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Integrated Water Resources Management in Karamoja

Addendum to:

Enhancing Resilience in Karamoja Program (ERKP)



Gender Assessment in Lokere and Lokok Catchments

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LIST OF ACRONYMS

CCA	Climate Change Adaptation
EMIS	Education Management Information System
ERKP	Enhancing Resilience Karamoja Programme
FAO	Food and Agricultural Organization
FGDs	Focused Group Discussions
GAD	Gender and Development
GBV	Gender Based Violence
HIV	Human Immune Deficiency Syndrome
HSPR	Health Sector Performance Report
MDG	Millennium Development Goal
MWE	Ministry of Water and Environment
MoGLSD	Ministry of Gender, Labour and Social Development
MoFEP	Ministry of Finance and Economic Planning
MOU	Memorandum of Understanding
NEMA	National Environment Management Authority
NGO	Non-Governmental Organization
RUWASS	Reform of the Urban Water and Sanitation Sector
UBOS	Uganda Bureau of Statistics
UHDS	Uganda Health and Demographic Survey.
UNHS	Uganda National Household Survey
UK DFID	United Kingdom Department for International Development
UNCED	United Nations Conference on Environment and Development.
UNHS	Uganda National Household Survey
UNICEF	United Nations Children Education Fund
WESPR	Water and Environment Sector Performance Report
WHO	World Health Organization
WID	Women in Development
UNDP	United Nations Development Programme

UN	United Nations
OCHA	Office of Coordination of Humanitarian Assistance
UN ECOSOC	United Nations Economic and Social Council
UNFPA	United Nations Fund Population Activities
UNDP	United Nations Development Programme
VSLA	Village Savings and Loans Association

EXECUTIVE SUMMARY

This report presents the outcome of the gender assessment for Lokere and Lokok catchments for the Integrated Water Resource Management Project implemented by GIZ RUWASS under the ERKP in Karamoja. The objectives of the gender assessment were 1) To get a clear understanding of the gender dimensions within the catchments; and 2) To identify gender mainstreaming approaches for the project components. A qualitative research methodology was used and in design, data collection and analysis four gender frameworks were used: 24 Hour clock, access and control of resources framework, practical gender needs vs strategic gender needs and the empowerment framework. A sample of four out of the seven districts in the catchments was selected-Moroto, Kotido, Napak and Amuria. A total of 317 respondents were interviewed including 298 in 20 FGDs (6 for men, 6 for women, 4 for boys and 4 for girls), 10 GIZ partners and 9 gender experts within the catchments.

The findings show wide gender inequality within the catchment such as heavier work burden and longer working hours for women and girls; women having no control of income generating resources in household; low participation of women in decision making at both the household and community levels gender based violence; negative cultural practices that devalue women such as widow inheritance, polygamy, and child marriage fueled partly by the high dowry. All these translate into low levels of women's empowerment in Karamoja.

On the progress of women's participation in decision making, in Urban Water, the target of 50% women representation on Urban Water and Sanitation Boards is not always achieved in Karamoja. Whereas the target of having a woman in key position on the board has been achieved; their performance of these boards cannot be established because of the absence board evaluation processes coupled with the fact the boards are generally inactive in Karamoja. In Rural Water the target of 50% representation on borehole Water user committees is not always achieved in Karamoja due to low turn up of women in community meetings. This has been attributed to the high work load, male domination and marginalization of women, and cultural norms such as women not being allowed to talk in public. The target of getting a woman in a key position is also not easily achieved in Karamoja due to the same reasons. However, in Amuria gender representation was evident with at least a woman in a key position and actively participating in decision making.

There is gender inequality in division of roles in water collection. Women and girls in Karamoja bear the responsibility of fetching water for domestic use. They face many challenges including long distance to water sources and long queues which increases the time spent on water collection and yet they have to take care of other domestic responsibilities. In Amuria, water collection is a shared responsibility and men and boys participate.

Challenges in gender mainstreaming in Water and Sanitation in Karamoja include illiteracy among women, cultural practices that tend to marginalize women, heavy workload on women, resistance from both men and women when interventions targets only women (Feminist approach) and limited budget to implement gender related activities.

Overall, it is recommended that GIZ RUWASS focuses on addressing **practical gender needs** such as reducing the work burden for women and girls and **strategic gender needs** such as effective participation in decision making. This can be achieved by use of GAD approach with only low doses of the WID approach. The project should be deliberate about intensifying community participation. Below are the specific recommendations from the assessment;

1. Enhance community participation in the project by developing and implementing a gender sensitive communication strategy to creating awareness about the project; and ensure equal participation of men and women in project activities.
2. Reducing the Work Burden on Women and Girls by supporting promotion of gender awareness within communities using the Gender Action Learning Approach to help communities appreciate the cost of gender; and support initiatives that reduce the work burden and/or save time on girls and women.
3. Improve Women's Participation in Decision Making by enhancing the effectiveness of Water Supply and Sanitation Boards and introducing self- assessment processes to measure the contribution of women on these boards; support leadership skills enhancement among female leaders in implementing organizations; and at community level, support the establishment of Water User Savings and Loan Associations which can be a platform for women to develop leadership skills.
4. Provide Capacity Building in Gender for Catchment Management Organizations, Kyoga Water Management Zone and Umbrella Karamoja; and Gender awareness training for the steering committee and coordination teams at national and regional levels.
5. To mainstream gender in Catchment Management Organizations, ensure equitable representation of men and women in the boards; and integrate gender concerns in Catchment Management Plans.
6. WASH in schools, ensure balanced number of facilities for boys and girls, establish washing facilities for girls during menstruation, introduce low cost, reusable sanitary pads, and establish School Sanitation and Health Committees with equal representation of boys and girls.
7. WASH in health centers, ensure balanced number of facilities for men and women, adopt a Community Led Total Sanitation Approach, and support the extension of water in labour wards (All health centers in Karamoja have a borehole but no water supply to the labour ward UNICEF Annual Report, 2013).
8. In Private sector engagement, ensure collection of gender disaggregated data and information during the mapping of the private sector actors and the water risk and opportunity assessments; and target both males and females during the mobilization of the private sector to engage in water resource management.
9. In Monitoring and Evaluation, include gender indicators in the monitoring and evaluation framework; and ensure that both quantitative and qualitative gender disaggregated data is collected and analyzed during monitoring and evaluation.

Suggested Indicators for monitoring and evaluation

- % of households doing joint planning.
- Reduction of the work burden on women and girls.
- % of females and male representation on the water user committees, water and sanitation boards and Catchment Management Organizations.
- Effectiveness of female in board members established through board self-assessment processes.
- % of females and males participating in catchment rehabilitation activities.

1.INTRODUCTION

1.1 Background

Gender equality is central to GIZ corporate strategy because of the recognition that development will only be sustained if women and men participate and benefit equally from political, economic, social, and cultural development processes, and if they fully exploit their potential. The GIZ corporate gender strategy aims at improving gender mainstreaming in technical cooperation measures, increase the portfolio of projects and programs whose main objective is to promote gender equality, and ensure gender equality within the company. The strategy is aligned to the Development Policy Action Plan on Gender (2009-2012) of the Germany Federal Ministry of Economic Cooperation and Development (BMZ). With this strategy, GIZ contributes to the implementation of international agreements such as Sustainable Development Goals (2015), Convention on the Elimination of all forms of Discrimination Against Women (CEDAW, 1979), The Cairo Programme of Action (1994), The Beijing Platform for Action (1995), The Paris Declaration on Aid Effectiveness (2003). It reinforces the mandate of gender-oriented development.

The importance of integrating gender perspectives in all policies and programmes relating to water, sanitation and environment are enshrined in key commitments and conventions at International, regional and national levels. The international commitments are:-The Convention for Elimination of all forms of Discrimination against Women (1979); Beijing Platform of Action (1995);UNCED Agenda 21; Dublin International Conference on Water and the Environment (1992); Women's Recommendations in the Second Ministerial Conference in Water (2000); and Sustainable Development Goals (2015-2030) Goal Number 3.

At National level the legal instruments are: - The Uganda Constitution (1995); Water Statute (1995), Land Act (1998), and Local Government Act (1997). Key policies are: - The National Water Policy (1999); The National Environment and Health Policy (2005); The National Environment Management Policy (1994); The National Development Plan (2015); and Uganda National Gender Policy put in place in 1997 and revised in 2007. To align with all the above, a Water and Sanitation Gender Strategy (2010-2015) was put in place by Ministry of Water and Environment.

1.2 Integrated Water Resource Management Project

The Reform of the Urban Water and Sanitation Sector Programme (RUWASS) of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is in the final stages of designing the Integrated Water Resource Management Project on Lokok and Lokere catchments of Kyoga Water Management Zone (KWMZ). The catchments cover the six districts in Karamoja region (Moroto, Kotido, Napak, Abim, Nakapiripirit and Kaabong and two districts in the Teso region (Amuria and Katakwi).

The project aims at strengthening integrated catchment-based planning, management and development of water resources in Karamoja and at national level under five major components:

1. Improved coordination for Integrated Water Resources Management in Karamoja
2. WASH in schools and health centers.
3. Urban Water and Sanitation.
4. Improved Catchment Management.
5. Private sector engagement.

The project is funded by the UK Department for International Development (DFID) and is an addendum to its ongoing ERKP. The ERKP Programme aims at increasing resilience to extreme climate and weather

events in semi-arid Karamoja through strengthening nutrition programmes, livelihoods and food security for the vulnerable communities.

GIZ RUWASS commissioned a gender assessment study of the Lokok and Lokere catchments in order to get a clear understanding of the gender dimensions within the catchments, but also to identify gender mainstreaming approaches for the project components. The assessment was also done to fulfill the GIZ Corporate Gender Strategy, the Uganda Water and Sanitation Sector Gender Strategy and as part of the deliverables for the co-funding agreement between GIZ and DFID.

1.3 The Objectives of Gender Assessment

- I. To get a clear understanding of the gender dimensions within the catchments.
- II. To identify gender mainstreaming approaches for the project components.

2. METHODOLOGY

2.1 Design of the assessment

Four gender frameworks were used in the assessment:

- The 24 Hour Clock
- Access and Control of Assets Framework.
- Practical Gender Needs Vs Strategic Gender Needs.
- Empowerment Framework.

A qualitative research methodology was used with both primary and secondary data sources. A sample of four districts out of seven in the Lokere and Lokok catchments was purposefully selected by GIZ. Three districts in the Karamoja sub region (Moroto, Kotido and Napak) and one in Teso region (Amuria, downstream parts of the catchment). The data collection methods used were; desk review of existing literature, focus group discussions (FGDs) with communities, in-depth interviews with knowledgeable individuals about gender issues in Karamoja and personal interviews with other stakeholders in the region such as ERKP implementing partners. A total of 317 respondents were interviewed including 298 in 20 FGDs (6 for men, 6 for women, 4 for boys and 4 for girls), 10 GIZ partners and 9 gender experts. The details of the sample are given in appendix 1. The consultant collected the data personally to ensure consistency and in some cases, the consultant involved a translator with good knowledge of English and the Karamojong and Ateso languages. The data collection tools are attached in Appendix 2.

2.2 Data Management and Analysis

Field notes were compiled and arranged according to research questions in order to extract emerging themes and categories. Data was coded according to emerging themes and categories. The card- sorting technique (Miles and Hubberman, 1994) was used to aggregate the themes, arrange the data, and bring out relationships. Data was then prepared for the writing process.

2.3 Limitation of the Study

Language barrier- the consultant did not speak Karamojong and Ateso, but local translators in the different locations were engaged after a detailed briefing of the objectives of the study and the use of the data collection tools.

The assessment was done towards the start of Christmas holidays and the high pick season for presidential campaigns which made scheduling of appointments a bit hard. Therefore, in some cases, the consultant organized telephone interviews with the respondents.

2.4 Organization of the report

This report is divided into five chapters. The first chapter gives an introduction, background and objectives of the assignment. This is followed by the methodology which presents the study design, sampling, data collection, management and analysis and limitations of the study. The report then gives a literature review of gender related issues in general and more aspects related to water and sanitation. The report then highlights findings from the assessment and finally, key conclusions and recommendations from the assessment.

3. LITERATURE REVIEW

3.1 Key Gender Concepts

The term “**gender**” refers to the socially given attributes, roles, and activities connected to being male or female in a given society. Gender is socially constructed and is related to how we are perceived and expected to think as men/boys or women/girls because of the way society is organized. In most societies, for instance, women cook, wash and take care of babies, while men head families, inherit land and provide leadership. These roles can however be undertaken by either sex as they are not biologically pre-determined but are culturally constructed (MWE Water and Sanitation Gender Strategy 2010-2015).

Gender Mainstreaming is the process of assessing the implications of women and men on any planned action including legislation, policies and programs in all areas at all levels. It is a strategy of making women as well as men’s concerns and experiences an integral dimension of the design, implementation and monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality (UN ECOSOC, 1997).

Gender equality refers to similarity in the treatment of women and men based on human rights provisions. It means that women/girls and men/boys have equal conditions to realize their full human rights and potential to contribute to national, political, economic, social and cultural development and benefit equally from the results. Gender equality is not a women’s issue but a societal one (UNDP, 2008).

Women in Development Vs Gender and Development: In effort to respond to the needs of women, the Women in Development Framework (WID) emerged in the mid-1970s. It sought to add on women specific projects to existing activities. Failing to address systemic causes of gender inequalities, this approach tended to view women as passive agents of development assistance rather than active agents of transforming their own economic, social, political and cultural realities. The Gender and Development Approach (GAD) emerged in late 1980s in response to these flaws. It recognizes that improving the status of women is not a separate isolated issue but needs to be addressed by taking into account the status of both men and women, their different life courses, and the fact that equal treatment will not necessarily produce equal outcomes (Common Wealth Secretariat, 1995).

A related concept is **Practical Vs Strategic Gender Needs:** The WID approach often addresses only practical needs while the GAD approach comes close to addressing not just the strategic needs but the necessary shift in the attitude of men to make these needs a reality (Moser, 1989; Kabeer, 1994). Not surprising, the WID approach is less threatening to men than the GAD. For example, provision of clean and easily accessible water services answer to the immediate practical needs of women. But it will only answer to the strategic needs if such services involve women in decision making, management and

maintenance. And if the time saved as the result of provision of water can be used in advancing women such as participating in literacy classes.

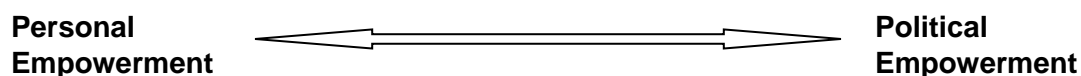
Women's Empowerment is commonly described as 'a process whereby women become able to organize themselves to increase their own self-reliance, to assert their independent right to make choices and to control resources which will assist in challenging and eliminating their own subordination' (Rowlands, 1997).

3.2 Conceptualizing Women's Empowerment

Empowerment is central to the issues of equality, liberation and justice, with the concept of power being fundamental to its understanding.

Empowerment has been conceptualized differently by different writers. However, for all of them the goal of the empowerment process is to address issues relating to women's subordination, inequality and inequity. Furthermore, women's empowerment is seen as entailing a shift from positions of powerlessness towards strategic social, economic and political participation. This implies taking on power both at the individual and social levels (Friedmann, 1992; Moser, 1993; Kabeer, 1994; 1999; Nelson and Wright, 1995).

All the conceptualizations of empowerment emphasize four main dimensions: Individual or personal; economic; collective/social group; and political. Most see the empowerment process as addressing a combination of these dimensions and affecting different domains: household, community, national and international. These views of empowerment are grounded within different concepts of power, the root concept within which empowerment is located, leading to different mechanisms for social change and transformation. According to Kabeer (1994) they can broadly be organized along a continuum, with personal and political empowerment forming the two ends as indicated below:



The features of these dimensions are elaborated below:

Personal/ individual empowerment refers to women's increased self-esteem and sense of self confidence to confront gender conditioning and their own internalized oppression and renegotiate their role in the household. It also increases self-reliance, internal strengths, capacity and right to act.

Economic empowerment refers to women's ability to gain control over material and non-material resources, which gives them economic independence through increased income and greater individual self-reliance. This gives them a right to determine choices in life and to influence the direction of change. Economic empowerment is a crucial but not sufficient condition for addressing gender inequality. Self-esteem and sense of self-confidence also play important roles in women's potential to mobilize external strength for bringing about fundamental change.

Social empowerment refers to building awareness and raising critical consciousness through dialogue within organized women's groups. Through collective processes women become aware of their own interests and how they relate to the interests of others, which enable them to participate in and influence decision making. This leads to increased ability to negotiate and influence close relationships with people and establishing relationship with other organizations. Collective action is important for ensuring social and political empowerment. Social empowerment is largely dependent upon self-confidence, self-esteem, and a sense of agency.

Political empowerment refers to women becoming increasingly aware of political power, and perceiving themselves as able and entitled to make decisions. They participate in formal political structures and decision making at local, national and global levels. It involves 'gaining voice, having mobility and establishing a public presence'. It is attained through collective public action that challenges existing power structures and identifies different development priorities. Collective action is important in attaining this level of empowerment

3.3 Uganda's Progress in Advancing Gender Equality and Women's Empowerment

Since the early 1990's Uganda has engaged in advancing gender equality and women's empowerment and the progress to date is summarized below.

1. The positive progress so far includes: The MDG target of Universal Primary Education with gender parity was achieved in 2012. The ratio of girls to boys in secondary education increased from 79% in 2000/2001 to 85% in 2010/2011; and tertiary education from 58% in 2000/2001 to 79% in 2012 (MDG Progress, 2013).
2. Share of women in parliament increased from 18% in 2000 to 35% in 2012 rising way above the international average of 20%. This progress was largely sustained by a quota system where each district elects one woman representative. Out of the 130 women members of parliament, 86% were elected in this manner. In 2011 a woman was elected as speaker of parliament for the first time. In the current cabinet women hold more than 1/3 of senior ministerial positions- Education, Land and Energy. (MDG Progress Report, 2013). Affirmative action also led growth in female enrolment in Universities from 30.6% in 1990 to 43.7% in 2011(EMIS, 2011).
3. Women's land rights have been recognized in the Land Act (Cap 227) and the Land Acquisition Act (Cap 226). Spousal consent is a requirement on all matters relating to land from which the family derives sustenance. Other supporting laws, policies and strategies have been put in place including the Local Government Act (Cap 243), the Social Development Sector Strategic Investment Plan (2003-2008), the Community Mobilization and Empowerment Strategy (2006) and the National Youth Council Act (Cap 318).
4. Literacy rates have increased from 54% in 1991 to 73% in 2011 but there are still gender disparities- males are still more literate at 77.9% compared to females at 64.2% of (UDHS, 2011).
5. On health issues, there has been progressive and constant reduction in all mortality indicators compared to previous ten to fifteen years. Infant Mortality Rate reduced from 76/1000 in 2006 to 45/1000 in 2014 close to meeting HSSIP target of 41/1000. In addition, the Under Five Mortality Rate also significantly reduced from 137/1000 in 2006 to 69/1000 in 2015 close to meeting the HSSIP target of 56/1000 (HSPR, 2015).
6. Overall, there has been a declining trend of HIV infection from a peak of 18% in 1992 to 7% in 2005. The percentage of women who are HIV positive is 7.8% as compared to 6.4% of men among 15-49 year-olds (MoFEP, 2013).
7. The country's labor force has increased from 9.8 million in 2002/2003 to 13.9 million in 2011 with the proportion of females at 51.4% (UNHS, 2012).

Despite the significant progress highlighted above, challenges to attain gender equality and women's empowerment still persist as elaborated below:

- a. Whereas the population below the poverty line reduced from 31% in 1996 to 19.6% in 2013 Women tend to be poorer than men at 33% and 30% respectively, (MoFEP, 2015). This is more severe for widows at 34%, including people living in household headed by widows, and orphans

(Social Sector Strategic Investment Plan, 2006). Poverty in Uganda is predominantly rural and hence agriculture-based, and has a female face. The majority of the people employed in agriculture are either self-employed or unpaid family workers who are likely to be women. The two together constitute 91.5% of all women (MoOGLSD, 2007).

- b. Women's inadequate control over livelihood assets such as land, labor, skills and information, networks, technology and financial capital remains one of the root causes of poverty (Participatory Poverty Assessment, 2002). Land is a critical resource for over 90% of the households in Uganda, and women own only 16% of the registered land (Gender Baseline Study, Land Sector 2004).

Access to land is governed by customary laws. In theory, women have access to land but decision-making powers are typically granted to men. Traditional practices persist despite the government's recent adoption of a new land law designed to improve women's access to land and right to manage their property. This is another area in which customary laws prevent women from exercising their rights. In addition, despite the Marriage Code granting widows the right to inherit 15% of a deceased husband's property; tradition dictates that women do not have the right to inheritance, which makes it difficult for some women to enforce their legal rights (MoGLSD, 2007).

- c. Gender inequalities are evidence in time use. On average women work seven hours a week less than men in economic activities such as working for pay or profit, contributing to family business/earning, but work significantly more in home care activities such as collection of firewood, fetching water, construction of dwelling and farm building, milling and other food processing for home consumption. The time and effort required for domestic tasks in the absence of even rudimentary domestic technology is staggering. This has a negative effect on food security, household income, children's schooling, and participation in community affairs, health and overall productivity (MDG Progress Report, 2013; World Bank, 2013).
- d. The Constitution of Uganda has anti-discriminatory provisions and condemns any custom that contradicts human rights. But discrimination against women is rife and the situation of Ugandan women is further aggravated by deeply rooted patriarchal tradition and years of armed conflict. The Government has enacted new laws to improve the situation of women, but their implementation has been obstructed by some reticent communities (World Bank, 2005).
- e. Access to justice is still a serious gender issue. A number of laws, legal processes and enforcement procedures continue to discriminate against specific categories of women. Critical gender related barriers to access to justice include substantive issues relating to gender biased laws (particularly concerning divorce, adultery, and defilement), differences in burden of proof requirements, administration of law issues including physical access, training and orientation of staff and delays in delivery of justice. Other barriers are the low status of women, power imbalances in the households as well as inadequate knowledge and information on legal rights.
- f. Regarding family matters, customary laws dominate many of which discriminate against women. The minimum legal age of marriage is 18 years for both men and women, but early marriage is frequently arranged for young girls, especially in rural areas. Demographic and Health Survey (2006) estimated that 15.4% of girls between 15 and 19 years of age were married, divorced or widowed. Polygamy is legal in Uganda, according to traditional and Islamic Sharia law. Women have no legal course of action to prevent their husbands from taking another wife (MoGLSD, 2007).

- g. In education, whereas enrolment has increased at both primary and secondary levels, the completion rates at primary level are still low across the board but higher for boys at 56% than girls at 51% (MOE, 2013). Social and cultural bias consideration put the girl-child at a disadvantage. In some households, particularly the not so well to do, parents often choose to take boys to schools, leaving girls behind when money is not sufficient to cover school expenses for both. Choices have to be made especially for secondary and higher education where the parents have to meet the cost of education. Furthermore, domestic chores, early marriages, and pregnancy put girls at greater disadvantage when it comes to accessing education (World Bank, 2005).
- h. Maternal health indicators for Uganda have generally remained poor. Maternal Mortality Rate increased from 435/ 100,000 in 2006 to 450/100,000 in 2014 far from reaching the HSSIP target of 131/100,000 (HSPR, 2014/2015). Among the causes of high maternal mortality rate is the low status of women in the family and community. Blanc et al., 1996) observed possible correlations between overall maternal health in Uganda with the access of women to household income. Women's occupation and ability to earn money is important for their ability to save for maternity care; and the bargaining power of women regarding seeking maternal health services was affected by poor information sharing between couples about their household incomes (UDHS, 2006).
- i. Past gains in the fight against HIV/AIDs have not been sustained with disturbing recent increase in new infections. Prevalence of HIV/AIDs infection in the population aged 15-24 years increasing from 2.9% in 2005 to 3.7% in 2011 which is a concern to policy makers (MDG Progress Report, 2013).
- j. The physical integrity of Ugandan women is poor. Gender Based Violence in its various forms (domestic violence, sexual harassment, trafficking, rape, defilement) is a critical concern. The primary driver of GBV is power imbalance between men and women. 56% of ever married women reported having ever experienced physical and sexual violence (UDHS, 2011). This is a slight improvement from 2006 where 60% of women and 53% of the men aged 15-49 years experienced physical violence; 39% of women experienced sexual violence and 16% experienced violence during pregnancy (UDHS, 2006). Domestic violence has wide social acceptance even among women; 58% of the women believe that wife beating is justified (UDHS, 2011).
- k. In the political arena, women face constraints in engaging in elective processes due to factors such as limited resources for campaigning, spousal control, and the misconception that leadership is a male domain. Low literacy among women, inadequate skills in public speaking, resource mobilization and networking and limited access to vital information are challenges that undermine their competence. In addition, cultural factors and poverty constrain effective participation of women in decision making (World Bank, 1995).
- l. The articulation of gender needs in policies and programmes is still limited due to gender biases in the choices and actions in programming. Many times it is defined narrowly to refer only to the numerical presence of women. Sufficient gender mainstreaming in the determination of policy choices and how these affect the quality of life for both women and men is still lacking. In addition, women's presence in management positions in professional and technical spheres is small, indicating that women opportunities are still very low (at 30.2%) compared to men at all levels (MoGLSD, 2007).

3.4 Global Perspectives in Gender, Water and Sanitation

Global Water and Sanitation practitioners have recognized the importance of incorporating gender perspectives based among others on the following observations (World Bank Water and Sanitation Program, 2010):

1. Women and girls are the primary users, providers and managers of water in their households and they are guardians of hygiene. If water systems fall into disrepair, women are the ones forced to travel long distance over many hours to meet the family water needs.
2. Conversely women and girls benefit most when services are improved. In Eastern Uganda for example, research found out that women spend an average of 660 hours per year collecting water for household which represents two months of labor. Collectively, one estimate suggests that 40 billion hours a year are spent on collecting water in Sub Saharan Africa-Equal to a year's labor for the entire workforce of France (UNDP, 2006).
3. Water and Sanitation sector can contribute to redressing inequalities and can impact positively on social, political and economic positions of women. Well targeted services can reduce the health and security of women and their families and free them to engage in social, political and economic activities thus tackling "time poverty", the situation where women's time is inflexible, consumed by routine and non-productive tasks perpetuating their absence from decision making and other profitable pursuits (World Bank, 2006).
4. A gendered approach can create a framework of cooperation between men and women so that insights and abilities of both men and women are available to shape progress and meet sector objectives.
5. Common society practice that determine men as property owners, head of households and main decision makers in public sphere often marginalize the views and preferences of women and girls.

Yet some sector gender studies have shown that equal involvement of men and women positively correlate to improved transparency in governance and in management. A World Bank review of 121 Rural Water Supply Projects found that women's participation is among the key variables associated with project effectiveness in the sector (World Bank, 1995). The UN (2006) 15 case studies and best practice in Gender Water and Sanitation drawn from 14 countries in Africa, Asia, Latin America and the Middle East conclude that gender perspectives lead to far more positive gains than anticipated. In fact the community as a whole reaps dividends. Benefits accrue to both men and women and this seems to tip the scale toward the shift in power relations between men and women whereby men begin to see the value and accept the need for change in the women's role. This is particularly borne out with regard to women taking on leadership roles at community level. The case studies further show that in pursuit of common goals and through dialogues, innovation, participation and collaboration answers can be found that respond to the different interests of men and women in accessing clean water and sanitation and in the process break down many barriers based on traditional gender paradigms.

6. Sanitation and hygiene improvements are often low in the list of family investment. Privacy and security are partly determined by access to and location of sanitation facilities. Children especially have needs and concerns that should be taken into account when creating sanitation interventions to be used by them. In primary schools, toilets are often inadequate to serve the needs of girls resulting to non-attendance due to menstruation. Conversely, School enrolment, and retention increase where there are water and sanitation services. Using a gender lens can ensure that sanitation services are given priority by decision makers and technology tailored to meet their needs.

7. Water for production relates to wealth creation yet access to the means of production and control over resources often exclude women in some communities. A gender sensitive strategy aims at ensuring that women benefit by enabling their participation in decision making.
8. Gender stereotypes concerning abilities and interests of men and women often create non equitable and non-representative decision making in the sector.

3.5 Progress of Gender Mainstreaming in Uganda's Water and Sanitation Sector

The Ministry of Water and Environment developed the Water and Sanitation Gender Strategy (2010-2015) which creates a foundation on which water and sanitation stakeholders can holistically mainstream gender into policy formulation, capacity building, management and monitoring and evaluation.

According to the Ministry of Water and Environment Sector Performance Report (2015) there is positive progress in continuous gender capacity building of sector stakeholders through gender trainings and ensuring that the sector budget framework Paper FY 2016/17 complies with the requirement of ensuring that unserved districts and sub counties are allocated more financial resources to reduce inequity in access to services. However the staffing in Ministry of Water and Environment is still male dominated with males comprising of 84% of top management, 78% of middle management and 61% of the support staff. Near gender parity is only at operational level but still males are the majority (56%).

Gender mainstreaming in the private sector has been done through training of hand pump mechanics to support operations and maintenance of water and sanitation facilities in rural areas. These trainings are also male dominated; out of the 158 hand pump mechanics trained from 10 districts, only 8% were women. Within the urban water and sanitation sub sector out of the 50 masons in 9 towns trained in construction of eco san toilets only 4% were women.

The gender target for Urban Water Supply and Rural water supply is to have at least one woman holding a key position on Water and Sanitation Boards and Water User Committees (Chairperson, Treasurer and Secretary). Out of 120 Water Supply and Sanitation Boards 66.7% have women holding a key position. In rural water, out of the 111 districts, 84% of the water sources have women in key positions but are still lower than the target of 95%.

The report highlights the following challenges for gender mainstreaming:

- Cultural prejudices that hinder/limit participation of women in the development and management of water and environment resources.
- Inadequate funding for gender skills enhancement.
- Low appreciation of gender mainstreaming by some sector stakeholders.

4. PRESENTATION OF FINDINGS

4.1 General Context of Lokere and Lokok Catchments

4.1.1 Geography

The Lokere and Lokok catchments are located in the North Eastern parts of the country covering eight districts; six in Karamoja sub region (Moroto, Kotido, Napak, Nakapiripirit, Kaabong and Abim) and two are located in the Teso Sub region (Katakwi and Amuria) with a total population of 1.2 million (UBOS Population Census Provisional Results, 2014). The Teso subregion is part of the Eastern region comprising of 32 districts- Amuria, Budaka, Bududa, Bugiri, Bukedea, Bukwo, Bulambuli, Busia, Butaleja, Buyende, Iganga, Jinja, Kaberamaido, Kaliro, Kapchorwa, Katakwi, Kibuku, Kumi, Kween, Manafwa, Mayuge, Mbale, Namayingo, Namutumba, Ngora, Pallisa, Serere, Sironko, Soroti and Tororo.

The Karamoja sub-region is characterized by semi-arid conditions with highly variable climate characterized by sporadic rainfall and high temperatures all year round. The annual rainfall generally ranges between 350-1000 mm (Nalule, 2010). Intermittent variability of rainfall in Karamoja often produces undesirable effects on agricultural production; with crop production being a high risk activity in the region with intermittent dependence on food aid. Livestock herding is similarly affected by the exerting influence of variability on water and forage resources as well as pest and disease prevalence in the region. The dry spells and drought patterns in the sub-region often elicit a food insecurity situation (OCHA, 2008), leading to provision of food aid.

The landscape of Karamoja generally consists of plains punctuated by inselbergs in the central plains and mountains and undulating landscape in the east. The land thus rises from east to west and subsequently several streams and rivers flow from east to west into the plains of Teso. Major rivers include: Dopeth, Kitorosi, Moroto, Lokok and Lokere and several other seasonal streams. Most of these rivers discharge dries up once the rains have ceased. This exacerbates the water scarcity problem which is typical and hence an inherent phenomenon of dryland ecosystems.

4.1.2 Livelihood activities in the catchments

Livelihood activities in Karamoja Sub region include; subsistence farming , where crops such as maize, millet, cassava, sorghum, beans, groundnuts, sim sim and vegetables are cultivated, agro pastoralism, petty trade, unskilled wage labor, collecting wild fruits and vegetables, artisan mining and brewing (Ondoga, 2010; Strites and Akabwai, 2008).

Comparison of household participation in different livelihood activities with that at the national level is depicted in the table below:

Table 1: Karamoja Livelihood Activities

Activity	%Household	National Average
Agriculture	60.9%	78.1%
Unskilled wage labor	40.2%	33.8%
Livestock Management	25.6%	16.4%
Brewing	18.9%	6.1%
Commercial activity	3.9%	5.6%
Petty trade	3.3%	11.6%
Wage labor	3.2%	7.2%
Skilled labor	0.3%	4.7%

Despite the above efforts, the Karamoja sub region still remains the poorest with 74.2% of the population living below poverty line compared to the national average of 19.7 % (Uganda Poverty Assessment report, 2014). This represents significant reduction in poverty at national level from 31.1% in 2006, but on only slight reduction in the Karamoja Sub Region from 82% in 2006 (UNHS, 2006). The region is the most food insecure with the highest number of households (59%) having one meal a day compared to the national average of 9%. Dietary Energy Consumption is lowest at 1794 Kcal/person/day compared with the national average of 2156 Kcal/person/day (UDHS, 2011).

The increase in poverty and vulnerability in recent decades can be attributed to cattle raiding and accompanying insecurity, proliferation of small arms and light weapons through the porous borders with Sudan and Kenya, lack of essential infrastructure, marginalization by former administration, climate change and its related impacts such as drought and famine (Gelsdorf et al., 2012).

In the Teso Sub region, livelihood activities include crop production for subsistence and the market (millet, sorghum, maize, ground nuts, beans, cassava, sweet potatoes, citrus fruits and sun flower), rearing animals (cows, goats, sheep, pigs, turkey, and chicken), brick making, charcoal burning and trading. The proportion of people living below the poverty line in Eastern region¹ is 24.7% comparatively much lower than Karamoja sub region but higher than the national average of 19.7% (Uganda Poverty Status Report, 2014).

4.1.3 Access to Water

The Karamoja sub region has the lowest access to improved water sources at 41% compared to the national average of 70% (MoFEP, 2013). In a bid to tackle the water scarcity problem, the Government of the Republic Uganda and several development partners has undertaken several water development projects for Karamoja; including drilling of boreholes, construction of multi-purpose dams, valley tanks and ponds. Today, numerous water sources exist in the sub-region and offer numerous benefits to the communities in Karamoja and beyond (Kenya and Southern Sudan). These initiatives have been undertaken as part and parcel of the Comprehensive Disarmament Programme for Karamoja (OPM, 2007).

Urban water supply in the sub region is piped water supply by National Water and Sewerage Corporation in three towns (Moroto, Matany and Abim); private sector operated piped Water schemes under DWD supply to other small towns and rural growth centers supplemented by boreholes (Water and Environment Sector Performance Report, 2015). High population growth of 6-7% per year together with the concentration of people in urban centers and rural growth centers is putting increased stress on infrastructure especially water (GIZ, 2015).

Access to safe water in Amuria and Katakwi is slightly above fifty percent thus slightly higher than Karamoja (WESPR, 2015), but lower than the national average of 70% (MoFEP, 2013). With regard to urban water supply, both Katakwi and Amuria towns are under National Water and Sewerage Corporation supplemented by boreholes (WESPR, 2015).

4.1.4 Sanitation

Access to improved sanitation facilities is lowest in Karamoja sub region at 25% compared to the national average of 77 % (WESPR, 2015). Karamoja sub region had the lowest rate of latrine coverage at 12.2% compared to the national average of 68% (UDHS, 2011). There is progress towards eradication of open defecation but none of the districts has attained the status of Open Defecation Free environment. According to the UNICEF Annual Report (2013), open defecation has been eradicated in 200 communities. The use of hand washing facilities is lowest in Karamoja sub region (at 8%) compared to the national average of 33% (WESPR, 2015).

Access to improved sanitation facilities is much higher in Amuria and Katakwi at 70% and 62% respectively, and the use of hand washing facilities is at 25%, closer to the national average of 33% (WESPR, 2015).

4.1.5 Education

a) Attendance Ratio

The Karamoja sub region has the lowest Net Attendance Ratio at primary level² (53.9% males and 49.3% females) and compared 81.1% with gender parity at national level. Net Attendance Ratio at secondary level³ is low nationally at 16.9% (16.8 males and 18% female) but lowest in Karamoja sub region (7.2% male and 7.6% female). Net Attendance ratio at primary level is much higher in Eastern region⁴ (83% males and 89.3% female); and at secondary level it is slightly better with 13.4% Male, and 14.2% female (UDHS, 2011).

b) Education Attainment

The Karamoja sub region has the lowest level of education attainment with the highest number of the population without education (58.1% females and 45% males) compared to the national average (12.9 males and 19.9% females); Completion of primary education stands at 1.4% and 6.7% for females and males respectively, compared with the national average of 6.5% and 7.3 % for females and males respectively.

Education attainment in the Eastern region⁵ is much better than the Karamoja sub region with the proportion of people with no education at 8.7% males and 14.7% females lower than the national average of 12.9% males and 19.9% females. Majority of the population has some primary education (68% male and 68.4% female, which is higher than the national average (59.1% males and 67.8% females)

² Net Attendance Ratio for Primary Schools is the percentage of the population 6-12 years that attend primary school.

³ Net Attendance Ratio at Secondary level is the percentage of population aged 13-18 that attend secondary school.

⁴ The Eastern region is used for comparison because Teso sub region is part of the eastern region and UBOS surveys do not provide data specific for Teso sub region.

⁵ The Eastern Region data is used for comparison because Teso Sub region is part of the Eastern region and UBOS surveys do not provide data specific to Teso sub region.

Table 2:-Education levels in the Catchments

Education Attainment	Karamoja Sub Region		Eastern Region		National Average	
	Male	Female	Male	Female	Male	Female
%No Education	45	58.1	8.7	14.7	12.9	19.9
%Some Primary School	37.2	36.3	68	68.4	59.1	67.8
% completed primary	6.7	1.4	6.7	6.0	7.3	6.5
%Some Secondary Education	8.2	3.1	12.8	8.8	14.2	11.7
%Completed Secondary	1.2	0.3	0.5	0.4	1.6	0.8
% Tertiary Education	2.4	0.8	3.2	1.5	4.8	3.2

Source: Uganda Demographic and Health Survey 2011

4.1.6 Health

a) Child Health

Whereas the child mortality indicators at national level have greatly improved since 1995, it has not happened in Karamoja sub region. Infant Mortality Ratio reduced from 86 deaths per 1000 live births in 1995 to 54 in 2011 (MDG Progress Report, 2013) and further to 45 in 2013 (HSPR, 2015), but the Karamoja Sub region still ranks highest at 87 death per 1000 births. Under Five Mortality Ratio also reduced from 156 deaths per 1000 live births to 90 in 2011 (MDG Progress Report, 2013); and further to 69 (HSPR, 2015), but the Karamoja sub region still has the highest ratio of 153 death per 1000 live births (UDHS, 2011). In Eastern region Infant Mortality Rate was at 47 deaths per 1000 births close to the national average of 45; and the under-five at 69 (UDH, 2011).

According to the Uganda Demographic and Health Survey (2011), the Karamoja sub region has the lowest nutritional status of children under 5 according to three Anthrometric indices- Height for Age (stunting); Weight for Height (wasting), and Weight for Age (Underweight) as indicated in the table below:

Table 3: Nutritional Status in the Catchments

Anthrometric indices		Karamoja	Eastern	National Average
Height for Age	% Stunted	45	25	33
	% severely stunted	23	7.9	14
Weight for Height	% Wasted	7.1	4.8	4.7
	% severely wasted	2.6	0.6	1.5
Weight for Age	% underweight	31.9	10	14
	% severely under weight	13.4	1.3	3.4

Source: Uganda Demographic and Health Survey 2011.

Karamoja sub region has the highest number of stunted children (45%) compared to 33% nationally; and 23% severely stunted compared to 13.7 nationally. It has the highest number of wasted children (7.1%) compared to 4.7% nationally; 12.6% severely wasted compared to 1.5% national average. Weight for

Age is the overall indicator of the population nutritional health combining both stunting and wasting. The Karamoja sub region has the highest number of underweight children (32%) compared to 14% national average; and the highest number of severely underweight children (13.4%) compared to the national average of 3.4%.

The nutritional status of children in the Eastern region is much better with the 25% stunted lower than the national average of 33%; and only 7.9% severely stunted much lower than the national average of 14%. The proportion of wasted children is 4.8% almost the same as the national average of 4.7%; and has the lowest the proportion of severely wasted children (0.6%) lower than the national average of 1.5%. The proportion of underweight children (10%) is lower than the national average of 14%; the proportion of severely underweight is lowest at 1.3% compared to the national average of 3.4%.

b) Maternal Health

The Karamoja sub region has the worst Maternal Mortality ratio of 750, per 100,000 live births (UDHS, 2006) compared to the national trend where of Maternal Mortality ratio has reduced from 506 deaths per 100,000 live births in 1995 to 435 in 2011 (MDG Progress Report, 2013) but increased again to 460 (HSPR, 2015).

Regarding reproduction health, only 27% of the deliveries in the Karamoja sub region take place in the health facilities compared to the national average of 57.4%. In addition, only 30.8% of the deliveries are assisted by skilled health workers compared to the national average of 58% (UDHS, 2011). The situation in the Eastern region is much better with the proportion giving birth in health facilities at 51.2% and deliveries assisted by skilled health worker at 51.9%, close to the national averages (UDHS, 2011).

4.2 Gender Dimension in the Lokere and Lokok Catchments

4.2.1 Gender Division of Roles

In the Karamoja region, as traditionally common in pastoral communities, the role of men and boys was to take care of the animals while women and girls took care of backyard activities such as milking the cows, processing the milk, caring for sick animals, getting food for the household and other domestic chores. The roles were complementary given that animals were the major source of livelihood but this has changed (Strites and Akabwai, 2008; Ondoga, 2010).

Women and Girls

Focus Group Discussions revealed that women and girls combine roles of looking for food for the family in harsh economic and climatic conditions with domestic chores. Combining the productive and reproductive roles is consistent with national level trend (World Bank, 2005; MDG Progress Report, 2013). Their activities include going to the garden during rainy season and in the dry season going to forests for firewood, charcoal burning and collection of wild fruits and vegetables. They have to walk long distances to sell these products in towns. They earn Shs 2000 to 3000 a day and spend all on family food. Some girls walk long distances to towns every morning for casual work like washing, cooking and helping in brewing where they earn Shs 1000-2000 and spends all on family food. In addition, women take care of household responsibilities like thatching the huts which involves travelling long distances to collect the grass, fencing, and in some communities like Matheniko women are responsible for hut construction. These have to be combined with domestic chores of fetching water, grinding, cooking, washing utensils and bathing children. A typical work day of a woman in Karamoja is depicted below:

In the dry season, wakes up 5am, sweeps the compound, gives children left overs, goes to the bush for firewood, comes back at 11am, take the firewood to the road side or to town which takes a 3 hours walk and gets Shs 2000-3000 which she uses to buy food, come back at 4pm, collects water, grinds, washes utensils cooks dinner, serves husband and children, goes to bed at 9pm.

In the rainy season wake up at 5am goes to the garden, come back at 1pm with firewood and wild vegetables, fetches water for 2 hours because of long distance to the borehole, washes utensils, grinds, prepares dinner, and goes to sleep at 9pm .

A typical day of a girl is more or less like that of a woman as depicted in different scenarios below:

In the dry season, she wakes up 3 am, goes to the bush to collect firewood, comes back 8am, warms the food for the young ones, takes firewood to town for sale and earns 1000 to 2000 a day which she uses to buy food for the family, returns at 3 pm, fetches water, grinds and cooks, bathes siblings and goes to bed at 8pm.

In the rainy season she wakes up 6am and goes to the garden and comes back at 1pm with the vegetables and fire wood, collect water for 2 hours, wash clothes, cook dinner and sometimes do casual work in town in the afternoon (washing clothes and cooking) and are paid Shs 1000 and spend it on household food.

For those who casual labour in town, wake up 5am, wash utensils, walk for about 2 hours to town, engage in domestic work of washing and cooking or helping in brewing, earns Shs 1000-2000 and returns home 6pm to start on domestic chores.

Out migration is one coping strategy for women and girls. When livelihood activities like firewood and charcoal burning fail and as bread winners can no longer meet their family's needs, they venture out in search of employment and food (Strites and Akabwai, 2007).

Men

The roles of men have drastically changed because of the shift in livelihood sources from livestock management. Some engage in farming activities, collection of firewood and charcoal burning which hitherto was done by women. Some walk to town every morning for casual jobs like working on construction sites, thrashing compounds and ferrying goods for traders. They earn Shs 5000- 10,000 per day and spend part of it on family food and the rest on leisure.

A typical work day of a man is depicted below:

In the rainy season, he wakes up 6am, and helps wife to light charcoal stove, sends children to fetch water and goes to the garden at 7am, comes back 10am, rests, checks on animals grazing, sends children to buy food, goes for leisure, comes back at 7pm, has dinner and goes to bed at 9pm.

In the dry season, he wakes up at 6am, goes to the bush to cut firewood which he sells in town and earns Shs 5000, comes back at 4 pm, rests then goes for leisure, comes home to have dinner and go to bed at 8pm.

Key informant interviews and available literature indicate that men have become vulnerable following the shift from livestock based livelihood. Some find themselves unable to provide for their families and cannot even protect themselves since they no longer have guns. They are forced to resort to subsistence activities hitherto were done by women (Strites and Akabwai, 2007). This has led to a feeling of

inadequacy and frustrations indicated by remarks such as “we are useless”, “we are dogs”, “and we are like women”. The challenge of male vulnerability is unique to Karamoja sub region and calls for gender sensitive programming that takes into account the concerns of men.

Boys

Boys just like men have been a victim of the shift from livestock livelihoods. They engage in firewood cutting, casual labor: working on construction sites, ferrying goods for traders and artisanal mining of gold and limestone. Young men who were once social and economic pillars of households and communities find themselves idle and unable to use their skills to contribute to their family needs (Strites and Akabwai, 2008; Ondoga J.J, 2010).

A typical day of a boy is depicted below:

Wakes up at 6am, goes to the gold mine up to 10 am and comes back tired and relaxes the rest of the day and goes for courtship 10pm to midnight.

Wakes up 6am , washes face, brushes and goes to the bush to cut poles for selling, comes back 11am, rests up to 1pm, goes to drink up to 6pm, home, takes super at 7pm and goes to bed 8pm or goes for courtship 11pm to midnight .

Some observations about division of gender roles in Karamoja in the scenarios above are:

1. Women and girls have a heavier workload and work longer hours than men and boys. On average women and girls work for 14-16 hours a day compared to men 4-6 hours. While gender inequalities in work burden and time use are prevalent nationally (MDG Progress Report 2013, World Bank, 2005), the situation in Karamoja is peculiar because of the level of effort needed by women and girls to get food for the family in a harsh climatic conditions. They walk long distances to the bushes to collect firewood and charcoal; walk long distances to sell them before returning home to start on other domestic chores which include long distance to the water sources combined with the tedious tasks of constructing and thatching huts.
2. Unlike women and girls, men and boys get time to rest and go for leisure activities. This finding is consistent with national level trend where women generally have no time to rest (MoGLSD 2007, World Bank, 2005).
3. In Karamoja households, every adult works and earns some money. However, women and girls spend all they earn on family food while men and boys spend some of their earnings on personal needs and leisure. This is different in comparison to most cultures in Uganda where a man is the primary bread winner while women take on a supporting role. Girls may work but they don't have to spend all they earn on family food but instead on personal needs and leisure (UNHS, 2012).
4. Men and boys earn higher because they engage in activities that pay higher like construction unlike women and girls who depend on selling charcoal and firewood and casual labor. This inequality in income also mirrors the national situation where women are at a major disadvantage in the labor market because the men's median wage is usually almost double regardless of the work undertaken (MDG Progress Report, 2013).

In Amuria, there is no significant difference in gender roles because men and women work together in productive activities mainly agriculture. However, like elsewhere in the country, women are solely

responsible for domestic chores which make them work for longer hours (12-14 hours a day) compared to men 5-7 hours a day). This similarly is consistent with national level trends (World Bank, 2005). Some boys work and earn Shs 2000-8000 and spend it on family food and some contribute towards school fees. Some girls work on people's gardens and sell snacks and earn Shs 2000-3000 and also spend on family food

A typical work day for women, men, girls and boys in Amuria is presented below:

Women

Wake up 6am, fetch water, go to the garden at 7am and come back 11am, tether the goats and cows, prepare porridge for breakfast, take the animals to drink water while cooking/preparing lunch, fetch water for bathing, rest a bit/ little, start preparing supper, eat at 8pm and to bed 9-10pm.

Men

Wakes up 6am, go to the garden up to 10 am, have breakfast at 11am, rest, go back to the garden at 4pm for one hour, bring back the animals cows and goats at 5pm, rest or go to drink and wait for supper at 9pm and go to sleep 10pm after bathing.

Girls

Wakes up 6am, brush, sweep the house, wash utensils, prepare breakfast, prepare lunch, wash utensils, rest for an hour, prepare supper and serve 8pm, sit up to 10pm, after that start reading up to 1-2 am.

Boys

Wake up 7am, go to garden up to 10am, come back to tether the goats, fetch water for 30 min, eat breakfast, rest till lunch, take the goats to drink water, play up to around 5pm, bring the goats back home, bathe, eat and sleep at 9pm.

Observations about gender roles in Amuria are:

- The work load between men and women a bit more balanced.
- Girls are mainly engaged in domestic chores while boys engage in both productive and household chores;
- Boys and some girls work and use all they earn for household food.

4.2.2 Access and Control of Resources

Ownership of assets is one indicator of women's autonomy and status and hence empowerment. Income earning assets like land, ox ploughs, livestock (cows, goats, sheep, and pigs), and turkeys are controlled by men in both Karamoja and Amuria. Women on the other hand rear small animals like chicken and ducks although they do not have control over them and have to get approval from husbands before they can sell them. Land is a major productive asset in more than 90% of households in Uganda but at national level only 9% of women own land alone, 24.6% jointly and 61.3% do not own land. On ownership of a house, only 5.5% of women own alone, 12.1% jointly and 56.4% do not own (UDHS, 2011). In both Karamoja and Amuria, whereas women have access to land for cultivation, they do not have control over the food they harvest and the freedom to sell food without consulting their husbands. Women only have control over cooking utensils and beddings which are of low value considering the level of poverty. This is consistent with the national level situation where men control most household assets (World Bank, 2005; UNHS, 2012).

In Karamoja, land grabbing is beginning to arise following the relative peace in the region. Women as primary users of arable land are the most affected by land grabbing by some government institutions-

(Uganda Prisons and Uganda Investment Authority). For example in Namalu a green zone, more than 300 families were evicted. Also the land for the Karamoja Industrial Park was originally traditional homesteads that remained vacant because of insecurity until recently.

Control of cash earnings is an important indicator of women's empowerment. Focus group discussions in Karamoja revealed that women have control over their cash earnings. This is consistent with UDHS 2011 where majority of married women in Karamoja (66.7%) have control over their cash earnings; 22.7% jointly, and only 7.4% by husbands. This is higher than the national average where 53% of the married women control their cash earnings, 31% jointly and 14% by husband (UDHS, 2011).

In Amuria, however, men give a false impression that available resources are for the family but in practice, men have overall control of everything. For example, very few men consult the wives when selling animals and women have no say on the income received. In one of the focus group discussions with women in Amuria, one woman remarked that, *"some men reach an extent of stealing chicken which belongs to women if they need money for drinking"*. On the other hand, a woman cannot sell anything without consulting the man. The sharing of income is a major source of disagreement in the family and a leading cause of domestic violence (UNHS, 2012).

4.2.3 Decision Making

Participation in household decision making is one key indicator of women's empowerment. Focus group discussions revealed that in Karamoja women are expected to consult their husbands before making any decision apart from those concerning domestic chores like what to cook, bathing children, shopping, buying children's clothes and attending to sick children. A similar trend was reported in Amuria, but some men consult wives when making a major decision like selling an animal. Men in Amuria have a perception that women avoid making decisions even when given an opportunity for fear of the consequences. In both Amuria and Karamoja joint decisions are mostly made on children's education and health care where money is required. Women's participation in household decision making is low nationally; 42% of married women consult their husbands on decisions on health care and visiting their families; 23% make solo decisions on own health care and visiting their families; and only 16% make solo decisions on major household purchase UDHS, 2011).

Key informant interviews and available literature on Karamoja sub region revealed that women's participation in decision making at community level is still low (Care International Uganda, 2013, UNFPA, 2009). Traditional decision making structures like the council of elders are a no go area for women. Even where women are represented in decision making structures like clan leadership and peace committees they are relegated to the role of composing songs and dancing (Care International Uganda, 2013). However the situation is slowly improving with continuous sensitization and women are beginning to participate in community dialogues revealed by interviews with some partners and gender experts in Karamoja. In Amuria the situation is different; women's participation in decision making at community level is considerably higher with women willingly taking leadership positions in Water User Committees and Village Savings and Loan Association. Discussions are currently going on to make women fill all the key positions in Water User Committees.

On political participation, whereas government has put in place structures for promoting women's participation from village level to parliamentary level, women in Karamoja still shy away from taking leadership positions where they compete with men. This is consistent with national trend where

majority (86.1%) of the women Member of Parliament comes on affirmative action ticket (MDG Progress Report, 2013). They also pointed out the negative gender stereotype that women are not capable of leading in the public arena due to the patriarchal culture that promotes leadership by men and does not expect women to speak in public. This stereotype is common elsewhere in the country (MoGLSD 2007, World Bank, 2005 and UDHS, 2011).

4.2.4 Gender Based Violence.

Gender Based Violence is defined as any act that result in or likely to result in physical, sexual or psychological harm or suffering among women including threats such as coercion and arbitrary deprivation of liberty whether occurring in public or private life (UN, 1993). Gender Based Violence is a result of unequal power relations between men and women and cuts across cultures, ethnic groups and social economic status and religion. The most common documented Gender Based Violence in Karamoja is rape of women as they go about their daily chores fending for the family, courtship rape, domestic violence or wife battering, defilement, female genital mutilation and denial of opportunities including education for the girl child (UNFPA, 2009).

Domestic violence is the most common type of Gender Based Violence experienced by women worldwide and it has serious consequences for women's mental and physical wellbeing including sexual and reproductive health (WHO, 1999). Domestic violence can also happen to men. Nationally, 56% of women and 55% of men aged 15-49 have ever experienced physical violence since the age of 18 But more men (44%) than women (7 %) reported that they initiated the physical violence (UDHS, 2011).

Key informant interviews revealed that in Karamoja domestic violence is considered normal and wife beating perceived as disciplining. Men beat their wives and they do not expect them to talk about it, and separation and divorce are not an option for fear that a family would be asked to refund the dowry. This was confirmed by UNFPA (2009) revealing that wife beating is rampant but invisible because it is a taboo to talk about it. Majority of women in Karamoja (66.4%) have experienced physical violence but 70% believe it is justified much higher than the national average of 56.1% (UDHS, 2011).

Rape is also another rampant form of Gender Base Violence in Karamoja but some forms of rape are traditionally accepted thus not always recognized as a violation of human rights (UNFPA, 2009). According to UDHS (2011), 17.2% of Karamajong women aged 15-49 years have ever experienced sexual violence lower than the national average of 27.8%. Rape has continued to thrive in Karamoja because women are not aware of their rights or where to seek support and the lack of immediate response on the lengthy course of justice is sometimes felt as leading to impunity (UNFPA, 2009). There is under reporting of GBV cases because of lack of confidence in the formal justice system, lack of knowledge of rights, community pressure and culture. This sometimes results in the preference of resolving cases in the community through traditional justice systems (UNFPA, 2009). A similar trend exists at national level, 44% of women who experienced physical or sexual violence never sought help and never told anybody; 13% never sought help but told somebody and 42% sought to stop the violence (UDHS, 2011).

Segregation against Girl Child for Education is common in Karamoja just like the rest of the country. When family resources are limited concerning children's education, priority is given to boys (World Bank, 2005, MoGLSD, 2007, and UNHS, 2012). Key informant interviews revealed that in Karamoja girls are considered as providers of family labor and a source of bride wealth. Even when girls enroll in school there is irregular attendance because they combine school with other responsibilities like looking for food for the family and other domestic chores. Net school attendance ratio in primary level and secondary level are lowest in Karamoja an indicated in section 4.1.5 a above.

The chief cause of Gender Based Violence in Karamoja is enormous power difference between men and women, and their deeply rooted culture manifested in discriminatory practices against women and lack of respect for human rights. Other factors that fuel GBV include stress among men arising from changing gender roles at household level, poverty, insecurity and cattle rustling, harmful traditional practices, alcohol abuse, low levels of education and lack of information about their rights.

Gender Based Violence is also common in Amuria with domestic violence and defilement being the most common cases reported at the police. However, 74.1 % of women aged 19-49 years in Eastern Uganda believe that wife beating is justified (UDHS, 2011). Domestic violence against men is common in Amuria but they are never reported for fear of embarrassment. During a focus group discussion with men a remark was made *“a man has to be careful before starting a fight with a woman because some of them are strong and they can beat a man”*. Key informant interviews revealed that unequal decision making power is the leading cause of tension between couples in Amuria. Reporting cases is low due to lack of confidence in the justice system.

4.2.5 Cultural Practices that Devalue Women

The practice of paying high dowry in Karamoja (60 to 80 cows for an illiterate girl and 15 for the educated one) leads men to treat their wives as property. Dowry is also the main driver for other practices that devalue women like widow inheritance and child marriages. Widow inheritance is a practice of retaining the widow after the husband dies which comes with other risks such as HIV AIDs infection and neglect of orphans as the new husband may not be willing to take care of the children from the woman's past marriage (Care International Uganda, 2013).

Regarding child marriages, Karamoja sub region ranks highest with Abim District having the highest percentage of Child Marriages at 23.1% compared to the national average of 3% among 15-19 year old girls (Statistical Abstract, 2013). This is partly fueled by parents wanting to get bride price and high rate of school drop out by girls. However, there is a considerable effort to end the practice by promoting girl child education by government and development partners.

Polygamy another practice that devalues women in Karamoja with the highest number of married women in polygamous relationship (51.3%) followed by Eastern region (18.2%) compared to the national average of 25% (UDHS, 2011). Polygamy leads to resource competition especially in a current situation where men are not able to provide for their families following the erosion of livestock based livelihood (Care International Uganda, 2013). Consequently, since women have become the bread winners, practically majority of households in Karamoja are female headed; one of the poverty indicators UBOS uses in National Household Surveys. It is important to note that polygamy is legal in Uganda, according to traditional and Islamic Sharia law.

4.2.6 Women's Empowerment

Women's empowerment is determined by their autonomy and status indicated by ownership of assets, participation in household decisions and acceptance of wife beating (UDHS, 2011). Looking at the above findings using the empowerment continuum framework (see section 3.2 of this report), the level of women empowerment in Karamoja is at the lowest end of personal empowerment because they do not control any asset; do not influence decisions at household level, and they accept beating women as disciplining. In addition, they are not economically empowered because of limited livelihood opportunities and are not socially empowered indicated by low participation in decision making at community level.

In comparison, women empowerment in Amuria is slightly higher. Whereas the level of personal empowerment is low due to low influence in household decisions and acceptance of wife beating, the

level of economic empowerment and social empowerment is relatively higher due to participation in income generating activities; and women taking leadership positions in the community such as Water user Committees respectively.

4.3 Progress of Gender Mainstreaming in Water and Sanitation in the Lokere and Lokok Catchments.

Assessment of progress is based on the extent of implementation of the Water and Environment Gender Strategy 2010-2015. The goal of the strategy is to empower women, men and vulnerable groups through ensuring equity in access and control of resources in the water and sanitation sector leading to poverty reduction. The objectives of the strategy are:

1. Integrate gender perspectives in water and sanitation sector policies and develop guidelines to operational use in Gender programme planning, monitoring and Evaluation.
2. Enhancing the capacity of water and sanitation stakeholders in gender mainstreaming.
3. Improving opportunities for men and women and other disadvantaged groups to access water and sanitation facilities and participate in their management.
4. Strengthen the collection, analysis, documentation and dissemination of gender related information to enhance visibility of gender issues and achievements in the sector.
5. Promoting and building partnerships and networks with other institutions for effective implementation of the strategy.

4.3.1 Objective 1

Integrate gender perspectives in water and sanitation sector policies and develop guidelines to operational use in Gender programme planning, monitoring and Evaluation.

The guidelines for gender mainstreaming in Urban Water and Sanitation have been developed and are being used revealed by discussion with Water Development Facility-East. They demonstrated usage of the guidelines by stating that their intervention process starts with baseline surveys looking at the socio-economic status and gender analysis. Based on the guidelines, they integrate gender concerns in pre-construction, construction and post construction phases of their interventions. However other key stakeholders: - Umbrella Karamoja and Kyoga Water Management Zone have only recently learnt about the existence of the gender strategy and have not used the guidelines. Discussion with District Water Officers revealed that the guidelines for gender mainstreaming in rural water are in place and are used.

4.3.2 Objective 2

Enhance the capacity for Gender mainstreaming in Urban Water Supply and Sanitation.

All the key stakeholders in urban water and Sanitation in the region (Water and Sanitation Development Facility-East, Umbrella Karamoja, Kyoga Water Management Zone and District Water Offices) have social scientists on board with gender knowledge. Their capacity in gender mainstreaming is demonstrated by what they have so far done as presented below:

Water and Sanitation Development Facility-East has the mandate of water supply and sanitation in Town Councils and Town Boards as well as Rural Growth Centers of above 500 people. Its capacity to mainstream gender is demonstrated by integrating gender in all phases of operation.

In the Pre-construction phase they conduct a social economic baseline surveys and gender analysis; ensure that both men and women attend community sensitization meetings; facilitate the formation of water and sanitation committees of 11 members with at least 2 women in key positions; and select 3

members to form a water board with at least one woman holding key position of chairperson, secretary or treasurer.

In the construction phase on sanitation, they use a pro-poor strategy of demonstration eco-san toilets. In promotion of hygiene practices they target women for sensitization in the safe water chain through drama and work with village health teams during sensitization. On water supply, determining site location and allocation of stand posts is done through community meetings attended by both men and women. Men come in during negotiation for land.

In the post-construction phase the activities are mainly operation and maintenance and the gender intervention is training women leaders to be assertive.

Umbrella Karamoja is the recently established association of Water Town Boards with the overall aim of Operation and Maintenance support to local water authorities focusing on small towns and rural growth centers with a population of 500 and above. It has not done much in gender mainstreaming apart from observing the operations of the Water Supply and Sanitation Boards in relation to gender.

The Kyoga Water Management Zone covers 53 districts in East and North Eastern Uganda. Its mandate includes water quality monitoring, water use planning and regulation of Trans-boundary activities. They have not done much in gender mainstreaming because they have no budget.

The District Water Offices are mandated to protect, manage, and provide for water use and protection of water sources in the district. Gender mainstreaming is done by first, ensuring participation of women during mobilization for setting up the water source since they are the primary users of water. In forming the Water User Committees they target 50% women representation and at least one key position held by a woman. This is not always achieved in Karamoja, because of low turn up of women in community meetings which can be attributed to their lack of time due to the heavy work load as highlighted in section 4.4.1 above, but in Amuria it is achieved.

Gender Composition of the Work Force Males still dominate the water and sanitation sector not because of gender bias but due to females being a minority in engineering careers and the recruitment by government on equal opportunity basis (MWE 2010). Sex disaggregated data on staffing in district water offices show that men dominate water officer positions; four out of five officer positions in Kotido and Napak are held by men. The situation in Amuria is different; the District Water Officer who is male has been the only staff but they are in the process of recruiting 4 Assistants Water Officers; for mobilization (female), water supply (male), planning (male), borehole maintenance (male), and 3 County Water Officers (Engineering Positions) all females. Once the recruitment is completed they will attain gender balance in both “software” and “hardware positions”.

4.3.3 Objective 3

Improving opportunities for men and women and other disadvantaged groups to access water and sanitation facilities and participate in their management.

a) Participation in Decision Making

Urban Water and Sanitation

The players in the catchment are National Water and Sewerage Corporation (which is known to have no gender focus (MWE, 2010), Urban Piped Water Schemes under DWD and boreholes.

The urban piped water schemes are operated by private operators. Water Supply and Sanitation Boards are formed with the role of overseeing the water scheme. The target is to ensure that all new UWSSBs consist of 50% women and a woman takes a key position. In Karamoja equal representation is not always possible because of the composition of the board which is supposed to have 5-9 members including:

- Accounting Officer- Town Clerk or Sub County Chief
- Political representative
- Representative of the general user community
- Representative of the Business community
- Ex officials –District Water Officer and Town Council Water Engineer

Sub County Chief, Political leader, District Water Officer and Town Water Engineer are usually men. For example in Karamoja there only two cases where the sub county chief is a woman.

Four out of the five functional water schemes in the catchments⁶ have active Water Supply and Sanitation Boards with women in key positions (WESPR, 2015). Discussion with different stakeholders revealed that getting a woman into a key position (Chair person, Treasurer and Secretary) is not easy because of low education (see section 4.4.5 b above) and women are timid. Only one scheme -Allele in Abim has 3 women in key positions and Morita in Nakapiripirit has woman chairperson.

Performance of women on these boards cannot be easily established because the roles are generalized and not specific for each position, and board evaluations are not conducted. Generally Water and Sanitation Boards in Karamoja are inactive and it is common to find one person running the show either the Town Council Water Engineer or District Water Engineer which contradicts the very essence of having a board for collective decision making. The exception is Kaabong Town Council, where the vice chairperson is a woman and they hold regular board meetings and one in Nakapiripirit where they came up with the tariff and people are paying.

Rural Water and Sanitation

Community participation in decision making is through Water User Committees of 9-11 members elected during community meetings. The role of the Water User Committee is collecting water user fees and maintaining the water source. Focus Group Discussions revealed that communities do not participate in decisions of site location of boreholes because it is purely a technical issue, but on big water projects liked dams men are consulted.

In forming the Water User Committees the target is to have equal representation of men and women and a woman takes at least one key position (chairperson, treasurer and secretary). Discussion with District Water Officers in Karamoja revealed that equal representation is not always achieved because of male domination and marginalization of women, low turn up in meetings and men not allowing women to take leadership positions. This is more glaring in Napak where despite the advice from the water office to ensure 50% women representation, it is common for communities electing 80% men on a committee if they are not supervised. Even the target of at least a woman in key position is not always achieved in Karamoja because women shy away from taking leadership positions. For example there are very few women chairpersons; only Kotido has 10% of the committees with women chairpersons. In

⁶ Abim, Kaabong, Kotido, Nakapiripirt, and Katakwi

both Karamoja and Amuria treasurer position is held by women because they are considered more trustworthy.

The problem of illiteracy and low education in Karamoja are also possible hindrance to women's election on Water User Committees. The minimum qualification of S.4 is not possible for women in Karamoja because only 8.8% have some secondary education 0.4% have completed secondary education (UDHS, 2011). However community mobilization officers have found a way to overcome this challenge by not insist on education attainment but consider one's leadership potential as long as she has a literate child in the household to help.

Discussion with District Water Officers revealed that the performance of Water user Committees in Karamoja is generally poor on collection of user fees because of the attitude of expecting free things and hiding behind high poverty. As a result there is high breakdown and low functionality of water sources.

However in Amuria the target of 50% women representation on Water User Committees is achieved in all cases and women readily take on the leadership positions. Discussions to make women fill all the key positions are currently going on. However complaints about time spent in Water User Committees as a voluntary activity at the expense of other domestic duties by both women and their husbands are beginning emerge. Another observation is that whereas women are trustworthy in collecting user fees, some husbands force their wives to give them money promising to pay back which they never do. This mirrors the findings in section 4.4.2 above on women's lack of access and control of resources.

b) Access and Use of Water Sources.

There is gender division of roles in water collection. All the focus group discussions in Karamoja revealed that women and girls are the primary collectors of water for household use both in urban and rural areas. Some boys also participate but consider it as "helping the girls", and men generally do not participate in water collection.

Some of the challenges women and girls face in collecting water include:

1. Long distance to the water source (some areas 3-5km).
2. Long queues at the water source leading to delays and people taking long collecting water (2-4 hours).
3. Windmills are seasonal, there is no wind during the rainy season hence impossible to pump water.
4. Inadequate equipment for collecting and storing water.
5. Harassment of girls by boys when collecting water.
6. Seasonality of water:-Water pressure is high in the rainy season and water is scarce during the dry season.
7. Some boreholes are hard to pump leading to delays.
8. Some water sources are contaminated through people bathing especially men.
9. Diseases because of stagnant water.
10. Slippery roads during rainy seasons.

The challenge of long distance to water sources is the major concern in Karamoja and some development organizations like GIZ CCA and Mercy Corps are considering re-introducing donkey transportation for water collection to ease the burden on girls and women; some communities are already doing this, fig 1.



Fig 1: A group of boys at a water source in Moroto with their donkeys

Focus group discussions in Amuria revealed that water collection is done by all-women, girls, boys and men. One of the girls in Amuria mentioned that “Fetching water is Daddy’s job”. Use of bicycles by men to collect water is common in Amuria. One elderly man also remarked “I cannot let my wife carry water; I fetch water using the bicycle”.

c) Operations and Maintenance

Urban Water and Sanitation

Communities participate by paying user fees. In piped water schemes, the socially accepted tariff (user fees) cover day to day minor repairs. Major asset replacement or refurbishment is supposed to be done by Umbrella Karamoja but is currently challenged with insufficient funding (MWE, 2010).

Rural Water

The district is supposed to ensure functionality of water sources by training hand pump mechanics and ensuring reliable supply of hand pump spare parts and building the capacity of Water User Committees to maintain a water source in a sustainable way. Women are participating as hand pump mechanics though the numbers are low; only 5 out of 53 pump mechanics are women in Kotido. The primary role of the water user committee is fee collection which is supposed to be used for minor repairs but in Karamoja they are performing poorly because of the attitude of expecting free things and hiding behind poverty. The MOU between the district and communities specify that when the borehole breaks down and the cost of repair is below Shs 250,000 the community should meet the cost of repairs, and the district is to handle repairs above Shs 250,000. There are many broken down boreholes which the communities should have repaired but they did not because of poor user fee collection.

In Amuria they also have operation and maintenance challenge because of poor management of user fees collected which affect willingness to contribute. Women are considered more trustworthy and hold treasurer positions but there is poor record keeping and some husbands interfere and take the money from them but it is improving slowly with sensitization. The district water office is in the process of supporting the improvement of record keeping so that management of water is operates as a business. Women will be trained by certified accountants using their own collections.

d) Water Source Construction

Rural Water and Sanitation

Community contribution is another critical requirement for the district water office to give a community a water source. Both women and men contribute during construction of the water source. This contribution can be either in cash or in kind. Focus group discussions in both Karamoja and Amuria revealed willingness by communities to contribute to water projects in cash up to Shs 200,000 (each household contributing Shs 500-1000). In kind contribution by men is giving land, bush clearing, fencing, and labor like ferrying sand, gravel and water, and safety of equipment during construction. Women can contribute labor during construction; prepare food for workers (Amuria).

4.3.4 Objective 4

Strengthen the collection, analysis, documentation and dissemination of gender related information to enhance visibility of gender issues and achievements in the sector.

Water Development Facility-East and District water offices collect sex disaggregated data and it is disseminated through the annual Water and Environment Sector Performance Report. Weaknesses in data collection and analysis at sector level are not including other vulnerable groups, and focusing on only quantitative data which emphasizes numerical presence of women and yet including qualitative data enhance understanding of the progress made in gender mainstreaming.

4.4 Challenges for Gender Mainstreaming in Water and Sanitation in Karamoja.

The challenges of gender mainstreaming are the reflection of the gender status described in section 4.2 above. These include Illiteracy and low education levels especially women making it difficult to get qualified women for board positions (see section 4.1.5 b above) heavy work load for women hindering their participation in community activities (Section 4.2.1) ; the culture of male dominance, women not allowed to talk in public, and resistance from men leading to low self-esteem (see section 4.2.3). In addition, lack of motivation because board work is voluntary, limited budget for mobilization, political interference and private operators rarely having women on their team because their terms of reference do not have a phrase on gender.

4.5 Status of Gender Mainstreaming Among EGRP Implementing Partners.

4.5.1 GIZ Climate Change Adaptation Program

The Programme is organized around four components namely natural resource management, agro pastoral production, water for production, and disaster risk reduction. Under Natural Resource Management they support communities to come up with environmental conservation measures such as agro forestry systems, soil and water conservation and promotion of the energy saving technologies. Under agro pastoral production they train communities in climate smart agricultural practices using farmer field schools, producer farmer groups, and farmer to farmer approaches to promote learning (fig1). Under water for production they promote simple irrigation techniques such as bucket irrigation and drum irrigation and round garden which can produce vegetables all year round, useful when there are floods. Under disaster risk reduction, they facilitate formation of settlement disaster risk committees elected by communities with 50 percent women and train them on how to prevent and mitigate disasters.



Fig 2: A group of men grafting fruit trees at GIZ CCA Learning center in Namalu

Regarding gender mainstreaming, GIZ has a corporate gender strategy and CCA has an indicator in the results measurement chain of reaching 50 percent women. To achieve that, they promote participation of both men and women in all their activities. This has triggered positive results such as men getting involved in farming activities which were traditionally the role of women. Some interventions aimed reducing workloads on women and girls such as:

- Training both men and women in making of interlocking soil stabilized blocks technology and now men have started participating in building homesteads which reduces the burden on women.
- Planning to reintroduce donkey transportation to release women and children from the burden of water collection.

One of the success stories is gender awareness among staff of CCA and target communities.

Challenges for gender mainstreaming are that positive outcomes are not reaching a wider community, limited budget, and strong culture on gender roles still prevalent.

4.5.2 United Nations Children Education Fund (UNICEF)

Implements an integrated program coded: Arise Safe and Learning that focuses on Education, HIV (maternal HIV, pediatric HIV and Mother to Child Transition) water and sanitation, child protection-justice for children, violence against children, birth registration all children 0-5 years, Female Genital Mutilation, Orphan and Vulnerable Children, Learning -early childhood development, primary education and mentorship of teachers.

Regarding gender mainstreaming, UNICEF has a gender policy and uses different approaches. In sanitation they use Community Led Total Health and Sanitation Approach where women are key in planning and implementation. In water they aim at bringing water closer to communities to reduce the burden on women and children. In community dialogues in topical issues like child marriages they

ensure women representation. In education, they target girl child, capacity building for medical students (nurses and midwives). In school sanitation, ensure balanced facilities for girls and boys.

Success story

Women beginning to go beyond just registering attendance to actively participate and contribute community dialogues. During a dialogue meeting on child marriages in one community women spearheaded the discussion on the indecent and seductive dress code for girls (short skirts with multiple slits leading to too much body exposure). As result a resolution was made to improve the dress code by minimizing body exposure. Women went ahead to sew together the slits on traditional skirts and now in that community girls are decently dressed.

Challenges in gender mainstreaming include the culture of women not allowed to talk in public, resistance from men especially when an intervention targets only women (Feminist approach) and bad cultural practices like Female Genital Mutilation, Child Marriages, and segregation against girl child for education with preference given to boys.

4.5.3 Food and Agriculture Organization (FAO)

FAOs has a gender policy and the procedure for mainstreaming gender starts with conducting a gender analysis followed by gender training of implementing partners. At community level, they promote joint planning at family level using Gender Action Learning Approach. In developing gender indicators they look beyond numbers to see how interventions are contributing to women's time saving, village savings etc.

The success stories are:

- 1) Agro activities that women take on like vegetable growing address food security, nutrition and income generation needs.
- 2) Women form the majority in VSLAs membership
- 3) Training women in honey making such that they earn income
- 4) Labor saving technologies like energy saving stoves
- 5) Adoption of some interventions that reduce women's work load such as use of donkeys to carry water and firewood by men

The main Challenge for gender integration is the attitude in the community thinking that women are helped more than men.

5. CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

The findings show wide gender inequality within the catchment such as heavier work burden and longer working hours for women and girls compared to men and boys; women having no control of income generating resources in household; low participation of women in decision making at both the household and community levels; Gender Based Violence (domestic violence, rape, sexual assault, female genital mutilation and segregation against the girl child especially in accessing education; negative cultural practices like widow inheritance, polygamy and child marriage fueled partly by the high dowry). All these translate into low levels of women's empowerment in Karamoja.

On the progress of women's participation in decision making, the target of 50% women representation on Urban Water and Sanitation Boards is not always achieved because of the composition of the board that limits the chance of women. Fewer women hold positions of Town Clerk, Sub County Chief, Political Leader, District Water Officer and Town Water Engineer. Whereas the target of having a woman in key

position on the board has been achieved; their performance of these board cannot be established because of the absence of board evaluation processes coupled with the fact the boards are generally inactive in Karamoja. In rural water and Sanitation, the target of 50% representation on Water user committees is not always achieved in Karamoja. This is attributed to the low turn up of women in community meetings because of the work burden, male domination and marginalization of women, and the culture of women not being allowed to talk in public. Likewise, the target of getting a woman in a key position is also not easily achieved in Karamoja due to the same reasons. However in Amuria equal gender representation and a woman in a key position are achieved.

There is gender inequality in division of roles in water collection with women and girls in Karamoja bearing the responsibility of fetching water for domestic use. They face many challenges including long distance to water source and long queues which increases time spent on water collection and yet they have to take care of other domestic responsibilities. In Amuria, water collection is a shared responsibility and both men and boys participate.

Challenges in gender mainstreaming in Water and Sanitation in Karamoja is the reflection of the overall the gender status; illiteracy and low levels of education, unequal work burden for women and girls, male dominance and women not allowed to talk in public leading to low participation in community decision making, and limited gender budget. One key observation about the design of the Integrated Water Resource Management Project is that the urban water supply component is technology focused yet is well known the community participation is critical for the success of any water project.

5.2 Recommendations from the assessment

GIZ RUWASS should focus on increasing women's participation in decision making in water and sanitation by addressing practical gender needs of reducing the work burden for women and girls combined with strategic gender interest of effective participation in decision making using largely the GAD approach with only low doses of the WID approach. The project should be deliberate about intensifying community participation. Below are the recommendations:

- 1) **Enhance community participation in the project by** creating awareness about the project, developing and implementing a gender sensitive communication strategy with communication channels appropriate for illiterate communities such as radio, music dance and drama, community meetings complemented by promotional materials like T-shirts and caps to promote the visibility of the project. In addition, ensure equal participation of both men and women in project activities (water supply and catchment rehabilitation).
- 2) **Reduce the work burden on women and girls by** promotion of gender awareness within communities during project implementation to help communities appreciate the cost of gender. Support to initiatives that reduce the work burden and/or save time on girls and women would be useful.
- 3) **Improve women's participation in decision making for example, by** supporting activities that aim at improving the effectiveness of Water Supply and Sanitation boards. These may include but not limited to re-profiling their governance structure, training in governance and introducing self- assessment processes so that the contribution of women on these boards can be established.
- 4) **Support leadership skills** enhancement among female leaders in Catchment Management Organization, Kyoga Water Management Zone and Umbrella Karamoja, Water Supply and Sanitation Boards and women in Water User Committees. At community level, support the establishment of Water User Savings and Loan Associations which can be a platform for women to develop leadership skills.

- 5) **Capacity Building in Gender**; support capacity building in gender in the Catchment Management Organizations (to be established), Kyoga Water Management Zone and Umbrella Karamoja.
- 6) Integrate gender concerns in the process of developing Catchment Management Plans for example by ensuring equitable representation of men and women in the boards of Catchment Management Organizations.
- 7) WASH in schools, ensure balanced number of facilities for boys and girls, establish washing facilities for girls during menstruation, introduce low cost, reusable sanitary pads, and establish School Sanitation and Health Committees with equal representation of boys and girls.
- 8) WASH in health centers, ensure balanced number of facilities for men and women, adopt a Community Led Total Sanitation Approach, and support the extension of water in labor wards. All health centers in Karamoja have a borehole but no water supply to the labor ward (UNICEF Annual Report, 2013).
- 9) In Private sector engagement, ensure collection of gender disaggregated data and information during the mapping of the private sector actors and the water risk and opportunity assessments; and target both males and females during the mobilization of the private sector to engage in water resource management.
- 10) In Monitoring and Evaluation, include gender indicators in the monitoring and evaluation framework; and ensure that both quantitative and qualitative gender disaggregated data is collected and analyzed during monitoring and evaluation.

Suggested Indicators

- % of households doing joint planning.
- Reduction of the work burden on women and girls.
- % of females and male representation on the water user committees, water and sanitation boards and Catchment Management Organizations.
- Effectiveness of female in board members established through board self-assessment processes.
- % of females participating in catchment rehabilitation activities.

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Appendix 1: SAMPLE SELECTION

Table 1: Distribution of the Sample by District

District	Village	Sub County	Number of FGDs
Kotido	Kotido Town Council	Kotido Town Council	2
	Lokochil Village,	Panyangara Sub County,	2
	Logole Village,	Kotido Sub County	2
Moroto	Mosepu Village	Rupa Sub County	4
Napak	Kotipei Village	Sub County	4
Amuria		Obarang Sub County	4
		Kapelebyong subcounty	2
Total			20

Table 2: Distribution of Respondents in Focus Group Discussions.

District	Respondent Category				
	Men	Women	Girls	Boys	Total
Kotido	24	26	27	13	90
Moroto	14	16	14	16	60
Napak-	18	20	27	15	80
Amuria	16	20	19	13	68
Total	72	83	87	57	298

Table 3: Respondents for Personal Interviews.

	Male	Female	Total
GIZ Partners	6	4	10
Key Informant Interviews	2	7	9
	8	11	19

Appendix 2: GUIDING QUESTIONS FOR THE ASSESSMENT

1. Who performs which tasks at household and community level?
2. Who has access to and who has control of resources (eg land, water, credit etc)?
3. Who decides what within the household?
4. What is the level of community participation in water, sanitation and environmental conservation projects and programs?
5. What is the role of women/girls and men/boys in water, sanitation and environmental conservation?
6. What are the constraints to women's participation in water, sanitation and environmental conservation activities and what can they be done to minimize or eliminate them?
7. What is source of income, what they earn daily and how they spend it?
8. Do boys and girls work to contribute to family wellbeing? How much do they earn and how much do they contribute?
9. What are communities willing and able to contribute towards the project? Who makes the contribution (men or women).
10. Status of gender mainstreaming in workplace for partner organizations.
11. Experiences of partners in mainstreaming gender in their program activities.

FOCUS GROUP DISCUSSION QUESTIONS (for men and women separately)

Gender Division of Roles and Work Load (24 Hour Clock)

Q1 Tell us about an average work day for you. What are your activities from the time you wake up until the time you go to bed? (During the rainy season and dry season).

Access and Control of Resources

Q2. What resources are available to typical household in your community (eg land, animals, water, household equipment etc) and who has control over their usage and disposal?

Household Decision making

Q3. What decisions do men make without consulting the women; what decisions do women make without consulting men, and what decisions are made jointly.

Source of Income and Expenditure Items.

Q4. What is your source of income? How do you spend your money?

Participation in Water and Sanitation Activities

Q5. What roles do men /boys, women, girls in water and sanitation activities at household and community levels? What constraints do they face? What should be done to mitigate these constraints?

Q6 Who participates in the decision making in the water supply and sanitation project - site location, construction, design, fee collection, maintenance and technology choice (man, woman, village leader, official, water committee, extension worker).

Q 7. What contributions is your community willing and able to make towards the water project (labor, time, resources etc)? Who should make these contributions (men/boys, women/girls) *Probe their capacity to respond to expectations.*

FGD DISCUSSION GUIDE FOR BOYS AND GIRLS

Gender Division of Roles and Work Load

Q1 Tell us about an average work day for you. What are your activities from the time you wake up until the time you go to bed? (During school days and holidays, the rainy season and dry season).

Contribution to Family Income

Q2.Are you involved in any income generating activity? What kind? How much do you earn per day and how do you spend it?

Participation in Water and Sanitation Activities

Q3. What roles do men /boys, women, girls in water and sanitation activities at household and community levels? What constraints do they face? What should be done to mitigate these constraints?

Appendix 3: LIST OF PEOPLE INTERVIEWED

Key Informants

	NAME	ORGANISATION	TELEPHONE
1.	Caroline Akello Ayaru	NGO Forum Kotido	0774337951
2.	Rebecca	Community Development Office Kotido	0754516887
3.	Emmanuel Tebanyag	Karamoja Development Forum	0773044910
4.	Simon Peter	GIZ Civil Peace	0750151627
5.	Patricia Nangiro	Mercy Corps	0782600545
6.	Martha Angella	Community Member	
7.	Cornelius Lutuk	Community Member	0777694846
8.	Rhoda Akello	Gender Officer, Amuria Distict	0773230942
9.	Job Okiring	Community development officer, Kuju Sub County, Amuria District	
10.	Betty Lamuria	Gender Expert on Karamoja	
11.	Ruth Longole	Gender Officer Napak District	0776396798
12.	Mary Agan	Community Development Officer, Napak	
13.	Margaret Akello	Gender Advisor, Plan International And Expert on Gender in Teso	0772671344
14.	Margaret Kedi	Consultant and Expert on Gender in Teso	0772641492

Partners

	NAME	ORGANISATION	TELEPHONE
1	Farida Nantege	Kyoga Water Management Zone	
2	John Paul Kedi	District Water Kotido	0772999376
3	Philip Obaate	District Water Officer Amuria	
4	Patrick Otim	District water officer Napak	0772649672
5	Harriet Grace Alungat	Umbrella Karamoja	0772561132
6	Robby Omong	UNICEF	0772288474
7	Stella Tereka	FAO	
8	Justine Zziwa	WSDF-E	

Appendix 4: RESEACH QUESTIONS

1. Who performs which tasks at household and community level?
2. Who has access to and who has control of resources (eg land, water, credit etc)?
3. Who decides what within the household?
4. What is the level of community participation in water, sanitation and environmental conservation projects and programs?
5. What is the role of women/girls and men/boys in water, sanitation and environmental conservation?
6. What are the constraints to women's participation in water, sanitation and environmental conservation activities and what can they be done to minimize or eliminate them?
7. What is source of income, what they earn daily and how they spend it?
8. Do boys and girls work to contribute to family wellbeing? How much do they earn and how much do they contribute?
9. What are communities willing and able to contribute towards the project? Who makes the contribution (men or women).
10. Status of gender mainstreaming in workplace for partner organizations.
11. Experiences of partners in mainstreaming gender in their program activities.

FOCUS GROUP DISCUSSION QUESTIONS (for men and women separately)

Gender Division of Roles and Work Load

Q1 Tell us about an average work day for you. What are your activities from the time you wake up until the time you go to bed? (During the rainy season and dry season).

Access and Control of Resources

Q2. What resources are available to typical household in your community (eg land, animals, water, household equipment etc) and who has control over their usage and disposal?

Household Decision making

Q3 What decisions do men make without consulting the women; what decisions do women make without consulting men, and what decisions are made jointly.

Source of Income and Expenditure Items

Q4. What is your source of income? How do you spend your money?

Participation in Water and Sanitation Activities

Q5. What roles do men /boys, women, girls in water and sanitation activities at household and community levels? What constraints do they face? What should be done to mitigate these constraints?

Q6 Who participates in the decision making in the water supply and sanitation project - site location, construction, design, fee collection, maintenance and

technology choice (man, woman, village leader, official, water committee, extension worker).

Q 7. What contributions is your community willing and able to make towards the water project (labor, time, resources etc)? Who should make these contributions (men/boys, women/girls) *Probe their capacity to respond to expectations.*

FGD GUIDE FOR BOYS AND GIRLS

Gender Division of Roles and Work Load

Q1 Tell us about an average work day for you. What are your activities from the time you wake up until the time you go to bed? (During school days and holidays, the rainy season and dry season).

Contribution to Family Income

Q2.Are you involved in any income generating activity? What kind? How much do you earn per day and how do you spend it?

Participation in Water and Sanitation Activities

Q3. What roles do men /boys, women, girls in water and sanitation activities at household and community levels? What constraints do they face? What should be done to mitigate these constraints?