



The Republic of Uganda

MINISTRY OF EDUCATION AND SPORTS

END OF 2020
GENDER
Eye ISSUE

**GENDER UNIT
MILESTONES**



Editorial

Dear Reader,

Welcome to the last issue of the Gender Eye 2020

I congratulate the education sector family upon working through and coming to the end of the year. The year 2020 has been a very challenging year globally because of the COVID-19 pandemic.

In Uganda, the pandemic led to closure of all schools and institutions of higher learning as a measure to control the rate of infection. This affected over 15 million learners and 530,000 teachers across the various education levels.

This notwithstanding, we innovatively continued to work diligently while adhering to the Standard Operating Procedures (SOPs) fitting into the 'new normal'. This has enabled us to greatly support continued-learning, make progress in a number of programmatic areas but also respond to the emerging challenges related to school closure.



In this special issue of the Gender Eye, we take stock and appreciate our partners for the instrumental roles played in extending educational services to our learners amidst the ongoing pandemic.

As we are being ushered into the new year, it is a period to reflect on the possible adverse effects of the pandemic to our children and the best response mechanism to these effects.

I wish you a merry christmas and a happy new year.

#STAY SAFE AND KEEP READING

Dr. Cleophus Mugenyi
COMMISSIONER BASIC EDUCATION



The mandate of the Gender Unit in the Ministry of Education and Sports (MoES)

- Support coordination and consistency of approaches to gender mainstreaming in MoES
- Develop structures for linking and networking for gender mainstreaming across departments.
- Strengthen MoES linkages with all Ministries, Departments and Agencies, Education Development Partners (EDPs), NGOs on promoting girls' education & gender equality
- Liaise with the MoES –Technical Working Groups to develop tools for gender mainstreaming and elimination of VACis
- Review and provide technical inputs to MoES to effectively participate in national and international frameworks regarding policies, strategies, programs on gender mainstreaming
- Lobby and mobilize resources for gender mainstreaming and violence against children.
- Develop guidelines for operationalizing the Gender in Education Policy and;
- To support specific and targeted gender programmes to tackle barriers to girls' education i.e. social cultural norms including

early and forced marriages, Female Genital Mutilation .violence against children and menstrual health and hygiene.

Our work is informed by the following policies;

- The Education Sector Strategic Plan(2015/16-2020/2021)
- The Gender in Education Policy (2017) & Gender in Education Strategic Plan, 2015-2020
- National Strategic Plan on Elimination of Violence against Children(2015-2020).
- Sector specific tools i.e. handbooks, guidelines and circulars that inform the Gender Unit work. Among these include;
Creating a gender responsive learning environment, RTRR guidelines, Guidelines for Prevention and Management of Teenage pregnancy, Guidelines for Senior Women/Men Teachers, Menstrual health and hygiene Readers, Training manuals & circular

Although the year has been challenging, we have been able to concretize our work in line with our mandate. This has been made possible with the support of the Gender Technical Working Group(GTG), the Inter-sectoral Committee on Violence against Children (ISC-VAC), the Menstrual Health and Hygiene Coalition (MHM) as well as our partners.



Special Appreciation to Partners for the Support to the Gender Unit

The Gender Unit since inception in 2012 has been supported by Irish Aid. The journey for gender mainstreaming in education has been interesting and full of lessons to learn.

The Unit has worked with support from UNICEF, GIZ, Plan International, SESIL, Raising Voices, World Vision and WSSCC/IRC to develop and implement a number of policies and strategies on gender and equity in education, violence against children in schools, WASH, menstrual health and hygiene.

Specifically we would like to commend **Irish Aid** for the technical and financial support which has enabled us to tackle key issues affecting Education in Uganda. We are very proud of the achievements we have registered over time.

In accordance with the Ministerial Policy Statement trends assessment for compliance of MPSs/Votes to Gender and Equity Requirements for the last three consecutive FY i.e. 2016/2017-2018/2019 by the Equal Opportunity Commission (EOC), Ministry of Education and Sports has been recognized as one of the best performing sectors (3rd position) that promote gender and equity through planning, budgeting, implementation and monitoring and evaluation of programs.

Table 4.5: Trends of vote compliance for the last three consecutive sets of assessment;

S/N	Vote Name	2016/17	2017/18	2018/2019
1	Ministry of Gender, Labour and Social Development	98%	91%	88.0%
2	Ministry of Education and Sports	80%	78%	87.3%
3	Equal Opportunities Commission	82%	90%	85.0%
4	Ministry of Tourism, Wildlife and Antiquities	53%	68%	82.0%
5	Ministry of Justice and Constitutional affairs	60%	54%	80.0%
6	Ministry of Agriculture, Animal Industry and Fisheries	49%	70%	79.3%
7	Kampala Capital City Authority	58%	78%	79.0%
8	Ministry of Health	84%	75%	78.3%
9	Soroti Referral Hospital	49%	50%	75.7%
10	Parliamentary commission	44%	73%	75.0%

Source: Assessment report on compliance of ministerial policy statements with gender and equity requirements financial year 2018/2019 by EOC



An award to the Ministry of Education and sports in recognition of the gender and equity performance.

Amidst the challenges that the sector is grappling with, we can proudly say that our enrolment, retention and completion rates have improved over time. We have continuously advocated for an inclusive learning environment for all learners in addition to building the capacity of educational stakeholders on gender responsive methodologies with a special focus on issues of growth and sexual maturation for learners.

At the district level, the Sector continues to focus on system strengthening through building capacity of local government technical teams on gender and equity planning and budgeting processes. We are confident that once the capacities of key stakeholders are strengthened this will enable us achieve equity and fairness in our education system.



OUR KEY MILESTONES UNDER THE THREE PROGRAMS AREAS IN 2020

Menstrual Health and Hygiene Program

This year, we have achieved different milestones as far as our menstrual health and hygiene program is concerned. We finalized our training manual for MHM in schools and was approved by top management and also signed off by the Minister of Education and Sports.

We appreciate Plan international for supporting this intervention and ensuring that copies are printed and disseminated. Training of trainers workshops have been held and dissemination meetings have been conducted in various teacher training colleges including; Bishop Willis, Mukujju PTC, Gulu PTC and Loro PTC. In addition, Plan International also supported the engagement of religious leaders, cultural leaders and Village Health Teams (VHTs) in Kamuli district on menstrual health and hygiene to address the negative norms and practices as well as myths on MHM in this region.



MHM training manual

This year, our partner Water Supply and Sanitation Collaborative Council (WSSCC) and IRC mobilized resources and supported the MHM coalition chaired by Ministry of Education and Sports to conduct a situational analysis of menstrual health and hygiene in Uganda. The findings have informed the development of an MHM strategic Plan, Monitoring and Evaluation Framework, a Reader on menstrual health and hygiene for secondary schools and a Training manual for menstrual health for women and girls out of school.

In line with the WSSCC support, a comprehensive assessment of menstrual health products on the Ugandan market was also conducted and a report has been compiled to support Uganda National Bureau of Standards to develop standards for MHM products. All these resource documents will support the delivery of our work on menstrual health and hygiene in Uganda. Thank you so much WSSCC/IRC for this support.

Amidst COVID-19 lock down, Uganda was able to join the rest of the world to commemorate the International Menstrual Health and Hygiene day. Virtual celebrations were held which included; a dialogue with Uganda Girl Guides, a virtual conference hosted by the Ministry of Education and Sports and media campaigns on radio and television. We would like to appreciate the MHM coalition and the Basic Education department who walked this journey with us.



Poster for the Ministry of Education MHM day 2020(left); Poster for Uganda Girl Guides MHM day event (right).

The Menstrual Health and Hygiene Guidelines for schools that were developed in 2019 have also been finalized with support from UNFPA and are now ready for printing. The guidelines provide a programmatic guidance and standards for schools in line with the national, regional and global standards for menstrual health and hygiene. Districts have been supported to orient the district technical teams, school heads, teachers, nurses, doctors, parents and learners. We believe our schools and institutions will greatly

benefit from this guidance. Once again thank you UNFPA for this support.

This year, we have supported a number of NGOs on MHH and re-entry in their program districts. Among them include; UNATU operating in 8 districts of East and Western Uganda, Water for People in Kamwenge and Luuka district, Trail Blazers Mentoring Foundation (TMF) in West Nile and Plan International.

Thank partners for complementing the work of Government.



Training of teachers, VHTs and cultural leaders on MHM in Kamuli district



Violence against Children Program

When schools closed, as a measure to control the spread of the Corona virus the Ministry of Education and Sports embarked on the journey of developing messages of hope and encouragement to teachers, learners and parents. The sector also developed messages geared towards prevention of violence against children targeting parents and communities. We would like to thank our partners especially UNICEF and SESIL that have used our messages to reach out to communities.

The closure of education institutions availed us with ample time to engage Centre Coordinating Tutors (CCTs), Teachers and District officials on elimination of violence especially when schools re-open. Between April and November 2020, we conducted VACiS, MHM and Gender pedagogy trainings at Bishop Willis and Bishop Stuart Core PTCs as well as all districts of west Nile sub-region. We would like to thank UNICEF for the support towards the implementation of these activities. We anticipate that knowledge generated from these trainings will be put into effective use for the benefit of our children in the two regions of Eastern and Western Uganda.

Despite school closure, the Gender Unit

has continued with its campaign on ending all forms of violence against children. We have followed up on a number of VAC cases in several districts. We would like to appreciate MoGLSD for the Child Help Line (116) initiative that has always availed us with information about VAC cases reported country wide.

The Ministry of Education and Sports also finalized the revision of the Guidelines for Prevention and Management of Teenage Pregnancy in School Settings in Uganda. These guidelines have come at a time when many adolescent girls have become victims of sexual abuse especially during the lock down. The guidelines therefore provide a mechanism for schools to prevent and manage teenage pregnancies as well as support adolescent mothers to re-enroll and complete the school cycle. A roadmap for the operationalization of these guidelines has been developed and implementation is underway. Thank you so much UNFPA, UNICEF and Irish Aid for the supporting this process. We also appreciate members of parliament, CSOs and Religious leaders whose input into the draft document has enabled us to contextualize and finalize these guidelines. Our prayer to all stakeholders is that these guidelines are implemented.





Commemoration of the 16 days of Activism against Gender Based Violence (GBV)

Uganda commemorates the 16 Days of Activism campaign against Gender-Based Violence annually. International campaign that kicks off on *25th November (the International Day for the Elimination of Violence against Women)* runs until *10th December (Human Rights Day)*. During these 16 days, the Ministry of Education and Sports /Gender Unit organized a number of events to create awareness about GBV. The events were also used to popularize the revised guidelines on the prevention and management of teenage pregnancy in school settings.

We created awareness on the existing sector VAC policies and guideines through; (i) policy awareness sessions with MoES officials/key stakeholders and (ii) radio/TV talk shows with different national and local media houses. Thank you **Raising Voices**, Plan International, Girls not brides and World Vision for partnering with the Education Sector to conduct these events.



Media awareness session at Golf Course Hotel with media personnel and reporters from different media houses



Policy awareness session with the Ministry of Education and Sports technical teams from sub sectors at MoES

In order to strengthen collaboration and coordination for VAC activities, the Gender Unit has; participated in the development of content for the GBV/VAC virtual training which is currently being implemented for GBV/VAC practitioners in Uganda; supported the development and pretesting of Early Detection Tool for VAC; participated in the developing of an annual work plan for the Pornography Control Act: and also participated in the countrywide dissemination of the National Children's Policy (2020). These national engagements have in return given us a platform to share our policies interventions, achievements and challenges.

We appreciate Ministry of Gender, Labor and Social Development and the Directorate for Ethics and Integrity for providing the space and leading the process.



Gender Equality and Girls Education Program

As part of the activities to mark the International day for the Girl Child, the Ministry of Education and Sports together with Raising Voices organized a virtual dialogue on **“Why Girls Voices Matter”**. This dialogue brought together key resource persons to discuss strategies to address the plight of adolescent girls in Uganda.



Poster for the International day for the Girl Child.

In an effort to support young people through the different challenges at school level, the Ministry of Education and Sports also finalized the development and approval of the Guidelines for Senior Women and Men Teachers (SWT/SMT) and the Guidelines for Formation, Strengthening and Management of School Clubs. The guidelines for SWT/SMT stipulate the roles and responsibilities of senior women and men teachers to the learners in both primary and secondary schools. On the other hand, the guidelines for the formation and strengthening of school clubs are intended to guide schools on the formation, management and strengthening of student led clubs that serve as effective mechanisms for equipping learners with lifelong skills and better education outcomes. We appreciate our partners

UNICEF, New Venture Fund and FAWE/Uganda for the support in the development and printing for those two Guidelines.

A gender responsive learning environment is a fundamental right for all children. It is therefore important that all education stakeholders appreciate what it means. In this regard therefore, with support from Raising Voices, we trained Gender Focal Point officers on Safe Schools using the Good School Tool Kit. Thank you Raising Voices for the technical support that enabled our technical officers appreciate the Good School Tool kit.

To Improve the capacity of the Ministry of Education technical teams, a number of training programmes were organized on women leadership, gender and equity budgeting, child protection and psychosocial support by Government of Uganda/MoES, Government of Egypt, Equal Opportunities Commission, Ministry of Finance Planning and Economic Development, Ministry of Public Service, FOWODE and UWONET. We hope the skills acquired from the training will be vital to enhance leadership towards the achievement of SDGs on Gender and Equity.

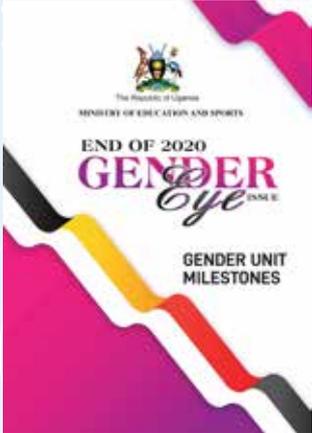
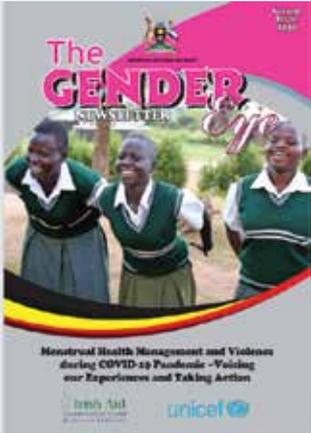




Media Engagement

Media plays a critical role in creating awareness to the public. As well, for the Gender Unit to be able to share our work and also reach out to the various stakeholders, we took advantage of the various media spaces with support from our partners LARA/RTI, Raising Voices and World Vision. We have had numerous radio and TV talk shows on different stations across the country. These media houses have enabled us to popularize the different messages on our programmatic themes.

We have also published three issues of the Gender Eye this year and these have helped us to effectively communicate to our stakeholders and the public about our work



1st and 3rd issue of the Gender Eye (2020)



MoES - Basic Education & Jinja DLG Officials Attending Baba FM Radio Talk Show in Jinja



Gender Technical Advisor attending a talk show on NBS Television



Reflecting on the strength of 'coordination' as a driver for effective gendered programming amidst the on-going covid-19 pandemic.



We extend a vote of appreciation to all members of the education sector family for the great efforts rendered this year 2020, amidst the unprecedented pandemic. Through the spirit of coordination, we have kept and worked together as a strong Family and thus far we have moved.

“Coordination all the way”.

Coordination is basically appreciated as the function of management which ensures that different departments and groups work in sync. Therefore, there is unity of action among the employees, groups, and departments. It also brings harmony in carrying out the different tasks and activities to achieve the organization's objectives efficiently in this case “equitable access to education”.

A case in point, the Gender in Education Policy (2017) reflects a comprehensive set of commitments to gender equality. It recognizes the achievement of gender equality and girls’ empowerment as “a crucial contribution to progress across all the global and national goals and targets.” Without solid coordination many of these targets are far reached. Amidst the pandemic we have utilized the e-space using ‘e-technical working groups’, small sized physical meetings have ensured that the spread across interventions/programs/projects of

different partners are coordinated hence strengthening institutional effectiveness to achieve gender equality.

The experiences of working within the context of covid-19 pandemic characterized adherence to the Standard Operating Procedures (SOPs); imposing limitations on physical planning meetings, distracted the community interactions at operational level. This trial has more than before demonstrated the relevancy of coordination as a core component to programming.

During this period robust coordination mechanisms have played a catalytic role in continued mainstreaming of gender by holding sector departments/ agencies to account for achieving gender equality commitments.

Successful implementation of these commitments requires the engagement of many stakeholders, encompassing government and non-government actors. However, these engagements need to have coordinating authority, the position within the administration that act as a core pivot around which interventions or strategies are anchored and redirected.

Strengthening coordination is achieved through a continuous process of stakeholder mapping and analysis, understanding of the roles of different stakeholders and creating an enabling environment for them to share experiences, good practices and effective utilization of the limited resources both at national and local levels. As we end the year and usher in a new year, let us keep coordinated as our goal remains common – Equitable Access to Education for All.



Happy retirement Dr. Tonny Mukasa Lusambu

The Gender Unit would like to appreciate the outgoing Assistant Commissioner Pre-Primary Education for his diligent service.

Dr Tonny Mukasa Lusambu committed a substantial amount of his life serving humanity especially the children. Thank you so much for your hard work and support to the Gender Unit.

You were influential in creating a safe working environment for the Gender Unit. At a time when gender and equity issues were not considered in Education, you proved to everyone that our existence will make a fundamental contribution to the outcomes of the sector. Throughout the years, you have provided wise counsel to each member of the Unit that has enabled us to excel. As you sign out of public service, we want to thank you for being the nation's guiding light on education issues. You have retired but not tired nor expired.

**You are much
remembered for
upholding this
slogan: " Our
Children, Our Future
and Our Future, Our
Children"**



Mr. Ismael Mulindwa
Director Basic and Secondary Education



Dr. Cleophus Mugenyi
Commissioner Basic Education



Ms. Rosette Nanyanzi
Acting Gender Technical Advisor



Ms. Angella Nansubuga
Finance and Administration Officer

**The team
behind the
Gender Unit
work**



Mr. Amanyire Daniel
Program Officer



Mr. Ronald Kabunga
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Mr. Elijah Katende
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Mr. Kakoma Sam
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Ms. Doreen Namataka
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**WE WISH YOU
A MERRY XMAS
AND
A PROSPEROUS
NEW YEAR**

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