....	17
Inclusion.....	17
Participation.....	17
Transparency and Accountability.....	17
Gender Responsiveness.....	17
Equity.....	17
Political Will.....	17
7.0 STARTEGIC OBJECTIVES AND PRIORITY ACTION AREAS	17
Strategic Objectives.....	17
7.1 PROMOTING EQUITY FOR MARGINALIZED GROUPS	18
Strategic Actions.....	18
7.2 IMPROVING LIVELIHOODS OF THE MARGINALIZED GROUPS	18
7.3 ENHANCING EQUAL OPPORTUNITIES IN ALL SECTORS	18
7.4 IMPROVING ACCESS TO SERVICES	19

Development Partners

- i. Provide technical and logistical support to ministries, institutions, and agencies implementing equity promotion programmes.
- ii. Coordinate development partners’ technical and logistical support.
- iii. Develop indicators and monitoring systems for evaluating efficiency and effectiveness of development partners support to equity promotion.
- iv. Monitor and evaluate impact of development partner’s support on equity promotion.
- v. Advocate for equity promotion at national and international levels.
- vi. Provide support and technical assistance to document, disseminate and implement best practices.

Civil Society Organizations

- i. Establish a national coalition for equity promotion and development
- ii. Integrate equity concerns within the framework of ongoing activities.
- iii. Complement the role of sect oral ministries in the implementation of equity promotion programmes..
- iv. Undertake research and disseminate information on equity.
- v. Advocate for equity promotion at national and international levels.

10:0 MONITORING AND EVALUATION

Evaluation will be carried out to assess the impact of the interventions and the extent to which the expected outcome will have been achieved. The evaluation will assess progress towards achievements of the strategy objectives, effectiveness and efficiency in resource utilization, the long term implication of the interventions and their sustainability. Monitoring and evaluation will be the mechanism for learning and improving performance.

Monitoring, evaluation and reviews will be ongoing activities and will be used to measure the performance of the strategy.. Monitoring will be done periodically to measure whether the strategy is moving towards the achievement of set objectives. Monitoring will focus on the outputs and how their delivery contributes to achievements of the programmes objectives.

The monitoring and evaluation system will be used to assess the strategy’s outcomes and outputs based on the preset indicators of success. As part of the broader monitoring and evaluation framework, monitoring and evaluation tools will be designed. To capture the relevant information, the monitoring process will include regular review meetings, progress reports, quarterly financial reports and periodic support visits to activity areas.

Key evaluation questions will be developed for each variable in the monitoring and evaluation plan matrix. Key to this process will be a baseline study which will find out basic human benchmarks and indicators at the inception of the strategy. This

- iv. emphasis on equity promotion issues.
- iv. Participate in the coordination, evaluation and monitoring of equity promotion related programmes.
- v. Analyse, interpret and disseminate equity focused user-friendly age and gender district desegregated statistical data.

Ministry of Justice and constitutional Affairs

- i. Revise, amend and enact laws to ensure an equity promotion compliance.
- ii. Removing restrictions of vulnerable groups against enjoyment of civil rights.
- iii. Ratify and incorporate and coordinate international and regional instruments relevant to equity promotion onto domestic law.
- iv. Ensure the protection of the rights of vulnerable groups under the constitution.

Ministry of Internal Affairs

- i. Work with the MGLSD to ensure laws promoting equity are implemented.
- ii. Ensure the promotion and protection of rights of the vulnerable in the community.

Ministry of Agriculture, Animal Industry and fisheries

- i. Integrate equity promotion needs/concerns into agricultural programmes.
- ii. Provide program technical assistance for the implementation of equity promotion programmes .
- iii. Coordinate, monitor and evaluate equity promotion programs.
- iv. Promote and support equity focused agricultural interventions to improve livelihood skills.

Ministry of Local Government

- i. Design and ensure implementation of programs that are equity sensitive for local governments.
- ii. Expand coverage and scope of equity promotion service delivery by integrating equity issues in all mandated areas, in MoLG, LGs, and LLGs.
- iii. Recruitment, deployment and retention of skilled personnel with equity background.
- iv. Provide effective committed and accountable leadership responsive to equity promotion goals
- v. Coordinate, monitor and evaluate equity promotion activities and programs.
- vi. Mobilization and allocation of equity linked resources for the marginalised.

7.5 PROMOTING RIGHTS OF MARGINALIZED AND VULNERABLE GROUPS...20

7.6 BUILDING THE CAPACITY OF STAKEHOLDERS TO PROVIDE SERVICES FOR MARGINALIZED GROUPS.....20

7.7 ESTABLISHING A MONITORING AND EVALUATION SYSTEM.....20

8.0 EXPECTED OUTCOMES.....21

9.0 IMPLEMENTATION FRAMEWORK.....21

- Ministry of Gender, Labour and Social Development.....21
- Ministry of Education and Sports.....22
- Ministry of Finance, Planning and Economic Development.....22
- Ministry of Justice and Constitutional Affairs.....23
- Ministry of Internal Affairs.....23
- Ministry of Agriculture, Animal Industry and Fisheries.....23
- Ministry of Local Government.....23
- Development Partners.....23
- Civil Society Organizations.....24

9.0 MONITORING AND EVALUATION.....24

11.0 CONCLUSION.....25

ABBREVIATIONS

ACP	AIDS Control Programme
AGOA	African Growth opportunity Act
AIM	AIDS/HIV Integrated Model
BFP	Budget Framework Paper
CBNA	Capacity Building Needs Assessment
CBP	Capacity Building Plan
CCFII	Country Cooperation Framework
CDA	Community Development Assistant
CDO	Community Development Officers
CHAI	Community-based HIV/AIDS Initiatives
CMES	Community Mobilization and Empowerment Strategy
CSO	Civil Society Organization
CWD	Children with Disability
DANIDA	Danish International Development Agency
DEAP	District Environmental Action Plan
DHS	Demographic and Health Survey
DP	Development Plan
EBA	Everything But Arms
EFP	Environment Focal point Officers
EOC	Equal Opportunities Commission
ERT	Energy for Rural Transformation
ESAP	Equity Strategy Action Plan
ESP	Equity Strategy Paper
EU	European Union
FAL	Functional Adult Literacy
GOU	Government of Uganda
GGPE	Good Governance for Poverty Eradication
FBO	Faith Based Organizations
ICT	Information, Communication Technology
IDP	Internally Displaced Persons
IGA	Income Generating Activities
KII	Key Informants Interview
LGDP	Local Government Development Programme
LLG	Lower Local Government
M & E	Monitoring and Evaluation
MGLSD	Ministry of Gender, Labour and Social Development
MOLG	Ministry of Local Government
NAADS	National Agricultural Advisory Services
NEMA	National Environment Management Authority
NEPAD	New Partnership for African Development
NGOs	Non Government Organizations
NPA	National Planning Authority
NUDIPU	National Union of Disabled Persons in Uganda
NUSAF	Northern Uganda Social Action Fund
PMA	Plan for Modernization of Agriculture

Ministry of Gender, Labour and Social Development

The Ministry of Gender, Labour and Social Development will take lead in program development, resource mobilization, and information sharing among stakeholders and monitoring to avoid duplication.

The ministry of Gender, Labour and Social Development will therefore strive to:

- i. Ensure mainstreaming of equity issues in programming
- ii. Advocate for increased resource allocation for equity promotion programs at all levels
- iii. Set guidelines, standards and regulations for minimum requirements for equity promotion at all levels.
- iv. Create public awareness on equity issues.
- v. Advocate for the elimination of inequalities and practices that create barriers in accessing basic services by the vulnerable.
- vi. Conduct training and orientation on equity promotion and services for the vulnerable groups.
- vii. Conduct baseline studies, monitor and evaluate effectiveness of the equity promotion interventions.
- viii. Ensure that equity is mainstreamed in all programs of line ministries.
- ix. Build capacity of stakeholders for equity promotion.
- x. Establish a management information system within the ministry for regular collection and analysis of equity data.
- xi. Review, enact, amend and implement laws related to equity promotion.

Roles of Other Sectors

Ministry of Education and Sports

- i. Integrate equity responsive actions in the school education system with regards to equitable access to services and retention, especially of girls.
- ii. Advocate for resource allocation and mobilization for school programmes.
- iii. Develop and coordinate special needs education at all levels of education.
- iv. Coordinate and monitor activities of schools to ensure effective conformity with equity promotion strategy
- v. Advocate, and monitor the re-admission of adolescent mothers into school systems.

Ministry of Finance, Planning and economic Development

- i. Mobilize and allocate adequate resources for the implementation of equity promotion programmes.
- ii. Provide technical assistance to public, agencies in the integration of equity promotion and in development planning.
- iii. Provide technical assistance during census and surveys with special

- treaties.
- vi. Collect information about the elderly employed in the informal sector and integrate them into its pension scheme.
- vii. Collection and dissemination of equity related data and information

PMTCT	Prevention of Mother to Child Transmission
PWD	People with Disability
SDIP	Social Development Sector Investment Plan
SFG	School Facility Grant
SWOT	Strength Weakness Opportunity and Threats
TASO	the AIDS Support Organization
TPC	Technical Planning Children's Fund
UNICEF	United Nations Children's Fund
UPE	Universal Primary Education
UPPAP	Uganda Participatory Poverty Assessment Process
URDT	Uganda Rural Development Training

8:0 EXPECTED OUTCOMES

- Improved economic livelihoods of marginalized groups at the community level.
- District specific equity strategy action plans
- An increased equity mainstream influence on policy making, standard setting and resource appropriation.
- An improved strategic partnership for the implementation of equity programmes and interventions across the spectrum.
- Awareness built and cooperation enhanced through the documentation, publishing and dissemination of best practices.
- A strengthened normative capability of government in the field of equity programming.
- A more effective, comprehensive and equity
- A strengthened capacity of the sector in equity programming.
- An overall improved implementation of social development sector policies, programmes and interventions.
- Increased equality, equity and empowerment for the for marginalized groups.
- Increased capacity of service providers; to deliver quality and equitable services.
- Increased numbers of sectors and agencies using an equity based approach to programming.

Equity Strategy Paper

9:0 IMPLEMENTATION FRAMEWORK

The strategy will be implemented using a multi sectoral approaches and the ministry will lead in coordinating all stakeholders.

GLOSSARY

Poverty Eradication assistance specifically aimed at satisfying the basic human needs or disadvantaged groups through participatory approaches thus enabling them to create income-generating opportunities and organize services.

Equity measures that promote changes that make the politically, economically and socially excluded to be provided with additional protection to ensure that they are supported to enable their enjoyments of rights and active participation in socio-economic and political processes of the society.

Policy a framework, a broad guideline, a basis for action, which contains elements of an overall approach (e.g. of training), mission, purpose, etc, but which is separate from (though closely related to) strategy to a policy). It is basically a statement of what is intended.

Strategy a broad statement about how policy is to be implemented, a course of action arising from implementing a policy.

Plan the next level below strategy is a comprehensive definition of activities, programmes to be implemented over a specific period of time, with defined objectives, outcomes, resource requirements, and implementation evaluation criteria. It can incorporate various dimensions; from individual to cadre or organization and could include a coordinated sequence of training course, workshops, provisions of facilities and tools and other events, as well as aspects of on-job training and competence skills enhancement.

Capacity Building refers more to the ability to learn and increase efficiency and effectiveness institutionally, occupationally or individually. It addresses the ability to mobilize, manage and utilize human, financial and material resources to achieve institutional specified goals and targets.

Advocacy campaign to win support of others in order to get a change in policy, legislation or programme.

Social Protection collective (public and/or social) measures aimed at reducing those risks associated with shocks, thereby protecting the vulnerable and the deprived.

Social Exclusion the processes through which individuals or groups are wholly or partially excluded from full participation in the society within which they live.

- xi. Establishment of mobile social service provision units, to extend services to immobile old people living deep in various villages but on established and known schedule.
- xii. Expand the network of all weather roads.

7:5 Promoting rights of marginalized and vulnerable groups

- i. Mobilizing communities for communal support to construct structures for the marginalised.
- ii. Form advocacy groups for the various marginalized and vulnerable groups to advocate for their rights.
- iii. Improve working conditions which may also lead to increased wages.
- iv. Develop communication strategy to ensure information dissemination.
- v. Incorporating occupational health and safety measures at the workplace.
- vi. Public education and information on non-discrimination and equality of opportunity.
- vii. Create of elderly care homes to handle the old people who have no relatives;
- viii. Promote the traditional methods of care and support for the elderly.
- ix. Empower PLHA to mitigate and avert negative attitudes towards HIV/AIDS.

7:6 Building the capacity of stakeholders to provide services for marginalized groups

- i. Build institutional capacity for supporting equity among ethnic minorities. This should cover areas such as funding, training informal advisors, trainers and traditional /informal sector practitioners.
- ii. Build the capacity of local governments and lower local governments in programming for the marginalized groups.
- iii. Strengthen the community development function of the MGLSD, on issues of equity for marginalized groups.
- iv. Support the LGs and the CSOs-through equity promotion guidelines & standards.
- v. Support sensitization and capacity building at all levels
- vi. Promote public-public partnership in equity promotion programming
- vii. Lobbying and advocacy to ensure mainstreaming of equity in service delivery.

7:7 Establishing a Monitoring and Evaluation System

- i. Establish and periodically update data bank for marginalised groups
- ii. Monitor and evaluate government programmes on mainstreaming concerns of marginalised groups.
- iii. Monitoring and Evaluation of the private sector, civil society organizations for equity
- iv. Investigate complaints on issues of discrimination and inequity.
- v. Monitor and reporting on compliance with international conventions and

7:3 Enhancing Equal Opportunity In All Sectors

- i. Increase representation of marginalised groups in local administrative unit's through affirmative action.
 - ii. Ensure representation of marginalized groups in all political settings.
 - iii. Empower vulnerable groups to demand accountability and participation.
 - iv. Advocate for equal opportunities to marginalised groups, regardless of gender.
 - v. Review the informal sector to identify problem marginalised groups that make people vulnerable.
 - vi. Set up a social security system for the informal sector.
 - vii. Minimum wage should be set up and prioritised.
- viii. Expand USE to cater for all children who go through UPE.
 - ix. Address the issues of high school dropout rates through implementing the Education Act and implementing projects that cater for specific needs of vulnerable children.
 - x. Continued efforts to lobby for public-private partnership for improving the conditions marginalised groups

7:4 Improving Access To Services

- i. Develop youth oriented programs in the health, economy and other social sectors to cater for the unique needs of the youths.
- ii. Develop interventions to attract and retain girls in the education system.
- iii. Improve physical access by PWDS to services
- iv. Training and recruitment of gerontologists to take care of the issues of older persons at all levels.
- v. Make health facilities functional to meet local and specific curative and preventive health care demands of the communities.
- vi. Institutionalize an affordable housing scheme so that marginalised groups have access to decent housing.
- vii. Extended Hydro electricity power to rural growth centres to promote agro-based and cottage industries. Increase safe water coverage to marginalised groups.
- viii. Establish more teenage centres and services that are friendly to the various marginalized groups.
- ix. Better efforts will be made to ensure support for PWDs reaches the grassroots by improving the monitoring and supervision mechanism. In a bid to ease PWD mobility, constructors will be sensitized on the need to cater for PWDs in construction of buildings, for example, build ramps on building for wheel chairs and PWD-friendly latrines to be constructed. More water sources like boreholes need to be built near households of PWDs and these should be designed to ease us by PWDs.
- x. Provide free orthopaedic services, mobility appliances like wheel chairs, walking sticks and privileges like not lining up for services in hospitals and above all subsidize equipment for PWDs if they cannot be offered for free.

Vulnerable a situation where an individual or group of individuals are exposed to risks. The risks referred to here are those associated with experiencing shocks or fluctuations in the levels of well-being and/or modes of livelihoods. This may arise out of personal factors (for instance the disabled, thus idiosyncratic shocks) or they may arise out of

Environment factors, (for example conflict areas, hence co-variants shocks). The sum total of risks and shocks would be disease, deprivation, destitution or even death.

Mainstreaming effective integration of cross-cutting policy themes such as gender, rights, environment, HIV/AIDS, etc. in a manner that ensures they are integral to all development decisions and interventions.

Vulnerable Segments categories of people who lack security and/or are susceptible to risk and/or are exploited, e.g. communities which are prone to regular drought and crop loss, elderly with no means of support, men, women, and children in armed conflict areas, workers in hazardous working conditions, etc.

Social Development Concerns cases of exclusion, inequality, inequity, vulnerability, unemployment and powerless of different groups

Training is a means (amongst others) towards the end of effective learning; it refers to specific, organized activities, on or off the job, which are intended to enhance soft skills and job-related competencies.

Human Resource Development often used interchangeably with training and other forms of development logically focuses on the concept of the human factor as a "resource" in strategic terms – with usable capability and potential that needs to be nurtured, motivated and exploited simultaneously.

Staff Development is amore embracing concept than training, commonly used in a more organization context than Human resource Development (HRD); such is in the public sector.

Mandate is authority prescribed or handed down by higher constitutional authority for an organization (e.g. a ministry) to carry out certain functions. Functions are of work responsibility, with relatively well-defined purposes and objectives. Tasks and activities are undertaken to fulfil these functions.

Competencies describe knowledge, skills, attitudes that are required to accomplish a particular job or task.

1.0 BACKGROUND

Economic growth is essential for the world to meet the MDGs. Only with the additional resources that growth generates can countries invest in better services for vulnerable groups. However, this growth needs to be pro-poor and sustainable. For growth to benefit the poor, development agencies and programmes need to invest in human and physical assets. In addition, development agencies need to help transform the broad set of institutions that determine the quality of growth, service delivery and human development. This highlights the importance of complementary economic and social Development efforts.

Equity is embedded in fairness and justice aimed at offering people equal opportunities for realising their full rights and potential to contribute to national, political, economic, social, and cultural development and to benefit from the results. Conditions that lead to inequity and unfair outcomes result from external processes of globalisation that colonise local knowledge systems, demographic characteristics such as gender, age and disability, and the presence of divisions in class, caste and power. Equity is therefore crosscutting in nature and entails wide ranging sector reforms in the design, financing and implementation of government programmes to enhance efficiency, attain social inclusion and expand coverage. This should be coupled with creating platforms for all people to participate in the planning process and local governance.

The central challenge of social development in Uganda today, is to ensure that globalization and economic growth become positive forces for the Ugandan people. This is because at present the benefits of growth are very unevenly shared; with patterns of structural inequality often excluding the rural poor, women, youth, people with disabilities, widows, female-headed households, children, orphans, elderly, the chronically sick, the informal sector operators, the unemployed, ethnic minorities and other historically disadvantaged social groups.

The government through the National Development Plan 2010/11-2014/15, recognizes the need for increasing household incomes and promoting equity. The attainment of this objective is critical for sustainable economic development. Government has put in place public policies and programs to redress these inequities but these groups have still been unable to tap into the prosperity that others enjoy. This lack of inclusion and accountability causes disruptions, discourage investment, reduce growth and threaten the cohesiveness of society. To attain the Millennium Development Goals in Uganda, there is need of breaking the vicious cycle of inequality; through adopting comprehensive and inclusive strategies, which will empower poor and marginalized people to take advantage of arising national and global economic opportunities.

Significant initiatives and programmes have been undertaken in Uganda to promote political equity through affirmative action by ensuring representation of women,

- To improve access to services
- To promote rights of marginalized and vulnerable groups
- To build the capacity of stakeholders to provide services for marginalized groups
- Establish a monitoring and evaluation system

7:1 Promoting Equity For Marginalized Groups

Strategic Actions

- Carry out sensitization programs to address intergenerational gaps existing between the youth and adult persons in the community.
- Develop guidelines and standards for mainstreaming equity and rights into development programmes.
- Advocate for allocation of funds promotion of equity and protection of vulnerable groups.
- Develop IEC materials on equity and marginalization.
- Review, enact and enforce laws that protect marginalized groups.
- Increased lobbying of the private sector and other development partners to promote rights of various marginalized groups.
- Special needs education needs to be promoted at all levels of education.
- Institute bodies to cater for the interests of the marginalised.
- Design a curriculum and guidelines for marginalised groups for training programmes of various institutions and NGOs

7:2 Improving Livelihoods Of The Marginalized Groups

- Increase access to land by marginalised groups
- Encourage the working poor to engage in other socio-economic development activities.
- Expand the private sector to create jobs for the ever growing labour force
- Develop youth-friendly poverty targeting interventions such as recreation and resource centres,
- Provide advisory services and improved seeds/technologies to marginalised groups.
- Improve access to loans and credit by marginalised groups
- CSOs and CDOs to generate projects that target marginalised groups
- Revise the vocational training syllabi to meet today's economic needs of the marginalised groups.
- Enhanced government support in the areas that provide income generation such as retail shops, poultry, and piggery for marginalised groups.
- Design programs to cater for the problems of caretakers mainly resulting from HIV/AIDS scourge and OVCs
- Sensitization about loans and livelihoods to marginalised groups

6.6 Goal of the Strategy Paper

To promote equity for marginalized groups in Uganda

6.7 Objectives of the Equity Strategy Paper

- To promote equity and protection of marginalised groups
- To provide support to marginalised groups
- To ensure sectors and local government enhance equal opportunities for all marginalised groups.
- To enhance equal participation of marginalised groups in the sector.

6.8 Guiding Principles

The following principles underpin the equity promotion strategy paper.

1. **Rights Based Approach:** This strategy recognises the need for protection and enjoyment of human rights as fundamental in programming and service delivery.
2. **Inclusion:** This strategy recognises inclusion of the poor and other vulnerable persons in all government programs.
3. **Participation:** This strategy recognises participation of all stakeholders in the different processes of programming such as, planning implementation and monitoring and evaluation in programmes and matters that affect their well-being.
4. **Transparency & Accountability:** This strategy paper emphasises transparency and accountability as critical in provision of services and implementation of programmes.
5. **Gender Responsiveness:** This strategy paper takes into consideration the concerns of both men and women. All stakeholders should ensure that issues of women and men are included in planning and implementation of programs.
6. **Equity:** This strategy paper emphasizes fairness and justice in provision of services.
7. **Political will:** This equity promotion strategy requires a strong political leadership at all levels for effective implementation.

7:0 STRATEGIC OBJECTIVES AND PRIORITY ACTION AREAS

Strategic Objectives

- Promote equity for marginalized groups.
- Improve livelihoods of the marginalized groups
- Enhance equal opportunities in all sectors

youth and persons with disabilities (PWDs) at all levels of the political structure. In the economic sphere, the focus has been on poverty eradication through broad-based growth and special anti-poverty action programmes. However, it is noted that much remains to be done with regard to equitable distribution of growth, public expenditure and access to services, markets and opportunities for the poor and vulnerable. The demographic variables in the country and the trend in social indicators across sectors show that the benefits of development are not evenly spread to all sections of the population.

1.2 Constraints

Major hindrances include lack of knowledge and skills to plan with an equity perspective, the inadequate capacity of the vulnerable groups to participate in the planning process, the inadequate funding for equity programming, the lack of access to information on equity promotion interventions by stakeholders and potential beneficiaries. This is also limited by inadequate monitoring and evaluation mechanisms.

There are other underlying constraints that maintain some sections of the population particularly the marginalized groups in poverty. Specifically, marginalized groups in Uganda are constrained in access and utilization of quality services like education, health care, safe water and sanitation as well as productive assets such as land, credit, markets, market information and extension services.

On the service delivery side, insecurity, capacity constraints, governance weaknesses and corruption continue to discourage delivery of quality services to marginalized groups presenting challenges to future real economic growth and poverty eradication efforts. These non-economic dimensions of poverty significantly impact on the participation of marginalized groups in the development process. This suggests a need for government to implement social protection programmes for marginalized communities who have not benefited equally with the rest of the population from Uganda's economic growth.

At the national level, whereas commendable progress has been achieved by government in terms of setting the platform to ensure equal opportunities to marginalized groups by putting in place some policies and laws, a number of them remain insensitive to the needs and social protection of vulnerable groups. Equally, most implementation guidelines and operational manuals in the delivery of socio-economic services by the government, do not take into consideration the needs of vulnerable groups. There has been a fragmented approach to tackling the issues of equity necessitating a comprehensive coordinated framework.

There is a need therefore for strengthening the capacity of the MGLSD, its key allies and the local governments in promoting equitable and broad based development. This should involve among others capacity to collect and synthesize information which could later be used to draw realistic plans for equitable development. The absence of equity promotion strategies and programmes will limit progress

towards the achievement of the Millennium Development Goals (MDGs). These interventions and strategies should involve and include the areas of livelihoods and the basic social services.

2.0 THE SITUATION ANALYSIS

Poverty levels stand at 24.5% of the entire population but it is more pronounced among the elderly, women, ethnic minorities, IDPs, the disabled, the widows, orphans and female headed households. These continue to be discriminated against in the distribution of resources within the existing policies and programmes. There are also great disparities in well being among the geographical regions of the country, between male and female populations, between rural and urban populations as well as among the different social groupings. In the area of governance and human rights observance, there is the challenge of empowering civil society and individuals to equitably demand access to basic services, participate in governance and actions aimed at the sustainable eradication of poverty. Inequalities exist in housing, education, health, market access, land ownership, employment, and access to the capital market, budgeting and public decision making.

There is limited capacity within government as well as among non government organizations, development partners, civil society organizations and local grass root institutions to effectively conceptualize and contextualize equity and equity programming within the country's development paradigm. Programmes designed as sectoral interventions in different sectors have largely been seen by stakeholders as part of routine development responses and planning without a shift to comprehensive equity based programming for good governance and socio-economic development.

2.1 The Demographic Situation

Based on the Uganda population growth rate of % per annum, the population of the country is estimated to be 31.8. million people as of 2011. About 51.3% of population are females and 85% of the people live in the rural areas. The population of the country is dominated by children below 15 years of age who constitute 52% of the people of Uganda. The statistics reveal that 78.4% of the country's population is below 30 years of age¹. Out of these, children above 14 years and the youth comprise 27.0% of the population. The structure of the population reflects a high fertility rate, which currently stands at 6.2 children per woman in child bearing age², a high mortality rate and a low life expectancy of 47.8 years³. Adults above 30 years of age represent 21.6% of the population, while older persons or the people aged 60 years and above comprise 4.4% of the population. Nearly 45% of the older

1 The 2002 Uganda Population and Housing Census

2 The Uganda Demographic and Health Survey 2011/12

3 UNDP Human Development Report 2007/08

and the local governments in promoting equitable and broad based development. This should involve among others capacity to collect and synthesize information which could later be used to draw realistic plans for equitable development. The absence of equity promotion strategies and programmes will limit progress towards the achievement of the Millennium Development Goals (MDGs). These interventions and strategies should involve and include the areas of livelihoods and the basic social services.

6:0 SECTOR VISION, MISSION AND OBJECTIVES

6.1 Sector Vision

A better standard of living, equity and social cohesion for the poor and vulnerable groups in Uganda

6.2 Sector Mission

To create an enabling environment for social protection and transformation of communities

6.3 Sector Mandate

The ministry is mandated to promote the rights, empower and protect specified vulnerable groups, for social protection and gender responsive development.

6.4 Sector Goal

Ensuring the full realization of all rights and improved livelihoods, for the vulnerable people of Uganda

6.5 Ministry's Strategic Objectives

- i. To empower communities to appreciate access, participate in, manage and demand accountability in public and community based initiatives;
- ii. To protect vulnerable persons from deprivation and livelihood risks;
- iii. To create an enabling environment for increasing employment opportunities and
- iv. Productivity for improved livelihood and social security for all, especially the poor
- v. and vulnerable;
- vi. To ensure that issues of inequality and exclusion in access to service across all
- vii. Sectors and at all levels are addressed; and
- viii. To improve performance of Social Development institutions to coordinate and implement the SDIP at various levels.

processes of the society, Conceptually, the main goal of equity promotion is to facilitate the eradication of poverty through equitable, broad based and gender sensitive strategies.

Equity issues are clearly spelt out in the Social Development Sector Strategic Investment Plan. Equity promotion entails the systematic process of using administrative decisions, organization, operational skills and capacities to implement policies, strategies and coping capacities of the society and communities to lessen the impacts of inequalities in opportunity, access and institutional structures.

The development process, involving poverty eradication, is essentially a process of realizing equity and improved livelihoods. Poverty and lack of development are not only a matter of income and livelihoods but also more fundamentally, a matter of ensuring that the process of economic growth benefits the poor and ensures the equitable distribution of growth and sustainable development in the long term.

However, there are major hinderances to achieve this which include; include lack of knowledge and skills to plan with an equity perspective, the inadequate capacity of the vulnerable groups to participate in the planning process, the inadequate funding for equity programming, the lack of access to information on equity promotion interventions by stakeholders and potential beneficiaries. This is also limited by inadequate monitoring and evaluation mechanisms. There are other underlying constraints that maintain some sections of the population particularly the marginalized groups in poverty. Specifically, marginalized groups in Uganda are constrained in access and utilization of quality services like education, health care, safe water and sanitation as well as productive assets such as land, credit, markets, market information and extension services.

On the service delivery side, insecurity, capacity constraints, governance weaknesses and corruption continue to discourage delivery of quality services to marginalized groups presenting challenges to future real economic growth and poverty eradication efforts. These non-economic dimensions of poverty significantly impact on the participation of marginalized groups in the development process. This suggests a need for government to implement social protection programmes for marginalized communities who have not benefited equally with the rest of the population from Uganda's economic growth.

At the national level, whereas commendable progress has been achieved by government in terms of setting the platform to ensure equal opportunities to marginalized groups by putting in place some policies and laws, a number of them remain insensitive to the needs and social protection of vulnerable groups. Equally, most implementation guidelines and operational manuals in the delivery of socio-economic services by the government, do not take into consideration the needs of vulnerable groups. There has been a fragmented approach to tackling the issues of equity necessitating a comprehensive coordinated framework.

There is a need therefore for strengthening the capacity of the MGLSD, its key allies

persons have disabilities, of which 48% are of permanent nature. About 7 percent of the population or 1.9 people in Uganda have disabilities. Out of these, 47.6% have permanent disabilities. The majority of the PWDs are adults aged 18-59 years of age and more than a quarter are older persons.

2.2 Socio-Economic Conditions.

Prevailing statistics show that the country is experiencing widening inequality between the poor and the rich. Although the poverty headcount reduced from 38% in 2002/03 to 31% in 2005/06 and 24.5% in 2009/10, in absolute terms 7.5 million people are still living below the poverty line. The spontaneous changes in the Gini-coefficient⁴ from 0.40 in 1999/00 to 0.43 in 2002/03, 0.408 in 2005/06 and 0.426 confirms that the remarkable economic growth realized by country for more than a decade has not necessarily trickled down to all segments of the population.

The majority of the poor are found in rural areas, where 27.2% of the population or 7.1 million people live in absolute poverty. There is clear evidence of regional disparity in income as depicted by poverty headcounts of 46.2% in Northern Uganda, 24.3% in Eastern region, 21.8% in Western region and 10.7% in Central region. Unemployment affects 4.2 of the economically active population, especially the youth⁵. 76 % of the labour force in the country is self-employed and up to 2.5 of them are unpaid family workers. Crop farming is the dominant source of income for 70% of rural households, followed by non-farm activities and rearing of livestock, these sustain about 25% and 5% of the households, respectively.

Government has been implementing various programmes and schemes to mitigate consequences of livelihood shocks and provide assistance to extremely poor individuals and households, but many of these interventions still fall short of addressing chronic poverty. Existing interventions and anti-poverty programmes have largely benefited the economically active population with the capacity to work. About half of the households in Uganda and 57.8% of the families in rural areas continue to depend on subsistence agriculture as their major source of livelihood. Low levels of education and lack of functional skills have hampered the poor from exploiting available income generating and economic opportunities both in and outside the agricultural sector.

Gender

Despite the significant progress in mainstreaming gender and rights, challenges to attain gender equality and social equity still persist. Historical factors have hindered a significant number of women from accessing basic education. There are gender disparities in literacy levels with 24% of the males being illiterate compared to 39% females. Employed women and men differ in the type of earnings they receive for

⁴ A measure of inequality in society where 0 is full equality and 1 is maximum inequality

⁵ The UNHS Labour Force Survey 2010

their work. According to the UDHS 2011, a quarter of women employed were not paid for work performed as men employed in the same field. Due to gender stereotypes, employment among the married women declined by more than 10 percent from 2006 (92% in 2006 and 79% in 2011) married women were employed.

This equity paper seeks to carry out further analysis on these disparities and design strategies to address them.

ACCESS TO SOCIAL SERVICES

Education

The Education and Sports Sector remains devoted to ensuring that all school going children have equal opportunity to education, regardless of their social class, ethnicity, background or physical disabilities. Access to education encourages a variety of pedagogical approaches to accomplish the dissemination of knowledge across the diversity of social, political, cultural, economic, national and biological backgrounds.

During the period 2010/2011, the sector registered a 2% increment in the total number of children enrolled at Pre-Primary Level from 498,644 (245,605 male; 253,039 female) in FY 2009/10 to 508,617 (250,517 male; 258,100 female). Consequently, the Net Enrolment Ratio increased from 6.1% (male 6.3% female 6.2%) to 6.6% (male 7.2% female 6.7%). Despite the improvement however, the Net Enrolment Rate reveals that for every 100 children who are of Pre-primary school going age, only 7 are in school. A number of interventions needed to be carried out if the situation is hoped to improve further.

In the last decade, the proportions of girls to the total enrolment at secondary and Tertiary levels have relatively remained low. In 2000, out of 518,931 students enrolled in secondary schools girls constituted 44.08%. The current enrolment at secondary school level is 1,194,454 (648,014 boys and 546,440 girls) of which 45.7% are female. Whereas the proportion of girls enrolled in S.1 is lending to parity at 47.4%, this proportion progressively decreases towards upper secondary. The proportion of girls enrolled in senior six for instance was only 40.8% in 2009. The introduction of Universal Secondary Education in 2007 has substantially contributed to an increase in the enrolment of girls at secondary school level as well as improved gender equity.

The key constraint affecting equitable access to higher education is the inadequate capital funds for infrastructural development and maintenance and the inability by some qualifying candidates to pay for the cost of higher education.

In spite of the upsurge in enrolment of pupils under the UPE programme, a significant number of children are still denied the opportunity of receiving basic education. The Poverty Status Report (PSR) of 2005 shows that Uganda attained a net primary school enrolment rate of 84% during the 5 years preceding 2005, implying that out of about 8.2 million children aged 6 to 12 years, about 1.3 million

- Child headed households
- OVCs

4:0 THE NATIONAL DEVELOPMENT FRAMEWORK

In Uganda, national aspirations are articulated in the Uganda Vision 2025 document. The document highlights elimination of mass poverty as a key concern that merits priority. Since 1997, the Government of Uganda has been using PEAP (Poverty Eradication Action Plan) in the formulation of policies and implementation of programmes through a sector-wide approach and decentralization. This has been replaced by the National Development plan whose theme is growth employment and socio-economic transformation for prosperity.

These are being implemented through various sector investments plans.

In accordance with the decentralization policy and the Local Government Act, Cap 243, implementation of interventions identified in the NDP and Sector Plans is carried out by local governments. The second schedule of the Local Government Act, Cap 243 defines the functions that are devolved to the local governments and these include social services, infrastructure and agriculture extension.

4:1 The Legal and Policy Framework

Uganda has a number of Legal instruments and policies that underpin the need to promote equity. These include; The constitution of the Republic of Uganda points out that the state has the responsibility to ensure that all Ugandans enjoy equal rights and opportunities to access to social services, Article 32 of the Constitution enjoins the State to take affirmative action in favour of groups marginalized on the basis of gender, age, disability or any other reason created by history, tradition or custom, for the purpose of redressing imbalances that exist against them.

Others laws include; The Persons with Disability Act, 2006, The Equal Opportunities Commission Act, The Local Governments Act Cap 243, The National Women's Council Act Cap 318, The Children Act Cap 59, The National Youth Council Act Cap 319, The National Council on Disability Act, 2003, The Land Act Cap 227, The National Equal Opportunities Policy, 2006, The Uganda Gender Policy, 2007, The National Youth Policy 2004, The National Orphans and other Vulnerable Children's Policy, 2004,

5:0 RATIONALE

Equity in the development paradigm focuses on fairness and justice in the distribution of benefits, resources and responsibilities in society. This is to ensure that all have the means and rights to meet their basic needs. Equity measures promote changes that make the politically, economically and socially excluded to be provided with additional protection to ensure that they are supported to enable their enjoyment of rights and active participation in socio-economic and political

of the most significant barriers to accessing care services such as Prevention of Mother to Child Transmission (PMTCT) and Anti- Retroviral Therapy (ARVs). As such, PLHA are more powerless, which in turn accentuates their vulnerability. This leads to reduced access to employment opportunities, credit and their ability to improve their incomes and livelihoods.

HIV/AIDS has been worsened in the conflict areas which have a double rate of infection thereby increasing inequity. Poverty has accentuated the spread of HIV/AIDS. This leads to the young being manipulated to engage in early sexual relationships and early marriages as well as in the workplace perpetuating intergenerational sex. Widows and orphans of HIV/AIDS are denied inheritance rights, and PLHA are marginalized during property sharing including land due to their status.

Women and Inequity

Despite the fact that women provide the bulk of agricultural labour and produce most of the food, they have been unable to secure ownership and control over land and natural resources to improve their livelihoods on a sustainable manner. In employment, women are far less represented in formal employment compared to men. Illiteracy and the lack of assets such as land continue to constrain women's access to credit. Women have little time to spend in additional IGAs due to overwhelming responsibilities at the household level; and they have little incentive to increase cash crop production due to lack of control over the proceeds from the sale of the crop produce as they are appropriated by the male members of the households. Besides, agricultural extension services rarely target women.

At household level women's empowerment remains low, in some communities issues of women's rights have faced resistance mainly because they are seen as against culture and in some places gender mainstreaming has failed to bring men on board, with men not understanding the need for gender mainstreaming and equity.

Children and OVCs

While UPE emphasizes all children's education, education is still biased by some parents against the girl-child and children with disabilities. Children in difficult circumstances such as conflict are said to miss basic education making them candidates for functional adult literacy programmes, years later. This means that most of the pupils from rural schools have not had a chance to progress to secondary or advanced level of education. There is still a high dropout rate especially for girls who do not reach P.7 and those who fail to proceed to secondary education under USE. USE has not incorporated special needs education for PWDs. Non-formal education initiatives only serve few areas, in fact excluding the north.

- Infant mortality
- Child Labour

eligible children have either failed to enrol for the UPE Programme or dropped out of school. In addition, statistics emanating from the Education Sector indicate that out of about 1.6 million children who enrol in grade one every year, barely 30% of them complete the full course of 7 years of basic education. The children who often fall out of the formal education system include orphans, street children, child labourers, children with disabilities, geographically and culturally isolated children, ethnic minorities, refugees and abused children.⁶

The quality of UPE has been constrained by frequent absenteeism, late-coming and high dropout rates by the pupils. Some of the issues that impact negatively on the performance of the UPE programme include failure by parents or guardians to afford extra costs of schooling, absence of meals at school, traditional and cultural practices, attitudes of the society and the low value attached to education by ignorant people. Whereas UPE is supposed to be free, non-tuition costs such as uniforms, scholastic materials, examination fees, meals and transport may be prohibitive to poor households.

Although the UPE programme has improved access to education by children from poor families, there is persistent gender disparity in enrolment of girls, particularly from P5 to P7. The enrolment figures under UPE show a progressive reduction in proportion of girls in upper primary school. Besides social and cultural reasons such as early marriages, teen pregnancy, domestic chores and gender bias against education of the girl-child, the high drop out by girls is caused by the unfriendly learning environment in most schools. The lack of proper sanitation facilities in many schools and the need for privacy in managing menstrual cycles leads some of grown up girls to abandon school. The situation of the old girls is complicate by the fact that most parents, especially from rural areas, do not provide sanitary pads to the daughters.

For more than two decades, Uganda has experienced the devastating effects of HIV/AIDS. The HIV/AIDS pandemic has claimed the lives of the young and most productive people, living behind children whose care in terms of education, health and general well-being falls in the hands of widows and aging grandparents. It is estimated that there are 2.2 million orphans in Uganda. About 80.9% of the orphans have lost either the father or both parents and 24.3% are under the care of the elderly. Most of the orphans lack money for school requirements and therefore find it difficult to continue with education. The breakdown in the extended family system and community support mechanism has left an increasing number of orphans to fend for themselves. Older orphans have come under more pressure to work and generate income for taking care of sick family members and younger siblings.

The struggle to cope with livelihood risks and shocks has trapped almost 26% of children in child labour. The situation of the children involved in child labour is exacerbated by the attitude of some parents and guardians who deliberately refuse

⁶ MoES, Basic Education Policy for Disadvantaged Children, September 2002

Uganda National Household Survey 2009/2010

The Education and Sports Sector Annual Performance Report 2010/2011

to differentiate between normal domestic chores and dangerous work, which is harmful to the psychological, physiological and human development of a child. Many societies in Uganda consider children to be a source of cheap labour for agriculture and small-scale enterprises. The widespread acceptance of child labour prevents children from attending school, perpetuates poor enrolment and retention of destitute children, hinders young people from pursuing prospective careers in life and transfers poverty from one generation to another.

Unlike some of the able-bodied children who must work to survive or support the family, handicapped children are disproportionately affected by discrimination, neglect and social exclusion. Most of them have been stigmatised in the community and deprived of the opportunity to benefit from the formal education system.

The education of the children in conflict areas has been severely affected by war and civil strife, which lasted for more than 2 decades and destroyed basic infrastructure in the war zone areas. The majority of young people in Northern Uganda have grown up without acquiring basic education. Consequently, the adult illiteracy rate in the region has risen to 40%, implying that out of 3.3 million people above 18 years of age, about 1.3 adults are illiterate.

Health

The National Health Policy has goal of attaining a good standard of health by all the people in Uganda in order to promote a healthy and productive life. The objective of the policy is to reduce morbidity, mortality and fertility by providing a National Minimum Health Care Package (NMHCP). The NMHCP has nine health care programmes, which include Control of Communicable diseases; Integrated Management of Childhood Illnesses; Sexual and Reproductive Health; Immunisation; Environmental Health; Health Education and Promotion; School Health; Epidemic and Disaster Prevention, Preparedness and Responses; and Improving Nutrition.

While it may be acknowledged that accessibility to health facilities has improved countrywide, availability of drugs and critical services for some categories of the population has remained a myth. Given the infrastructure plan of the Health Sector in Uganda, a comprehensive NMHCP is only available at a functional Health Centre IV and in a Hospital. By design, hospital services are mostly found in major urban centres and towns. The mean distance to a hospital is 13 km for the rural population and 6 km for urban dwellers. On the other hand, the mean distance to an appropriate health centre is 4 km for rural households and between one and three kilometres for urban ones.

Most of the people of Uganda live in rural areas where, ill-health is common and health services are inadequate. They have to incur significant costs in terms of travel expenses and time to access better health services at a functional health

ramps, and lifts. The existing lifts do not have talking devices to enable the blind to access information. Roads do not have facilities for PWDs. In most cases, PWDs cannot access information provided by both electronic and print media. They also have limited access and control over land and therefore they cannot own and develop it effectively.

Government has put in place mechanisms to improve and enhance access of services through policies, plans and programmes, unfortunately, PWDs continue to experience physical barriers, inadequate information, rehabilitation and unfriendly services. Limited accessibility to such services has contributed to social exclusion of PWDs.

The Elderly

Most of the older persons have limited access to basic survival and basic social services. They are often neglected and the majority of them cannot afford the costs of social services. They have resigned to a situation of hopelessness and loneliness, all of which have undermined their desire to increase their access to equity programmes. New negative social changes have necessitated the redefinition of the roles of various members of society. Whereas women and children used to be seen as guarantee for future assistance to the elderly, all this has changed with the advent of AIDS. The roles of the elderly have changed from those of dependants to providers, and the elderly have been overwhelmed by the new social challenges and responsibilities that accompanied the advent of AIDS.

The health services are distant and the road network poor leaving the elderly with the option of traditional medicine that offers a cheaper, more convenient and immediate alternative, particularly in cases of emergencies. Community support is still negligible while the prime focus of most NGOs is the orphans and not the elderly. The elderly are therefore still largely vulnerable.

Poverty hampers their access to basic services and intensifies the vulnerability of the elderly. Consequently, dependency on unreliable sources of income and charities weighs heavily on them causing a high level of uncertainty on how they can sustain themselves. The reversal of roles of the elderly to provision of social support to the young impoverishes the elderly who will need support to reduce their vulnerability.

HIV/AIDS Affected and Infected Persons

There is a linkage between economic activities, poverty and HIV/AIDS prevalence (UPPAP 2002). HIV/AIDS has had impact on economic outputs through absenteeism, loss of the skilled manpower across sectors and the socio-economic and the cultural devastation caused to bereaved families.

HIV/AIDS makes it challenging to promote equity and reduce vulnerability in Uganda. Stigmatization of Persons Living with HIV/AIDS (PLHA) remains one

to support both their livelihoods and increase incomes. They suffer from economic marginalization manifested through unequal opportunities to access resources and services.

Youth do not have access to loans and those who manage to access them, find interest rates high. The most critical dilemma, therefore, seems to lie in the assumption that all the youth are equally vulnerable. There are limited attempts made or capacity for ensuring that those selected are the ones eligible for support rather than support able youth. In most cases, youth initiated self-help projects serve the interests of the initiators or the elite and able youth who happen to be more informed about such initiatives. The cyclic nature of poverty, and extended families put pressure on youth identified as prosperous to support their kin. These engage in activities dealing in perishable commodities. This is worsened by youth dropping out of school which limits their knowledge skills as well as, limited capital to purchase agricultural inputs

There is a sense in which poor services delivery explains the youth's inability to support their livelihood strategies and boost their incomes as revealed is several parts of the country.

There is inaccessibility to tertiary and vocational institutions. The youth are, thus denied chances of acquiring skills and eradicating illiteracy. Vocational studies have tended to focus on carpentry, tailoring, bricklaying and motor vehicle mechanics which tend to have limited markets and this reduces chances of employment for the youth.

Development agencies are also not keen to engage in activities that support the youth. Few of the youth are given voice to articulate their rights and space for inclusion in remedial actions. There is also inadequate government funding for the youth and children programmes and activities, which prompts them to indulge in petty and less productive activities as gardening, hawking and street-vending, food vending, water vending, selling of firewood and doing part time jobs in risky situations. These are not only unviable but also deny them time for parental guidance and leisure.

People With Disabilities (Pwds)

Generally PWDs are vulnerable by virtue of their impairment and negative societal attitudes arising from fear, ignorance, superstitions, neglect and lack of awareness. As a result, PWDS have inadequate access to services, information, resources as well as limited participation in social economic development process.

In Uganda, PWDs face difficulties in accessing education, health and sports facilities, places of employment, cultural sites and other infrastructure. They are denied access to most buildings such as schools, hospitals, courts of Law, and stadia. This is due to the fact that many buildings don't have facilities such as

centre IV or hospital. The highest level of health services nearer to the population is a Health Centre III, but the facility provides only out-patients care, immunisation, ante-natal care, family planning, health education, basic first aid, limited in-patient care and environmental health. Although the abolition of user fees could have enhanced demand for health services, the quality of medical care in the public health facilities has been undermined by understaffing, absence of the relevant trained personnel and inadequate drug supplies.

The key health status indicators for the country have been either stagnant or on the decline. Currently, the infant mortality rate is 54 deaths per 1000 live births, the overall under-five mortality rate is 90 deaths per 1000 live births, the maternal mortality rate is 438 deaths per 100,000 live births and fertility rate stands at 6.2 children per woman, resulting in a population growth rate of 3.2%. The PSR 2005 reveals that in 2004/05, only 25% of deliveries by pregnant women took place in Government and Private Not for Profit (PNFP) Health Facilities. The health seeking behaviours of the expectant women is partly attributed to their preference for traditional birth attendants and other alternatives in the society, which certainly are either free or affordable to them. This has serious implications on the survival of the mothers and children who have not received antenatal and postnatal care.

The UNHS Report of 2009/10 shows that 26% of persons that fell sick did not lose a day due to illness, illness being mild was the major reason for not consulting and malaria fever was still the most prevalent illness at 52%, 43% of patients visited private clinics as the first point of consultation and 36% of persons who fell sick first visited private clinics within a distance of over 5kms.

Water and Sanitation

The GOU adopted NDP and one of its strategic objectives is to ensure that by the year 2015, 77% of households in rural areas and 100% of urban dwellers in Uganda should be accessing safe water. 2009/2010 estimates of urban water coverage stood at 67% as compared to 66% in 2008. Access to water in large towns estimates stand at 74%. Coverage in small towns stand at 33% out of 110 towns, 53 towns falling below this average. According to UDHS, 2011, it reported that 70% of households have access to safe water (Urban 89.6 and rural 66.6), 16% of households have an improved not shared sanitation facility and 27% of households observed to be using soap and water for washing hands. The same survey estimates 18.7% of population (Urban 26.3 & Rural 17.4) have access to improved sanitation. Over 75% of the disease burden in Uganda is considered preventable since it is primarily caused by poor personal and domestic hygiene. Poor sanitation at the household level has continued to have a profound effect on the well-being of individuals and families. Thus regarding access to basic infrastructures like water and sanitation, improvements have been made but still inadequate especially for rural population and the urban poor.

Agriculture

It is estimated that 86.3% of the population in Uganda live in the rural areas. The majority of these people depend on subsistence agriculture. People in rural areas are more prone to chronic poverty because of their reliance on agriculture and their inaccessibility to markets. With the liberalization of trade, farm produce from remote areas is usually bought very cheaply by the middlemen who dictate the prices. The seasonality of agricultural activities renders older persons redundant during some periods of the year.

The GoU has been implementing the Plan for Modernisation of Agriculture (PMA) since 2000 with the objective of increasing household incomes, enhancing the quality of life of poor subsistence farmers; improving household food security; generating gainful employment; and promoting sustainable use and management of natural resources. One of the core components of the PMA is the National Agriculture Advisory Services (NAADS). Since 2001, Government has been gradually implementing and expanding the NAADS programme to replace the unified agricultural extension services that had been in operation since the late 1980s. The design of NAADS emphasizes provision of agriculture information, knowledge and technology to economically active poor, particularly poor farmers with some limited assets, skills and knowledge. The findings of the National Service Delivery Survey conducted countrywide indicate that only 14% of the households had been visited by an extension worker in 2004 compared to 29% in 2000. As of 30th June 2005, the National Agriculture Advisory Services (NAADS) had covered 280 sub-counties. This implies that access and utilization of extension services has remained low throughout the country.

Employment

Lack of literacy and functional skills relegates people to take up only casual employment. The PPA 2 Report (MFPED 2003) point out that casual plantation work offers just a means of basic survival, not a route out of poverty. The workers in large agricultural estates are employed on verbal contracts for periods of less than one year, work in hazardous working conditions without protective clothing and earn less than a dollar a day after toiling for more than 10 hours. Lack of job security makes the workers feel vulnerable and many pay bribes to supervisors to retain their jobs. Women are not entitled to maternity leave, but are laid off and have to reapply. These factors diminish the potential of large-scale commercial agriculture to contribute to poverty reduction in Uganda.

A wide range of impediments including social beliefs and practices, continue to inhibit the full integration of Uganda women into the political and socio-economic processes of the country. In spite of the gender and legal rights awareness activities so far carried out, there are increasing reports of gender-based violence in the media, including wife battering, rape and defilement. Available documentation⁷ reveals that substantial gender imbalances and social inequity stand in the way of sustainable poverty eradication efforts.

⁷ Refer to UPPAP Reports, Ovonji-Odida et al (2000).

3:0 SITUATION ANALYSIS FOR SPECIFIC MARGINALIZED GROUPS

Ethnic Minorities

Ethnic minorities in Uganda include: the Lendu from Arua, Bakonzo and Bamba from Kibaale, the Batwa Pygmies from Kisoro etc. Ethnic minorities continue to suffer from social, economic and political marginalization manifested through unequal opportunities in accessing resources and services. The critical livelihood challenges include.

Unequal opportunities in;

- a. Land tenure: The temporary tenancy accorded to them makes it challenging to invest in permanent housing, proper sanitation facilities and viable modes of livelihoods and are constantly under the fear of eviction by landlords and the uncertainties that surround such existence. This makes them not keen on long-term activities like growing crops that take long to mature.
- b. Livelihoods: The livelihood and strategic needs of the ethnic minorities are largely not considered as their only source of survival is usually taken away from them. They also still majorly use rudimentary tools for cultivation, practice barter trade in form of labour in exchange for food stuff, and they are generally food insecure.
- c. Inadequate advisory services and lack of improved seed that has yielded low productivity levels in minority fields.

The formal establishments regard ethnic minority areas as hard to reach areas due to problems of stigma, costs to service delivery and distances to their areas. They have limited access to information leading to misinformation or no information at all. School enrolment for ethnic minorities is low due to inability to afford the non-monetary requirements for attending school, consequently leading to low literacy rates among them. Discrimination and lack of representation both at the local level as well as the national level worsens their situation as the young lack role models. This further confines them to surviving on informal employment livelihoods because of lack of exposure and competencies to compete or even cope with the complexity of the formal job market systems. The lack of vital assets of production and access to services confines them to intergenerational poverty and makes them vulnerable to shocks.

Community participation remains low among most minorities due to the weak community contribution, cases of stigmatization and lack of or misinformation.

Ethnic minorities are not accessing public services due to weak institutional support. These groups lack awareness of organizations and institutions existent in their vicinity as well as the state of support to them.

The Youth

The youth, despite their numerical significance, are still not sufficiently mobilized