**GOVERNMENT OF UGANDA ADDITIONAL WRITTEN RESPONSES ON QUESTIONS RAISED BY THE 81ST SESSION OF THE UN CEDAW COMMITTEE; FEBRUARY 11, 2022**

1. **INTRODUCTION**

**Th**e Government of Uganda presented her 8th and 9th Periodic Reports on the implementation of the United Nations Convention on the Elimination of all Forms of Discrimination against Women (UN CEDAW) and the report on issues and questions in relation to the combined 8th and 9th Periodic Reports of Uganda to the CEDAW Committee on 11 February 2022. This is GoU additional response to the Committee’s questions that required written answers.

**ARTICLE 9: NATIONALITY**

The Constitution of the Republic of Uganda in article 18 provides for registration of every birth, marriage and death occurring in Uganda. Government ofUganda through the Registration of Persons Act (2015) in Part V provides for compulsory and free registration of birth. A registration officer in charge of a registration area registers births and enters into a register the particulars of every birth as notified by the mother or father or guardian. Upon the verification of the information, a birth certificate is issued.

Uganda is a state party to the 1954 Convention relating to the status of stateless people but has not yet ratified the 1961 Convention on the Reduction of Statelessness.

**ARTICLE 11: EMPLOYMENT**

Government has in place the Labour Disputes (Arbitration and Settlement) Act 2006 that establishes the Industrial Court to arbitrate on labour disputes as part of the enforcement of the provisions of the Employment Act and regulations made under it. Section 9 (5) provides for the appointment of a Commissioner responsible for the implementation of the provisions of this Act as well as the recruitment of labour officers in all districts to handle complaints related to employment with the number standing at 154 in Local governments and 43 at the national level. Section 10 provides for labour inspection and a labour officer is empowerment to engage in labour inspection which include securing the enforcement of labour provisions relating to conditions of work and protection of workers.

The 1995 Constitution Article 78 (ic) provides for five representatives of workers in Parliament; 1/3 of whom are women. The Labour Union Act (2006) provides for the establishment, registration and management of labour unions that enables workers to organize for collective bargaining. In addition, the GoU conducts awareness creation on workers’ rights and mitigation measures in cases of violation.

The Employment Act 2006 Section 6 prohibits discrimination in employment and therefore provides protection to all Ugandans against discrimination. The Act further provides for access to social security, paternity and maternity leave, annual leave with pay, protective gear where applicable at work, medical assistance and non-discrimination in all workplaces. The Employment Regulations 2011 empower Labour Officers in Local Governments to conduct labour inspections and ensure that employers meet the abovementioned workplace standards. To eliminate horizontal and vertical occupational segregation and promote equal opportunities for women and men in the work place, Government put in place the National Employment Policy which stipulates that all persons shall work in free, equal and dignified conditions, for fair remuneration.

The Employment Act 2006 provides for annual leave, maternity and paternity leave to all employees including those in the informal sector. The National Social Security Fund Amendment Act 2021 provides for all eligible employees to register with the NSSF and for all employers to register with NSSF and contribute. Irrespective of the number of employees, employers are required to register and contribute to NSSF. This provision allows for informal sector workers majority of whom are women to contribute to and access social security and make voluntary contributions. The Amendment 2021 further provides for midterm access of 20% of saving for any member who has saved for 10 years and above. This amendment was introduced as a measure to address the shocks that exacerbated by COVID 19.

Under the implementation of the National Social Protection Policy 2015, Government is developing a national strategy to extend social security to the informal sector. Informal sector schemes such as Mazima and KACITA have been established as social security schemes regulated by the Uganda Retirement Benefits Regulatory Authority.

The Employment Act Section 7 and the Employment (Sexual harassment) Regulations prohibit sexual harassment at the workplace. The law thus provides protection against sexual harassment to all employees regardless of the number of employees. GoU will undertake to review Section 7 of the Employment Act 2006 on sexual harassment regulations 2012.

Government monitors effective implementation of the regulations through the Labour Officers who are mandated to inspect workplaces to establish the conditions of work, receive and handle complaints.

Given the legal requirements and procedure for ratification of International Conventions, Government undertakes to go through all the procedures to ensure ratification of the said Conventions.

**ARTICLE 12: RIGHT TO HEALTH**

In July 2012, as part of the Family Planning 2020 partnership, the GoU committed to ensuring voluntary, quality contraceptive information, services and supplies. Uganda has committed to universal access to family planning and to reduce unmet need for family planning from 40% to 10% in 2022. The Government will increase its annual allocation for family planning supplies from US $3.3 million to US $5 million over the next five years and improve accountability for procurement and distribution. To attain the above commitment, GoU has adopted strategies/ measures including; integration of family planning into other services, support for an alternative distribution channel for the private sector and scale up of innovative approaches; and strengthening institutional capacity of the public and community-based service delivery points to increase choice of contraceptive methods and quality of care at all levels.

In addition the National Policy on Public Private Partnership in Health (2016) provides for a framework for linkage of the public and private collaboration on quality health service delivery including provision of family planning services. GoU provides Primary Healthcare Funds (PHFs) and delivers family planning supplies to private health facilities to foster accessibility, affordability, availability and quality service delivery.

The 1995 Constitution Article 22(2) provides that no person has a right to terminate the life of unborn child except as may be authorized by law. GoU will take steps to enact a law to operationalize this provision.

The refugees are not discriminated against access to health services with the host communities in addition to services within the settlements.

Further to strengthen the health services delivery government has introduced new policy to recruit medical officers in all HCIIIs to provide quality services in maternal child and family planning.

The majority age in Uganda is 18years. The Constitution in Article 257(1) (c) defines a child as any person below 18years. Further Article 31(1) provides for men and women of age 18years the right to marry and found a family. Uganda has in addition developed the Sexuality Education framework of 2018 to provide age appropriate information on sexuality education for adolescents. The framework covers four important themes and provides the principles that will be upheld during delivery of the framework. The themes include; human development, relationships, sexual behavior and sexual health.

GoU is continuing to scale up the existing innovative approaches on HIV prevention and response which include; provision of female condoms, post exposure prophylaxis, free testing and counseling and prevention as provided for in the National Policy Guidelines on Ending HIV Stigma (2021), National Scale up plan for HIV self-testing 2020-2023.

GoU developed a COVID-19 Preparedness and Response Plan 2020, which established community engagement and social protection committees for COVID 19 from village to National level. The role of the Committees are to; coordinate emergency health service delivery including ambulance services for expectant mothers and referrals. In addition, the GOU recruited midwives and other essential health workers on temporary terms to respond to emergency health care needs.

Government has also put in place the National Gender Based Violence Multi-sectoral COVID 19 Response Plan 2021/2022-2024/2025 through which adolescent pregnant mothers have been supported with comprehensive maternal, child and adolescent reproductive services packages including antenatal care, mama kits, food supplements, and psychosocial support.