



GENDER ANALYSIS REPORT

Secure Livelihoods for South Sudanese Refugees and Host
Communities in Arua & Yumbe West Nile Uganda (Phase II)

JUNE 2020

TABLE OF CONTENT

	LIST OF ACRONYMS	3
1.0.	EXECUTIVE SUMMARY	4
1.0.	INTRODUCTION	5
1.1.	Background	5
1.2.	The objectives of the assignment	5
1.3.	Project Overview	5
2.0.	METHODOLOGY	6
2.1.	Study Design	6
2.2.	Study Scope	6
2.3.	Sample Size Distribution	7
2.4.	Sampling Method	7
2.5.	The Targeted Respondents	7
2.6.	Data Collection Tools	7
2.7.	Data Analysis	8
2.8.	Quality Assurance	8
2.9.	Risk & Mitigation Measures	8
3.0.	FINDINGS	9
3.1.	Demographic Gender Characteristics	9
3.2.	Poverty Situation	10
3.3.	Access to and control over resources, assets and benefits	10
3.4.	Household Access and usage of cooking fuel	14
3.5.	Gender distribution of roles (division of labour)	16
3.6.	Household Decision Making Pattern	17
3.7.	Gender relations, beliefs, perceptions, knowledge and social norms	17
3.8.	Attitude & Perception towards gender relations	18
3.9.	Different needs, priorities and strengths	19
4.	DISCUSSION	20
5.	CONCLUSION	27
6.	RECOMMENDATIONS	28
	REFERENCES	29

LIST OF ACRONYMS

AFARD	Agency for Accelerated Regional Development
CDO	Community Development Officer
COVID	Corona Virus Disease
FAL	Functional Adult Literacy
FGD	Focused Group Discussion
FIDA	Uganda Association of Women Lawyers
FOWODE	Forum for Women in Democracy
KII	Key Informants Interviews
LC	Local Council
LG	Local Government
MGLSD	Ministry of Gender, Labour & Social Development
NGO	Non-Governmental Organization
OPM	Office of the Prime Minister
PALM	Promoters of Agriculture and Market Linkages
SDG	Sustainable Development Goals
SOP	Standard Operating Procedures
TOR	Term of Reference
UBOS	Uganda Bureau of Statistics
UN Women	United Nations Women
UNDP	United Nation Development Programme
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNHS	Uganda National Household Survey
UNICEF	United Nations Children's Fund
UWOPA	Uganda Parliamentary Women Association
VSLA	Village Savings and Loan Association
WFP	World Food Programme

EXECUTIVE SUMMARY

This report presents findings of a gender analysis study conducted with refugees and host community of Ocea, Ofua and Odobu in Rhino Camp Sub County, Arua District and Bidibidi Zone one settlement and its surrounding villages in Romogi Sub County in Yumbe District in June 2020. The gender analysis was conducted as a diagnostic study for a three years (2020-2022) project titled “Secure Livelihoods for South Sudanese Refugees and Host Communities in West Nile Region, Uganda, phase 2” implemented by Agency for Accelerated Regional Development (AFARD) and Promoters of Agriculture and Market Linkages (PALM Corps) with funding from Austrian Development Cooperation, Brother and Sister in Need Innsbruck and Caritas Kärnten through HORIZONT3000.

Using a mixed method approach to research, a sample size of 241 (182 females, 59 male) community members from refugees and host communities were randomly selected and interviewed within a period of one week. Additionally, four (4) Focused Group Discussions (FGD) and seven (7) Key Informants (KIs) composed of community leaders, local government department officials and partner gender officers, were interviewed with an overall aim providing gender disaggregated analysis on the gender situation of the beneficiaries and providing recommendation for effective adaption of the project design to gender-sensitive approach in the implementation.

The findings presented in this report therefore depict multitude of structural, cultural, and institutional inequalities that exist between male and female in the target communities and explanation of how such factor can impede or get impeded on by the project. Whereas there was almost equal distribution of men and women in agriculture with 91% male and 92% female involved in staple crop production and 46% male and 37% female doing livestock rearing, there were comparatively lesser women engaged in wage employment (Salaried, casual laborers) and self-employment. Women were however, predominantly engaged in petty businesses. Access to productive assets and resources such as agricultural land, livestock, transport, communication and market were skewed towards male. These patterns were similar to decision-making power at households with men dominating major household decision-making processes.

Capacities and practices of development agencies implementing project initiatives to improve gender aspects within the study locations were also examined and the findings reveals some serious strategic intervention gaps that have been blamed for recurring gender situation. Such issues raised by communities include; beneficiary targeting error, design problem caused by lack of needs assessment, implementation inefficiencies causing quality issues with even well designed interventions.

This study concludes that most development agencies limit their gender considerations to vulnerability criteria as justification for selection of women, which not only causes inequality, but could also worsen gender gains. Many interventions stop at allocating numerical gender benefit ratio of 50:50 or 70:30 females to male to imply gender consideration in a project. Therefore, unless project implementers understand that recruiting more female beneficiaries does not necessarily lead to gender equality, then many interventions including those that are all women inclusive, will continue underscoring. This therefore requires a deeper understanding of factors that affects women and how the project can hurt or minimize those factors. To improve the gender effectiveness of the project, it is advisable to adopt longitudinal monitoring methods that allows the collection, reflection and improvement of the intervention and result measurement while the project is ongoing. Such monitoring methods may include; mini-tracer surveys, Post Distribution Monitoring Assessments, FGD with beneficiaries among others. This would allow the discovery of factors affecting women outcome compared to men while project is still ongoing.

1.0 INTRODUCTION

This section presents the background and objectives of the gender study, a brief description of the project and the overview of the implementing organizations.

Background

Uganda is currently a host to an estimated 1,425,040 refugees from neighboring countries and other parts of Africa. About 762,450 (53.5%) of the refugees mainly from South Sudan and Democratic Republic of Congo (DRC) are settled in West Nile sub-region, Northern Uganda with 232,718 in Yumbe and 186,921 in Arua. The continuous refugee influx has increasingly exerted pressure on social, economic and environmental services and resources of the hosting districts and communities. Though Uganda's refugee response policy allows integration and engagement of refugees in productive economic activities including employment, farming and businesses, the refugees face a number of limitations to engage in self-sustaining productive economic activities. Several humanitarian and development organization are supporting UNHCR and government of Uganda's efforts to address some of the limitations such as access to education, skills for employment, agriculture and food security, water for consumption and production among others.

This gender analysis commissioned by Horizont3000 and its project partners (AFARD and PALM Corps) was to provide necessary information that will help the design and implementation of a livelihood project to support refugees and host community in Rhino Camp (Arua) and Bidibidi (Yumbe).

The objectives of the assignment.

Overall, the consultancy sought;

1. To provide sex-age disaggregated data as well as qualitative information, based on desk review, focus groups discussions and qualitative interviews, and give thus an analysis on the gender situation of the beneficiaries.
2. To provide findings/recommendation for effective adaptation of the project design (proposal, log frame, budget) where necessary and ensure a gender-sensitive approach throughout its implementation

Project Overview.

Secure Livelihoods for South Sudanese Refugees and Host Communities in West Nile Region-Uganda phase 2, is a three years (2020-2022) response to livelihood and sustainable development needs of refugees and their host communities within Rhino Camp in Arua and Bidibidi Zone one settlement in Romogi Sub County in Yumbe Districts. PALM Corps and AFARD implement the project in Arua and Yumbe respectively with funding from Austrian Development Cooperation, Brother and Sister in Need Innsbruck and Caritas Kärnten with donor liaison, overall grant management, coordination and oversight of HORIZONT3000.

The project seeks to ensure refugees and host communities within Rhino camp and Yumbe settlement areas of West Nile region, have secure livelihoods and contribute to sustainable development, through;

1. Improving the nutrition status of 1,085 targeted households in refugees and host communities (67% being female) by 2022.
2. Improving profitable and sustainable agricultural practice of 750 households (67% female headed) in refugees and host communities;
3. Increasing women's average income from economic activities in refugees and host communities by 2022
4. Promoting peaceful settlements for refugees and host communities where natural resources are conserved and shared; and

2.0 METHODOLOGY

This section describes the approach used in conducting the assignment. It includes; steps, design, scope for undertaking the study, sample size and sampling methods, respondents, tool, data analysis, ethical standards that was observed, risk and mitigation measure.

2.1 Study Design.

An exploratory and descriptive cross-sectional design was followed for the study. The study utilized both primary and secondary data in addressing the study objectives. A mixed method of data collection comprising desk reviews for secondary data, participatory methods (Focused Group Discussion (FGD) interviews and consultative meetings (Key Informant Interviews (KII) was used to provide primary data.

2.2 Study Scope.

The gender analysis study was conducted in three refugee settlement zones of Odobu, Ofua and Ocea in Rhino camp settlement in Arua District and Zone 1 of Bidibidi refugee settlement and surrounding host community villages in Romogi Sub-county in Yumbe District. Data was collected from direct project beneficiaries, selected village or sub-county or district leaders as well as technical staffs of partners involved in gender related interventions within the region. Opinion of both male and female members were sought.

$$n = \frac{N}{1 + N(e)^2}$$

Whereby;

n = Sample size

N = Total number of Respondents in Yumbe and Arua (750)

e = 0.05, which is the level of precision

1 = is the constant

Substituting into the formulae

$$n = \frac{750}{1 + 750(0.05)^2}$$

$$n = \frac{750}{1 + 1.8751 + 1.875}$$

$$n = \frac{750}{2.875.875}$$

$$n = 261 \text{ Respondents}$$

For the individual survey, a sample size of 261 respondents had been determined based on the population of 750 members of farmer groups) using the Tarro Yamane simplified formula using 95% confidence interval as below;

2.3 Sample Size Distribution

The sample was distributed proportionately between male and female as shown in this table.

District	Total number of farmers	Expected sample	Gender & Refugee/Host Disaggregation
Arua (Rhino Camp)	250	87	Female=61 (Ref=28, Host=32), (26 were Youths)
			Male=26 (Ref=11, Host=16), (11 were youths)
Yumbe (Bidibidi Zone 1)	500	174	Female =141 (Ref=75, host=66), (79 were youths)
			Male = 33 (Ref=14, Host=19), (21 were Youths)
Total	750	261	Youths=137 (100=Yumbe, 37 =Arua)

Note: 241 of the sampled 261 respondents were reached through the study. This constituted 92% response rate.

2.4 Sampling Method.

Both random (Probability) and non-random (Non-probability) methods of sampling were used in determining the respondents for quantitative and qualitative interviews respectively. For individual or household interviews, a stratified random sampling was used. Strata included refugees and host community. However, actual selection of beneficiaries for interviews involved use of a systematic random sampling technique. The sampling interval of 3 was arrived at by dividing the total benefiting households by the sample size i.e. $750/261=3$. Beneficiary list provided sampling frame. For KIIs and FGDs, purposive sampling was used to identify key participants. FGD was randomized between women and men with participant ranging from 5 to 6 in number in order to comply with the Standard Operating Procedures (SOPs) for COVID- 19.

2.5 The Targeted Respondents.

The main source of data was the project beneficiaries (Male and female farmer Groups and youths) both refugees and host community in the target areas. Key Informants were drawn from Refugee Welfare Committee (RWC) and Local Council (LC) members. Similarly, expert opinion and analysis was sought from institutional Key Informants like technical staffs of OPM/ Camp commandant, Other implementing partners involve in gender promotion and community development officer (CDOs). Additionally, secondary data such as national statistics were obtained from UBOS website.

Respondents for Key Informants Interviews

Category of KII	Institution/ Organization	Person to Interview	Information
Community leaders & opinion leaders	Community	<ul style="list-style-type: none">RWC 3 =1 (Rhino)LC3=1 (Romogi)CDO =1 (Romogi)	<ul style="list-style-type: none">Practices, Issues, Gaps or challenges still experienced.
Policy Implementer	District Local Government Department	<ul style="list-style-type: none">District CDO =1 YumbeOPM=1	<ul style="list-style-type: none">Technical & expert analysis and assessment at district level.Recommendations
Other partners	NGOs, UN	<ul style="list-style-type: none">DRC =1CEFORD =1	<ul style="list-style-type: none">Experience based evidence about the gender issues, interventions, lessons, gaps and recommendation.Mapping of actors active in gender equality (other donors, government institutions and women's rights/gender organizations)
Client	PALM Corps & AFARD	<input type="checkbox"/> Project Coordinators=1 (AFARD & PALM corps)	<ul style="list-style-type: none">Practices and application of gender knowledge.

Note: Total of seven KIIs and four FGDs were reached/conducted.

2.6 Data Collection Tools.

Three basic tools namely; Standard Survey questionnaire, FGD guide and KII guides were used to collect responses from the target respondents. Closed ended questionnaire was administered to selected male and female community members to collect demographic and socio economic characteristics as well as household level data. FGD and KII will collect opinions, thoughts and ideas that used to corroborate or give more explanation to the issues under investigations.

2.7 Data Analysis

Primary data from household survey was downloaded from Kobo collect (A web-based Open Data Kit) in to Excel, cleaned and then exported from Excel to SPSS for descriptive analysis. Qualitative data from FGD and KII was entered in to designed Excel database, coded and aggregated according to the responses and deductively analyzed according to identified theme and objectives of the assignment. Additional data from secondary sources (document review) were reviewed to corroborate or compare with the primary findings. Direct quotes from the interviewed FGD and KIIs have also been used to enrich the findings.

The second layer of analysis involved interpretation, explanation and drawing conclusion from the various analyses. This also included comparing and contrasting the findings with available national data or with acceptable standards or principles, policies and practices related to gender participation and development.

2.8 Quality Assurance

The Consultant followed the Do no harm principle throughout the execution of the assignment. In order to ensure that the final deliverable of the consultancy was of acceptable quality and standard, a number of processes and procedures were followed both at planning and implementation of the assignment.

Tool design : Household questionnaire was designed in the web-based method (Kobo Collect). All responses in the questionnaire were pre-coded and necessary skips inserted in to the questionnaire to improve data validity and cleanness.

Recruitment of field team : A multi-disciplinary team of 2 consultants integrated their skills and experiences. Experienced field interviewers who were mainly female due to the large number of female respondents.

Pre-testing : After half day theoretical training on the questionnaire, use of smartphone and interviewing skills, the questionnaire was then pre-tested in both Arua and Yumbe for relevancy, questions and response category adequacy.

Data Management; In order to maximize both time and accuracy, a data analysis plan was developed prior to start of analysis and consultation.

2.9 Risk & Mitigation Measures

The following were the risks encountered during assignment and the corresponding mitigation measures including the responsibility for the management of the risks.

1. Sampled respondents not being available or traceable on interview dates. This was a big challenge which delayed the data collection process for both Arua and Yumbe. The team substituted the untraceable sampled beneficiaries based on the gender and nationality characteristic of the missing respondents.
2. Transportation challenge as there was no dedicated vehicle available. Resorted to use of motor bikes for field, whose cost became extremely higher due to the ban on commercial transportation.
3. COVID-19 mitigation measure posing challenges to data collection. We reduced the number of FGD participants to 5, provided FGD respondents and data enumerators with face masks and sanitizers during discussion.

3.0 FINDINGS

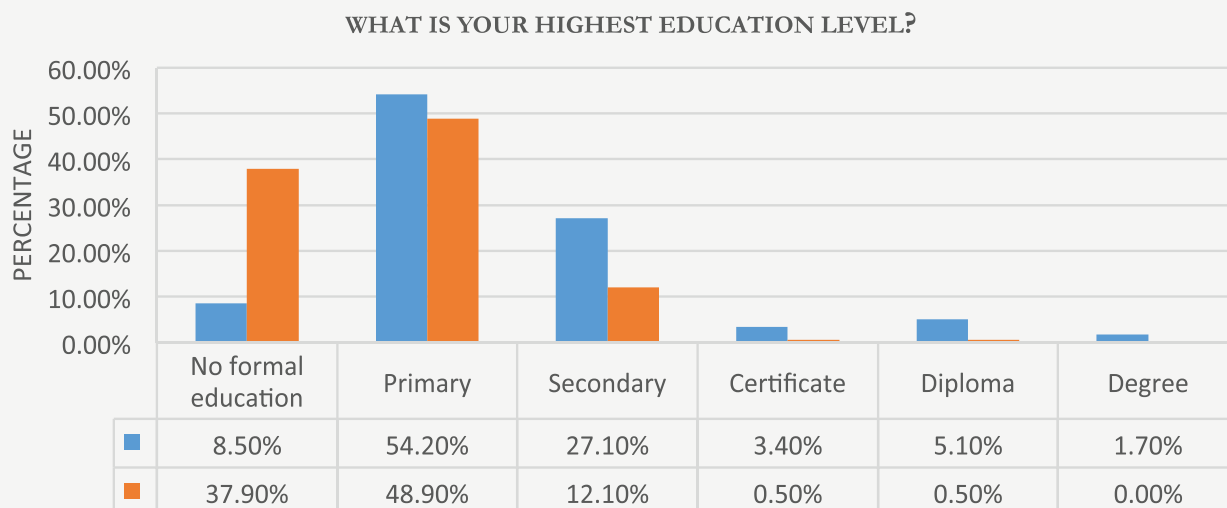
This section presents the major findings in terms of demographic characteristics, access to resources and means of livelihoods, household division of roles, decision-making pattern, vulnerability to food security, attitude and perception towards gender.

3.1 Demographic Gender Characteristics

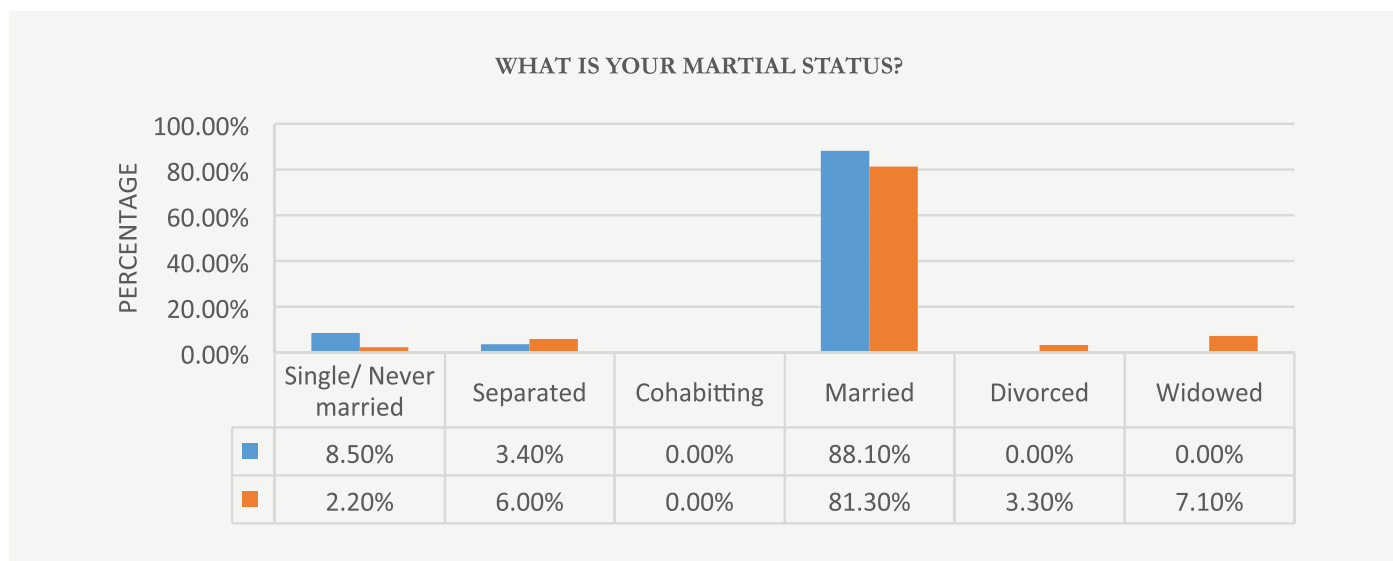
Females constituted 75.5% of the respondents while males made up 24.5% of the sample. This corresponded to the project beneficiary targeting of 70% women and 30% men. However, 52.5% of the interviewed respondents were aged between 15–34 years.

A comparative analysis of educational attainment indicated a high proportion of female beneficiaries had no formal education at 38% compared to male at 8.5%. At the sub county level, Romogi in Yumbe had relatively higher level of beneficiaries with no formal education at 34% compared to 22% in Rhino camp, Arua district. The literacy difference between female and men increases with level of education as percentage of women drastically reduces with increased level of education (Graph 1). This gender equity gap in educational attainment is consistent with the district, national and societal situation. Regionally, West Nile while the literacy rate for people aged 18 and above is 66.9%, literacy rate for female stands at (53.3%) and male (85%) (UBOS, UNHS 2016/17, page 35). The above inequity in educational attainment was noted to stem from many social and cultural factors. Other than poverty that affects both boy and girls fairly equally, perception of families towards girl children and women is blamed for this gender gap in education. As noted during FGD culturally, households who face financial limitation to meet school cost, customarily give preference to boys over girls. This thinking has disadvantaged girls and women for decades.

Graph 1. Distribution of educational Attainment by Gender



In terms of marital status of the beneficiaries, for both men and women, 8 in every 10 of them were married. There were however higher proportion of widows (7.1%) compared to men. Among those who are unmarried or single, men are comparatively more prevalent at 8.5% with women being at 2.2%. Youths constitutes the majority of unmarried or single category.

Graph 2. Marital Status of Beneficiaries

In terms of relationship with the household head, the findings revealed that 53% respondents were either spouses or other relatives to household heads while 47% of them were household heads. More male (74%) than female (38%) beneficiaries were household heads. This finding is consistent with the national figures showing that men head 70.4% of rural households while women head 29.6 % of them (UBOS, UNHS 2016/17, page 15). The findings also indicate a higher prevalence of refugee female-headed households (75.4%) compared to the male-headed households (24.6%). This is because either the war in South Sudan separated their families or the husband lost their lives in the insurgency. For those who entered Uganda as couples, most of their husbands returned to South Sudan to secure household assets/ alternative means of livelihoods. Among host communities, this percentage was relatively equal with (54.7%) male headed and (45.3%) female headed.

The mean household size for the beneficiaries was 8.5. This is higher than the national average households' sizes of 4.7 (UBOS, Census 2014). At sub county level, mean household size is 8.5 for Romogi in Yumbe and 8.2 for Rhino Camp in Arua. Host community of Romogi in Yumbe had largest household size at 9.1 compared to 7.5 among refugees. The Uganda National housing census shows that average household size in Romogi is 9.5 and in Rhino Camp is 5.9. The mean household size however varies between Male and female headed households at 8.6 and 8.4 respectively. This was however, found to be consistent with the average household size of 8.3 reported in the baseline study for this project.

3.2 Poverty Situation

Though there are many known measures of household poverty, for this study, focus was on access and control over productive resources, assets and benefits, access and use of cook fuel, household experience of food insecurity.

3.3 Access to and control over resources, assets and benefits

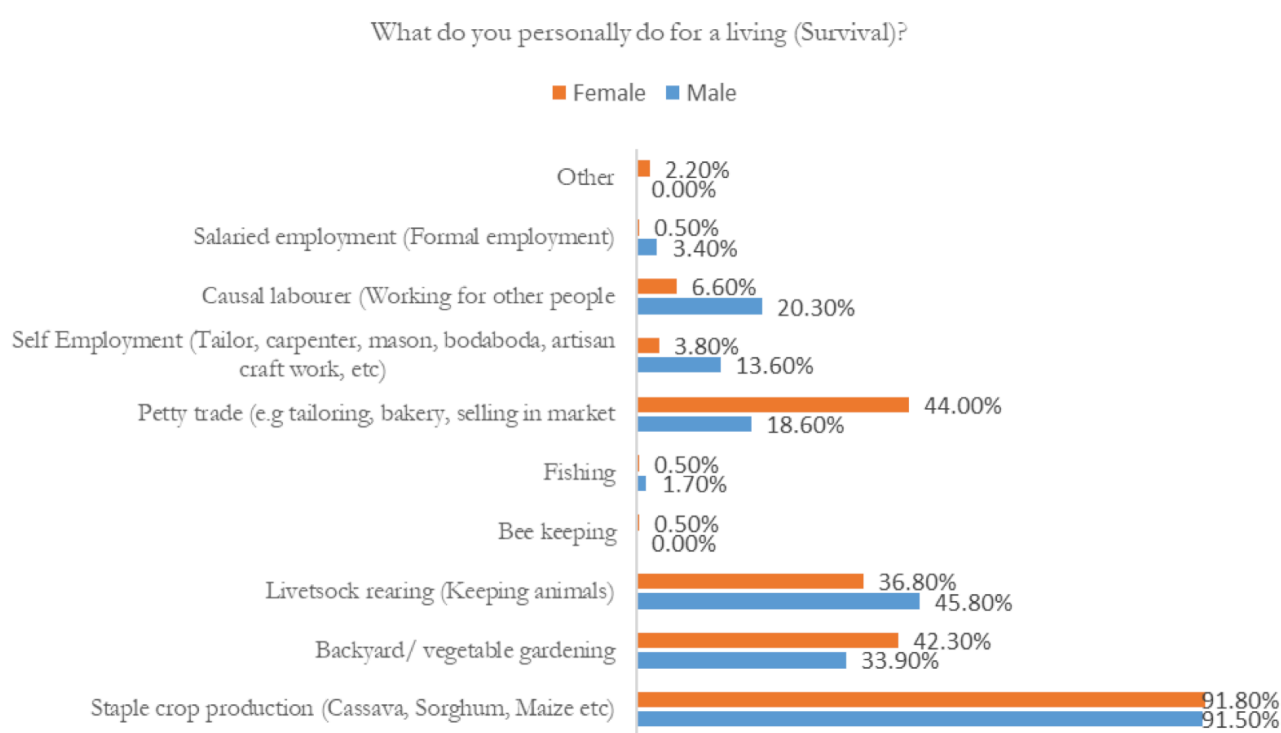
An asset is a resource with economic value that a household or members of a household control with the expectation that it will provide current and future benefits. Asset ownership is an important indicator of wealth and is a useful proxy for characterizing livelihood security of households. For individuals and households, asset ownership translates to a secure place to live, means to earn a livelihood, and the ability to mitigate the economic and social risks associated with natural disasters, disease, and economic shocks (Doss, Grown, and Deere 2008)

Access to livelihood and productive resources is still skewed towards male (men and boys) compared to female (women and girls). This analysis looked at main livelihood activities practiced or accessed by respondents and the challenges faced by households in accessing the livelihood opportunities.

Whereas, there are more women engaged in petty trades and backyard gardening, there are comparatively lesser women in salaried, casual and self-employment than men except in petty trade. There is however almost equal distribution of men (91%) and women (92%) in staple crop production and livestock rearing. This disproportionate distribution of women and men in various livelihood activities stems from the household role variation where women are more burdened with household chores and less likely to do paid employment like men. The demanding household chores which culturally is customarily regarded as female's role, consequently reduces women time for engaging in other non-agricultural activities. Therefore, because most petty trade are usually flexible in term of operating hours and are ideally conducted within shorter duration of the day, most women therefore find it more convenient to engage in petty trade compared to paid or other self-employment which require more daily hours to manage. In addition, the noted gender variation in employment also result from variation in education status as shown in graph 1 above. The educational inequity therefore makes men comparatively better opportunity to get paid employment than women. Community members further confirmed this during FGD as demonstrated in the statement below:

“Women have less time for productive business like trade which requires more time and efforts” FGD, Matanga Village, Yumbe district.

Graph 3: Respondents' major means of livelihood.



Further analysis showed that more refugee males (95.2%) compared to host community males (73.7%) were engaged in petty trade (businesses) for survival. However, among the female, this percentage is fairly distributed at (62.4%) for female refugees and (50.5%) female host community members. This could be because of the 70:30 refugee/host benefit criterion that most humanitarian Agencies have previously been using which resulted in to more Income Generating Activities (IGA) and other livelihood supports going to refugees.

A comparison of barriers or challenges faced by men and women in accessing livelihood opportunities indicates women are more constrained by lack of formal education (53%) than men (46%). There is however equal proportion of men and women (66%) being constrained by limited finance (capital).

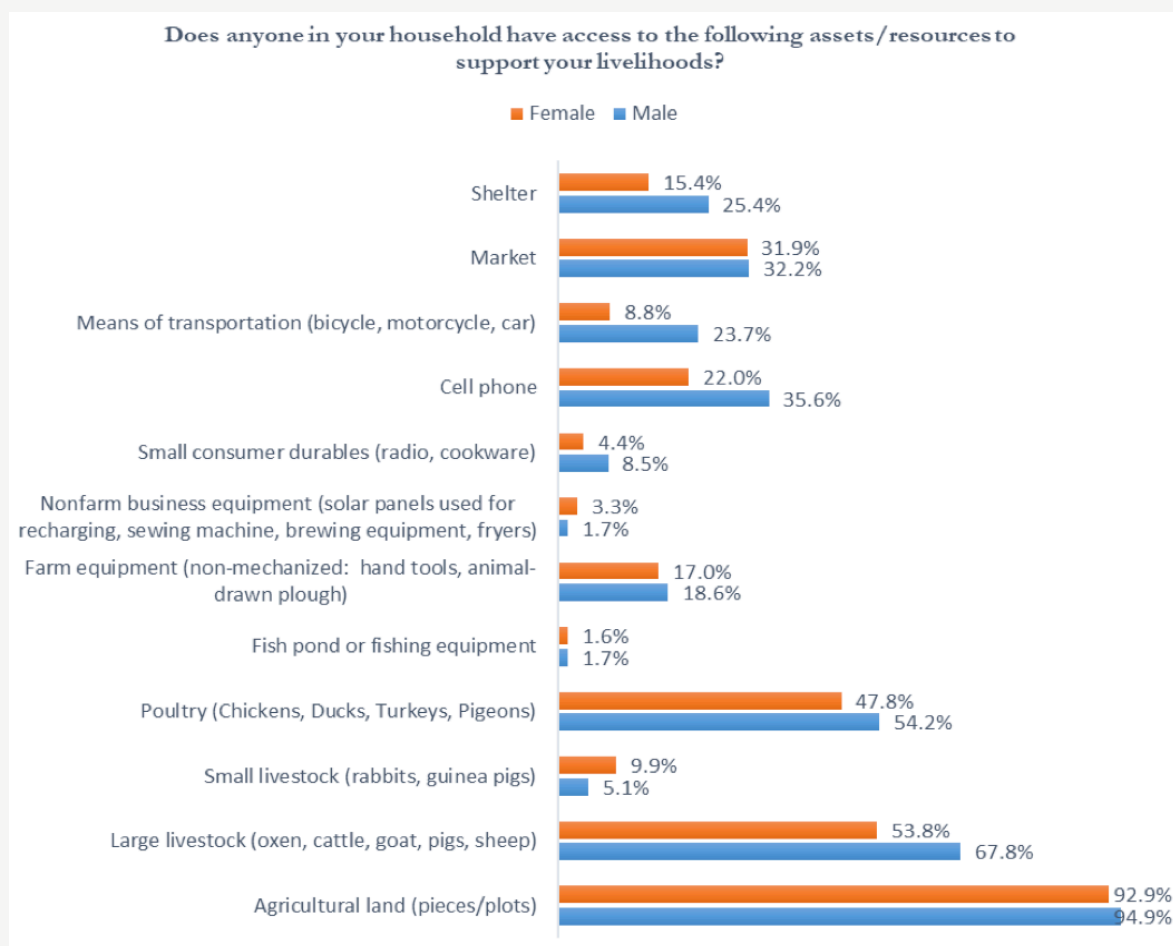
Access to formal financial institution remains among the leading barriers to improved livelihood opportunities across the two districts. Access to financial institution was lower among refugees at 55.7% compared to among host communities at 74.8%. However, in the context of the refugees and host communities VSLA more prevalent alternative to formal access to financial institutions. According to community, the low access to financial institution by refugees could be due to lack of necessary documentation as requirements for opening accounts as well as the remote location of most settlements far away from banking centres which are only in towns.

There are however, more men especially those outside the youth age bracket who are lacking skills and training (62%) compared to women (58%). Among the list of skills stated includes; carpentry and joinery, solar repair, phone repair, brick laying and concrete practices and tailoring among the many. This rise in the percentage of men reporting lack of skills or training is reflected in the opinion held by community on whether male have better opportunities than female, with 41% of respondents saying women or girls have advantage to livelihood opportunities in the community. Similar sentiment is also held by many men who believe humanitarian Agencies deliberately disadvantage the men and boys in beneficiary targeting.

“Benefits of livelihood activities are enjoyed by men even if women are enrolled unless the woman is the head of household. This discourage women from even working harder. Interventions should target 50:50 women/men for the message to get right. Targeting only women whose husbands don’t work, will not help improve gender equality. Otherwise men will start seeing these women as competitors and that is how violence starts”
Gilbert, Project Coordinator, Arua

The household access to livelihood support, assets or resources only varies inequitably between men and women in regards to; transport means, communication (Cell phone) and livestock ownership. Others such as; Agricultural land, markets and equipment are uniformly accessed by both men and women.

Graph 4: Household Access to livelihood Assets and Resources.



An investigation about access to agricultural land indicates that 6 out of 10 respondents (Both male and female) either inherited or bought the land that their households accessed. However, among the few who rented/hired, 8 out of 10 of them were refugees. A relatively high percentage of refugees (85.7% Male and 85.9% female) reported having access to agricultural land, obtained from either the host community or OPM.

Similarly, all those who were given land freely to use are refugees. All those who hired or rented land, got from the host community, but of those who received freely, 73% got it from OPM (for an average duration of 30.4 months) and 27% from host community (for an average duration of 13.7 months). More of those who access free land from host community are women. This could portray trust given to women than to men. However, the average duration of use for the free land was higher for men (34 months) than women (23 months) with range of between 1 to 60 months.

Further analysis of mode of ownership of the household productive resources shows that a considerable majority of women own assets than men. In addition, more men tend to own resources jointly compared to women. This finding corresponds to the national findings in the Uganda National Household Surveys (UNHS 2017) which revealed that ownership of assets by males had declined considerably while there was a corresponding increase in joint ownership of assets by both males and females on the other hand (UBOS, UNHS 2016/17 report page 106).

Table: 1: Distribution of Ownership of productive Assets by Households

Type of productive Asset Yes, solely		Ownership by Respondents		
		Yes, jointly	No	
Large livestock (oxen, cattle, goat, pigs, sheep)?	Male	57.5%	37.5%	5.0%
	Female	68.4%	25.5%	6.1%
Small livestock (rabbits, guinea pigs)?	Male	100.0%	0.0%	0.0%
	Female	83.3%	16.7%	0.0%
Poultry (Chickens, Ducks, Turkeys, Pigeons)	Male	59.4%	37.5%	3.1%
	Female	65.5%	34.5%	0.0%
Fish pond or fishing equipment	Male	100.0%	0.0%	0.0%
	Female	33.3%	33.3%	33.3%
Non-mechanized: hand tools, animal-drawn plough	Male	36.4%	54.5%	9.1%
	female	41.9%	54.8%	3.2%

Access to means of transport.

Respondents were also asked about the means of transport that are most accessible to them, and majority indicated they walked on foot, followed by bicycle and lastly by motorcycle (boda-boda). Many of those who walked were women and many of those who uses bicycle were men.

Access to finance.

Village Saving and Lending Associations (VSLAs) remain the largest accessible microfinance in the rural communities for both male (81%) and female (79%) followed by non-governmental organizations. Formal financial institutions like banks were among the least used lending mechanism for both male (6.8%) and female (2.2%). This was similar to the 9% of people mentioning commercial banks as their main source of credit (UNHS, 2016/7, Page 116).

Table 2: Beneficiary Access to Finance.

Gender	Sources of Finance				
	NGO	Bank/financial institution)	Local lenders	Friends or relatives	VSLAs/ SACCOs
Male	42.4%	6.8%	1.7%	13.6%	81.4%
Female	43.4%	2.2%	3.3%	12.1%	79.1%

3.4 Household Access and usage of cooking fuel

Large proportion of households 96% use firewood as main cooking energy, while only (3.7%) households used charcoal. This is slightly different from the West Nile regional figure of 78.2% and 18.2% for firewood and charcoal respectively for West Nile (UBOS, UNHS 2016/17, page 131).

Table 3: Distribution of type of Cook fuel

Gender of Beneficiary	Main source of cook energy at household		
	Firewood	Charcoal	Shrubs and crop waste or animal waste
Male	94.9%	5.1%	.0%
Female	96.2%	3.3%	.5%
Overall	95.9%	3.7%	0.4%

95% of households collecting their cooking fuel by themselves from bush either daily (33%) or twice a week (47%). The role of fetching cooking fuel is segregated as a role for women and girls. The role disproportionately disadvantages females as it reduces their valuable time for other productive activities in frequent search for cooking fuel. This finding is still consistent with national findings that shows 70% of those involved in firewood collection are female adults and female minors. (Uganda National Household Survey 2016/17, Page 132)

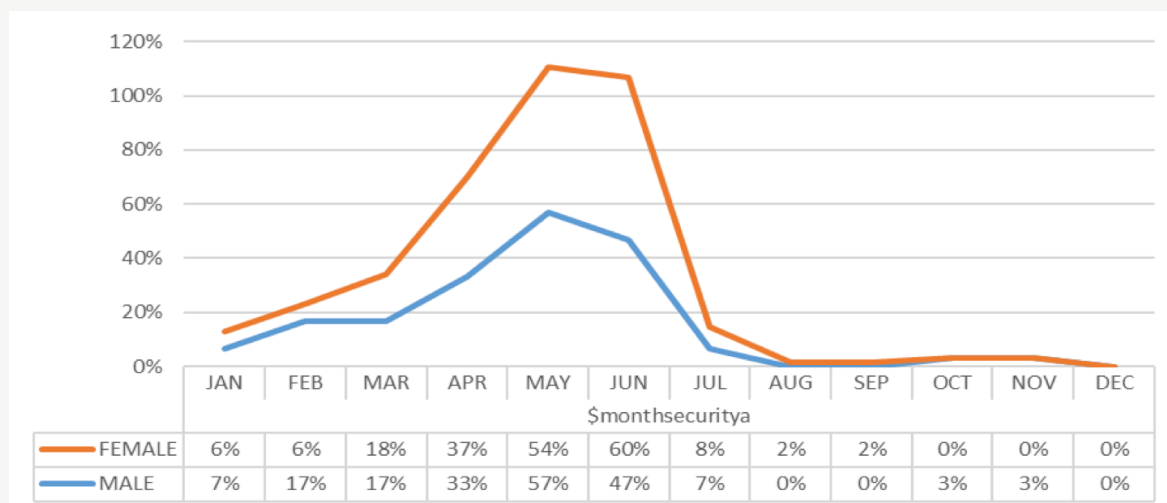
Food Insecurity

On whether the beneficiaries faced a situation when they were unable to meet their household's food and other income need for more than a month within 12 months preceding the study, 49% of the households have had food or income insecurity within the stated period (July 2019 –June 2020).

A comparison of responses between refugees and host community revealed that food insecurity was more prevalent among host community (41%) compared to among refugees (35%). The situation was also higher for Rhino Camp at 60% compared to Romogi Sub County at 30%. This household food insecurity situational difference between Rhino camp and Romogi could be due to a combination of factors including; the variation in soil and climatic condition between Yumbe and Rhino Camp and the level of dependence of the refugees on relief and food ration since majority of respondents from Rhino camp were refugees. Given that refugees in Bidibidi are relatively newer than those in Rhino Camp and hence could be having more relief support than their counterparts in Rhino camp who are considered more settled. It is also worthy to note that there are more female headed households in Rhino than in Bidibidi, an indication of the vulnerability and strain they face to provide for their households. In terms of marital status of beneficiaries, the figure is comparatively lower for married (35%) compared to 54% among those categorized as single (Never Married, Widowed, Divorced, and Separated).

The worse months in terms of food insecurity for both female and male-headed households, were between April and June, with the peak being in May. This finding was similar to UBOS, Agricultural Sector Gender Statistic Profile, (2012 Page 23) which indicated that more households experience food shortage between April and July.

Graph 5: Showing Months of household food insecurity



From the findings, crop failure is the most common cause of food and income insecurity in the community. The community further confirmed this during all FGD and attributed the failure to too much sunshine that affected their priority livelihood. There is however a considerable proportion of 2% female beneficiaries mostly refugees from Arua that indicated family instability such as separation or breakups as another reasons for food and income insecurity.

Coping mechanism

To cope with the livelihood shock, which was largely due to crop failure, more than half of the respondents borrowed, sold livestock and or reduced the frequency of meals eaten in a day. These mechanisms though considered relatively less severe in ranking than the others not mentioned here; point to the importance of having social networks, diversification of livelihoods and saving as strategies for building resilience in community.

More host community sold livestock and borrowed than the refugees. Meanwhile more refugees coped by reducing number of meals, selling household properties and begging than the host community. This indicates that the importance of livestock in situation of crop failure are more common in the West Nile region.

Table 4: Coping mechanism to food and income insecurity

Beneficiary Nationality	Coping Mechanism							
	Borrowed	Begged	Sold household property	Reduced # of meals per day	Reduced quantity of meals per day	Sold livestock	Resorted to desirable foods only	Others
Refugee	48.6%	16.2%	18.9%	45.9%	16.2%	21.6%	.0%	10.8%
Host co	60.7%	12.5%	23.2%	41.1%	12.5%	58.9%	5.4%	1.8%

Vulnerability to food insecurity

Younger children, women and elderly have been mentioned as the most vulnerable to food insecurity according to both male and female respondents with about 9 out of 10 mentioning young children, 4 out of 10 mentioning women, 3 out of 10 mentioning elderly and 2 out of 10 saying persons with disability as being most vulnerable. This unequal effect of food shortage on female compared to male, was also noted in the Agriculture Sector Gender Statistic Profile (2012) which indicated that more female headed households (59%) reported food shortage compared to 56% male headed.

This vulnerability which affects more female (Girls and women) than male (Male and boys) has a ripple effect on other sectors such as education as indicated at national level where proportion of girls in Primary school is higher than that of boys, as indicated by the higher Gross and Net enrolment ratios for girls in the table, however, at Secondary school level, there are more boys than girls. Marriage remained the most popular reason among girls for school dropout.

3.5 Gender distribution of roles (division of labour).

Household activities and role segregation are well marked for boys, girls, women and men. With the exception of land clearing and planting as the only equally shared role by both men and women, the rest of the roles at household levels are predominantly female dominated. Women dig and plant, weed, harvest, take the harvest for sale, fetch water, fetch firewood, cook and care for children. On the other hands, men only involve in digging or planting, grazing animals and doing some home maintenance. This therefore means women are busy most of the time. This finding on household role distribution clearly depicts a long held gender separation of roles typical of rural communities and which impedes women participation in other employment options. This role imbalance between male and female was overwhelmingly confirmed during focus group discussion as primary causes of wealth, health and educational inequality between men and women as women roles are predominantly nonproductive.

“Women and girls are overloaded with daily home activities like fetching water and looking for firewood, which limits their participation in business” Regina, a RWC representative, Bid bidi.

Table 5: Household role distribution

Activities	Women	Men	Girls	Boys
Land clearing and planting crops	71.6%	72.5%	16.9%	28.4%
Weeding	98.7%	30.1%	33.5%	18.6%
Harvesting	98.3%	27.5%	41.9%	8.5%
Taking harvest to market	95.8%	26.3%	35.2%	4.2%
Grazing animals	30.5%	59.7%	12.3%	73.7%
Fetching water for home	87.7%	3.8%	69.9%	5.1%
Fetching firewood/cooking fuel	90.7%	1.7%	75.0%	3.0%
Cooking food for family	97.0%	0.8%	62.7%	0.8%
Caring for children	97.0%	20.3%	18.7%	0.6%
Repairs and maintenance of home and properties	12.7%	87.3%	3.8%	43.2%

The above noted imbalances in domestic roles between female and male also affected other interconnected activities including women's participation in training and education, civil activities and employment. According to UBOS (2017) publication on Women and Men in Uganda, fewer women (69%) than men (77%) voted in all elections. The above study also indicated that lesser proportion of women (32%) than men (44%) reported that they had participated in at least one planning meeting at the village level in a period of 12 months preceding the survey in 2014. This less participation in governance activities implies lesser women influence in development agenda and effectively participate in the decision making process.

3.6 Household Decision Making Pattern.

Men still have more control and dominance over decision regarding; use of family land (52%), participation in civic activities (56%) and household expenditures. Women on the other hand dominate decision on; minor household expenditures (54%), credit or loans (40%) and non-farm economic activities like small businesses (34%). Women and men jointly decision pertaining; issues of child birth (53%), use of family income (40%), what to grow (39%). As the findings indicate that the dominance of men over women in control and use of family land, expenditure and civic participation and involvement, is a traditional gender inequality which places women at disproportionate advantage both at household and at community level. This notion of dominance of men in major household decision is compounded by a Key Informant's statement below.

"Women nowadays negotiate with their men to get loans for small businesses, but the challenges women still face is sharing wealth at their homes". Richard, RWC, Bidibidi Zone 1, Yumbe.

Table 6: Major Household Decision Making

Decision	Man	Woman	Both man & Woman	Others
Use of family land	52.3	26.6	21.2	0
What to grow	28.3	32	39.4	0.4
Use of family income	34.4	24.9	40.2	0.4
Child birth issues like family planning	26.6	19.1	53.5	0.8
Participation in civic activities (election, leadership roles etc)	45.6	13.3	38.2	2.9
Non-farm economic activities (small business, self-employment, buy and sell)	32	33.6	33.6	0.8
Major household expenditures (such as food for daily consumption or other household needs)	59.3	10	28.6	2.1
Minor household expenditures (such as bicycle, land, boda-boda)	19.9	53.9	25.7	0.4
Credit/ Loan	24.9	39.8	35.3	0

3.7 Gender relations, beliefs, perceptions, knowledge and social norms

There is minimal prevalence of domestic violence with only 12% of those interviewed acknowledging that members of their households had some form of domestic violence in the past 12 months. However, among those who experienced or witnessed domestic violence, the victim has been largely female.

The main reasons reported for the low or declining prevalence of domestic violence in the community according to members of the various villages engaged in FGD included; improved access to information through continuous sensitization by humanitarian agencies, increased livelihood support to people which has kept many household members busy and engaged in to income generating activities like group farming.

"Empowerment of some groups with livelihood skills kept people busy and such cases reduced because of improved livelihood services". FGD, Mengo Village in Rhino camp.

"These cases are reducing because of improved access to information through sensitization. There is improved livelihood support that has resulted to less conflict in the society". FGD, Matanga Village, Yumbe.

"Domestic violence has fairly change in this community. Community got knowledge on GBV, and they also share knowledge on domestic violence" FGD, Yelulu village, Rhino Camp.

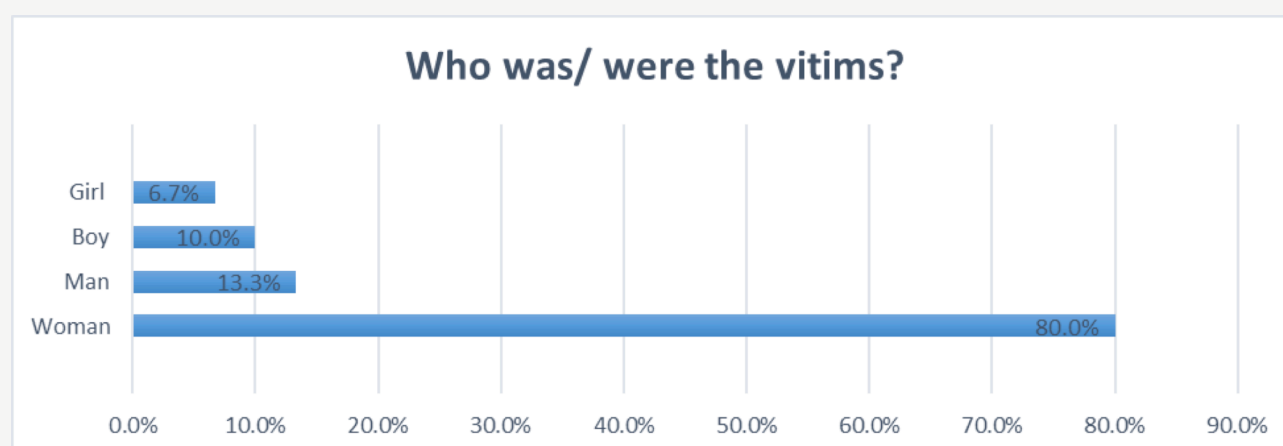
Prevalence of Gender Based Violence.

According to United Nations definition, Gender Based Violence refers to any act that either results in or is likely to result in, physical, sexual or psychological harm or suffering among women, including threats of such acts and coercion or arbitrary deprivations of liberty, whether occurring in public or in private life (United Nations, 1993 and 1995).

Prevalence of sexual and gender based violence (SGBV) as well as sexual exploitation were noted to be very low. For both SGBV and sexual exploitation, abuse and harassment, more men than women said they had witnessed or known someone who experienced it within the past 12 months. This is because men feel relatively more free and open to talk about such topics than women who tends to shy away from discussing it. This finding on declining prevalence of SGBV is however consistent with The Uganda Demographic and Health Survey (UDHS) findings which showed that violence against women generally declined between 2011 and 2006 (UBOS, Women and Men in Uganda, Facts and Figures, 2017, Page 60).

However, women still compose the biggest victims of GBV as noted by 80% of those who had witnessed some cases of GBV in the past 12 months preceding the study. Girl child was the least mentioned as victim of GBV. This shows that most GBV cases are between adults.

Graph 6: Distribution of Victims of GBV case.



3.8 Attitude & Perception towards gender relations

Though most respondents agreed that gender relation and participation has improved in recent times, attitude and perceptions towards women has remained relatively negative among the men especially at households. Men still believe they have the right to important decisions in the households especially regarding major spending, land and participation in civic activities.

“Decision regarding resource use are basically men’s affairs. This is major causes of GBV because women feel they are the ones who work hard but men would want to control the earnings” Gilbert, Project Coordinator at CEFORD.

“previously people don’t value women but now there is great change due to community dialogue, and sensitization by the NGOs”. Richard, RWC member, Bidibidi Zone 1, Yumbe.

Table 7: Perception and Attitude on gender relations.

Perception		Agree	Disagree
I think that if a woman works she should give her money to her husband	Male	90%	27%
	Female	70%	34%
I think that a man should have the final say in all family matters	Male	67%	30%
	Female	57%	38%
I think that men should share the work around the house with women such as doing dishes, cleaning and cooking	Male	60%	25%
	Female	64%	24%
I think that a woman needs her husband's permission to do paid work	Male	83%	15%
	Female	76%	19%
I think that a woman should not refuse to have sex with her husband	Male	37%	59%
	Female	54%	42%
I think that if a wife does something wrong her husband has the right to punish her	Male	47%	47%
	Female	56%	40%
I think that if a man has paid bride price for his wife, he owns her	Male	40%	56%
	Female	44%	48%
I think that if a man beats you it shows that he loves you	Male	25%	71%
	Female	25%	78%
I think that people should be treated the same whether they are male or female	Male	83%	13%
	Female	75%	15%

Peaceful Co-existence

Prevalence of conflict within the community was noted to be very low give that atleast 8 in every 10 respondents did not witness or experience and form of conflict involving their household or other household within the community. Meanwhile conflict over natural resources mostly firewood or trees and grass for construction, tribal related conflict and conflict over water sources still dominates the causes of most conflict at households and within communities. Those who witnessed conflicts said mostly they were between refugees and host community members of the same gender. Though the prevalence of conflict is moderately low, such conflict between refugees and host community males affects male refugees' access to farm land from host communities as was indicated that more female refugees accessed farmland from host community compared to male refugees. These are therefore not gender related conflict, but struggle of shared resources. However, most of the conflicts got resolved. This indicates the existence of a good conflict resolution mechanism in the community.

3.9 Different needs, priorities and strengths.

Needs and priorities at personal levels varied widely by sex, but converged at community level for both men and women as revealed by FGD. At community level, need for livelihood means (capital, skills training and inputs support), food, security and better access to services like water, good health and education dominated the list. However, at personal level, the needs tend to be more divergence with sex of beneficiaries with women mainly listing basic things like clothes, hygienic items, good feedings, and happy family among others, while men listed more durable assests like houses, financial capitals, good transport means, livestock and land as their key priorities. This alignment of needs to gender may as well explain the existing imbalances in access, control and ownership of various types of productive asset.

"No needs assessment conducted hence services rendered by NGOs are not need based" Grace, RWC 3, Rhino camp Refugee Settlement.

4.0 DISCUSSION

This section gives analysis of the findings in relation to the required tasks listed for this assignment. It explains the gender issues as observed in the data and what implication it has on the project.

1. Assess the current statistics on the situation of women and girls, compared to men and boys which should be validated by qualitative interviews with the stakeholders – and provide an interpretation of the available and missing data in the project proposals.

The distribution of household heads between men and women has an implication on two of the most important gender attributes; firstly, the 53% proportion of project beneficiaries not heading their households indicates the power and influence dominance by heads of households, which categorically affects resource ownership and usage. Secondly, having a larger proportion 61% of those who heads households being women, depicts the distribution of vulnerability and the family burden the beneficiaries face to provide for the family. Having more women as heads of households has nothing to do with their power or emancipation as the findings reveal that majority of the women who are heads of households are either widowed, separated or in polygamous marriage.

Access to and ownership of productive resources and assets though still skewed towards the male, the inequality is not so wide for many productive resources. With the exception of access to; means of transportation, communication equipment and large livestock, there is no big difference between men and women in access to agricultural land, market, farm and non-farm equipment. As the finding indicates, access to farm land was (92.9% among female and 94.9% among male), access to farm equipment was 17% among female and 18.6% among male and access to market was 31.9% and 32.2% for female and male respectively. This is not any different from the UNHS 2016/17 findings 34% and 27% of the households with agricultural land being owned by male and female members respectively. While 40% were jointly owned by male and female household members.

Staple crop farming has remained the largest mean of livelihood for both women (93%) and men (95%) for both refugees and host community. This is above the national figure of 54% for rural areas (UBOS, UNHS 2016/17, page 106). There is however a disproportionate distribution of men and women in wage employment (Salaried, Self-employment and casual labourer) being taken by men, there are more women in petty trade and small businesses. The disproportionate representation of women in wage employment is reflected by the high illiteracy rate among women and the overloaded schedule with domestic chores.

2. Analyse the gender specific differences regarding the socio-economic situation within and between refugee settlements and host communities.

Access to land as main mean for livelihood, was almost equal between women and men, but different between refugees and host community. Whereas most host community owns the land they accessed for agricultural production, refugees either hired or were given freely by host community or OPM. The hiring or the free use of land by refugees also dictates the types of crops or livelihood activities that refugees can do on the lands. As earlier noted that the average duration of the hired or free land is 13.7 and 30.4 months from the host community and OPM respectively, a long-term land use plan such as tree or fruit planting, may not be very economical for refugees as trees or fruits take longer than most land-agreements. Given that most of the rural land in the study locations are not registered, owning or not owing land does not affect access to credit since most accessible credit mechanism in the study location was the informal lenders.

Decision making power at household is still skewed in favour of men who are responsible for most major decision in the family. The situation is however different between refugees and host communities. This is because among the refugees, there is large proportion of households headed by women which leaves all the decision making power, a woman role. Decision making pattern is important is livelihood intervention as it affect the participation and use of the benefits from the project and hence achievement of the objectives.

Related to the above, 75% of the male beneficiaries' heads households compared to 38% among their female counterparts. Given that majority of the beneficiaries are women, this demonstrate power dynamics and decision at household levels which should be taken in to account in working with predominantly women beneficiaries. Otherwise with such disaggregation, women can participate in the project, but men who are the decision makers in their households will enjoy the reap.

Household division of labour portrayed by the findings indicates a practical gender imbalances prevalent in most households. Given that this task imbalance also burden women more than men, as it reduces their time for involvement and participation in other livelihood or development activities, the implication of this indication on the livelihood programming is that projects have to take in to consideration the domestic workload and congested time of women in planning any engagement with them. Livelihood activities that consumes longer time per day, should be minimized. Training activities should be flexible to allow women balance both their domestic chores and the trainings. As noted by one community leader, vocational trainings that take mothers away from home for internship in far places such as towns, affects not only their concentration, but also livelihood of other household members.

Given the dominance of men in control and decision making regarding use of family land (Productive Asset), civil involvement and major household expenditure, as embedded in customs and cultures, community projects will not be able to change this power dynamics, instead intervention aiming at bridging the gender equality gaps, should be designed to take advantage of the productive areas where women have equal or dominant control and decision advantage without disorganizing status quo or position of men in the households or community. As an example, given that majority of the beneficiaries are women and illiterates, livelihood support which bring fast return and require lesser time to attend to such as livestock farming, could be better suited for the women. Also, there were more women than men engaged in petty businesses. These are some of the areas for diversifying. However, actual support should be based on further analysis or assessment.

Other than the traditional barriers mentioned by respondents (limited formal education, lack of skills or training and limited finance or capital), there is however important other factors to consider such as disability and lack of time or competing household demands, which development agencies ought to consider in the design and provision of livelihood intervention. As already shown by the findings that most vulnerable categories of community at higher risk of food and income insecurity are; women, person with disability and young children. The women are overwhelmed with domestic chores than men, a design of livelihood activities with mainstreamed gender factors should mind of time of women to attend to household chores and consider enrolling persons with disabilities but provide less physical activities to ensure no one is left behind.

3. Provide a mapping of actors active in gender equality (other donors, government institutions and women's rights/gender organizations.

The list of partners involved in gender-focused support within the project locations (Yumbe and Arua) includes;

Table 8: Mapping of Actors active in gender equity intervention

S/N	Organization	Type of Organization	Intervention Type	Location
1	CARE	International NGO	GBV, Sexual Reproductive Health	Arua
2	DRC	International NGO	Protection (GBV), Livelihood	Arua/Yumbe
3	ZOA	International NGO	Child Protection, Education, Livelihood	Arua/Yumbe
4	Save the Children	International NGO	Child Protection, Education (Accelerated Learning Program)	Arua/Yumbe
5	CEFORD	Local NGO	Livelihood	Arua/Yumbe
6	PLAN International	International NGO	Psycho-Social Support, Livelihood and life-skill empowerment for Adolescent girls.	Arua/Yumbe
7	GIZ	Development Agency	Employment promotion, Livelihood (Farm support, Skill training)	Arua

S/N	Organization	Type of Organization	Intervention Type	Location
8	IRC	International NGO	Protection –(GBV case management), Sexual Reproductive Health	
9	ACORD	National NGO	Education, Health-Hygiene kits, GBV activism	Yumbe
10	Refugee Law Project	CSO	(Protection) Legal Aid, Advocacy – (Human Rights)	Arua/Yumbe
11	Human Right Awareness & Protection Forum	CSO	Protection-(GBV-case Management and Sensitization)	Arua/Yumbe
12	Community Empowerment for Peace & Development (CEPED)	CBO	Non-violent peace building, Advocacy on GBV, Adolescent girls	Arua
13	Reproductive Health Uganda (RHU)	National NGO	GBV, Sexual Reproductive Health	Arua
14	TPO	International NGO	Protection -Psycho-Social Support	Arua/Yumbe
15	CTEN	International NGO	Advocacy	Arua/Yumbe
17	World Vision	International NGO	Livelihood, Child Protection-(Case Management), Advocacy	Arua/Yumbe
18	OXFAM	International NGO	Livelihood-Farmer group support	Arua/Yumbe
19	UNHCR	UN Agency	Protection, Livelihood, Education	Arua/Yumbe
20	UNICEF	UN Agency	Protection, Education, Health	Arua/Yumbe
21	FAO	UN Agency	Livelihood-Empowering women in farmer group	Arua
22	WFP	UN Agency	Livelihood, Food Security	Arua/Yumbe
23	UN Women	UN sub-Agency	Protection, Empowerment, Advocacy	Arua/Yumbe
24	UNFPA	UN Agency	GBV, Sexual Reproductive Health	Arua/Yumbe
25	UNDP	UN Agency	Through the Acted Project-Protection & Livelihood/Local Economic Development	Yumbe
26	FOWODE	CSO	Advocacy, Awareness, Lobbying, empowerment	Kampala
27	FIDA	CSO	Advocacy, empowerment	Kampala
28	UWOPA	Association	legislative process, awareness campaigns and advocacy	Kampala
29	MGLSD	Central Government	National Planning & Implementation	Kampala
30	District & Sub County Community Development Offices	Local Government	Community Planning & Implementation	Arua/Yumbe
31	Mothers Union	Association	Promotion of women values, Psycho-Social Support	Arua

4. Analyse the project documents and actual practice in terms of gender equality such as access of women & girls to activities, allocation of benefits and availability of gender disaggregated data as well as the quality of gender mainstreaming.

By adopting the 60:40 females to male benefit criterion in the targeting, the project incorporated appropriate equity measure. This has also been reflected in the recruitment of staff by PALM Corps in which 2 out of the 5 project staff are female who are specialist in agriculture, livestock, and business development. As noted by a key informant during this study, implementing organization as agents of change, need to send the message right, and the composition of the project team will send the positive message of motivation for the girls and women in the community.

The design of project also showed sensitivity to gender participation as indicated that needs and gap identification for skill were carried out with inclusion of the beneficiaries. As such, both men and women were involved in identification of fields that were more marketable to them as reflected in choice of agro-forestry, carpentry and poultry by men, and tailoring, hair dressing, Art & Crafts by women. This approach ensured an almost 50:50 participations in skills trainings and implementation.

However, equal participation may be a necessary but not sufficient condition for ensuring gender equality. The project needs to monitor and measures (Through Tracer studies) performance of women compared to men and identify the gaps faced by women, so that to address them when project is still ongoing.

The project also recognized the general gender issues prevalent in the target communities such as long distance women walk for collection of fuel for cooking which increases the protection risks. As such, promotion of briquette making was promoted through trainings, as well as other environmentally friendly methods. Secondly, the planning to conduct this gender analysis to inform gender sensitive programming is right strategy towards gender empowerment.

From the 2019 end of project evaluation, Refugees of village 11 in Bidibidi refugee settlement had failed to use the 50 X 50 meters' farm land provided by the OPM due to the distance of the land from the settlement yet the village is as well far from the host community. This is a genuine issue with protection concern for refugees and women that requires flexibility in intervention approach based on context. A uniform type of farm support, may not be effective for those with limited access to land. Livestock support would replace crop farm support for such groups because rearing animals are relatively less dependent on fertile or larger land size compared to commercial crop production.

From the end line report, data disaggregation was not gender sensitive and instead tended more to females. The project might target more women than men, however without tracking how the project affects men and women differently, we may not learn or identify issues to be addressed. While reporting, disaggregated data of beneficiaries, it's advisable to split gender in all category, for example, 10 Refugee (8 Male, 2Female) and 10 Host Communities (2 Male, 8 female).

5. Identify key barriers to achieving gender equality (including legislative environment, institutional capacity, political will, social norms, multiple discriminations etc.)

Achievement of gender equality faces numerous barriers at different levels (Household, community, District, national and global). However, for the purpose of this project, barriers were limited to those that are more localized which is termed in this document as strategic failures by agents of development as explained below;

- i). Wrong gender empowerment information channelled by some untrained and uninformed gender activists and project staffs or humanitarian organizations. Though most beneficiaries agree that protracted awareness campaigns have yielded some result in changing perception and attitude towards women, some of the messages delivered to female beneficiaries in the community by some representatives of change, have misleading effect on women.

“Yes, but some women still take women emancipation wrongly; they take it as competition with men hence making many men to consider gender equality as threat to their power. But generally there is light in terms of understanding of gender inequality”. Gilbert, Livelihood Coordinator in Arua.

- ii). The project targeting problem. Many livelihood projects increasingly focus more on women and girls. Though this demonstrates fairness given that women and girls than men and boys, such targeting has been blamed for sending wrong message regarding gender equality. This problem originates from the vulnerability criteria used for selecting beneficiaries that lies heavily on demographic comparison like marital status (widowed, single), household sizes (with large households considered more vulnerable) and Education (with dropouts given priorities). Other than marginalizing the boys and men, such selection criteria misses out critical factor that limits women from succeeding.

- iii). Also many project designs rarely take in to consideration people with disability and men above the youth bracket. Most livelihood activities are not sensitive to persons with disabilities. Mapping out men and women with disability and providing them with livelihood support tailored to their needs, would contribute more greatly to inclusiveness.

Similarly, many skills development opportunities prioritize school dropout youths, neglecting women and men above the youth age brackets. The prioritization of dropouts by development agencies for all skill-training opportunities is viewed as not only encouraging dropping out among girls but a cause for the slow realization of gender parity in locations like refugee settlements with a lot of humanitarian interventions. Many development agencies are viewed as skewing skilling opportunities to youths because they are easier to train because majority are comparatively more literate than the older ones.

- iv). Failure by most development interventions to understand causes for inequality within every context, sector and location before intervening which makes them miss out on real time problem to be addressed as well as best possible and practical solutions to address them. As noted by one key informant, most projects rush to address symptoms rather than causes of inequality in community. Selection of beneficiaries based on socio-economic vulnerability criteria may not be enough to guarantee equality in a given community. More specific constraint analysis of the target population will result into most effective design.
- v). Inefficiency in the implementation of activities. There is a prevalent complaint from female beneficiaries regarding the timeliness of support and following up of intervention. Many interventions mainly crop farming target women, but late delivery of inputs and support, does not help women to benefit. Other complaints include; poor follow up and support to assess projects progress. Women claim project work in groups are time consuming and normally takes a lot of women time, and if are not followed then it leaves women the same or even in worse situations.

6. Assess staff capacity building needs to further the gender agenda pivotal in the project implementation.

An examination of staff capacity was limited to analysis of the project documents regarding plans and actual practices.

There is indeed a strong evidence of greater understanding of gender issues in the sector among the project team as demonstrated in the proposal. However, apart from the making of briquette as substitute to firewood, there is inadequate practical strategies to address different women and men needs and priorities or monitor gender factors in the project. Another capacity inadequacy was demonstrated in the choice of indicators and disaggregation of data. The choice of indicators is not gender specific. Whereas the management of data indicate that sex disaggregated data are collected in the project, there is no evidence that the data is regularly analysed and discussed for improvement.

The structure of both AFARD and PALM Corps indicates a good gender balance both at board level and at staffing level. Some general gender considerations like separate toilets and wash rooms for male and female and maternity leave policy, have also been noted as positive practices by the organizations. However, few adjustments may be required in the near future by both organizations. These include; increasing staff awareness of policies regarding whistleblowing, sexual exploitation and harassment (SEA) and allocation/creation of breastfeeding space in office to minimize time lost by lactating mothers. The findings reveal that 2 out of 3 staff interviewed from AFARD and PALM Corps, are not aware of the existence of a written policy on SEA and whistleblowing.

A gender and social analysis skills training for strengthening the project team's capacity to develop, implement, and monitor gender strategies is also recommended as a way of equipping the team.

At organizational level, for longer term benefit and more sustainable consideration of gender agenda, like the current practice in most agencies, consideration of nomination of gender focal person (from the pool of staffs) to represent and promote gender issues within the organization is recommended. Such nominated person would also attend gender working group and events and disseminate the learning.

7. Assess the prevalence and/or risk for sexual exploitation and abuse and sexual harassment in the project area and identify/recommend measures for prevention and response including a mapping of local response mechanism.

Cases of sexual exploitation and abuse still exist but the prevalence is very low. According to key informants, most perpetrators are drivers, businessmen and private contractors working in community especially in refugee settlements.

As noted by the community members themselves, access to information played a big role in creating awareness among diverse communities and cultures especially in the refugee settlements and hence a reduction in different forms of sexual exploitation and abuse related cases. As a preventive measure, it's important to strengthen sensitization by consistently and continuously mainstreaming awareness creation messages in all community engagement activities such as; in schools, livelihood training and group activities.

Secondly, as reinstated by many of the Key Informants, gender relation improves when both men and women are able to provide for the family. Therefore, empowering groups with livelihood skills and supports, keeps people busy and productive and hence improves peer to peer exchange and learning.

“Sexual exploitation is no longer at a higher rate though exploitation of some young girls by some drivers still exist, there is a reduction in the trend of the exploitation, harassment and abuse as compare to the past because of sensitization by NGOs”. Emmanuel, a Protection Officer in Rhino Camp.

In regards to existing local response mechanism to curb cases of sexual exploitation, continuous sensitization of communities through radio talk-show and dramas, encouraging adult literacy and engaging women and girls in livelihood activities to allow them earn and be occupied, are some of the measures listed by community leaders.

8. Provide clear tangible suggestions for a better inclusion of gender in the actual project.

- i). Provision of livelihood support should be informed by specific need of groups than based on general gender situation of entire district or refugees and host. Constraint may vary per location, therefore using constraint affecting all women or entire refugee population may not result into effective intervention. Though groups may present diverse needs which results into procurement nightmare, needs can be aggregated.
- ii). As indicated by KII and FGD, men above 35 years are under looked during targeting for critical development intervention like skills development training on condition that they are less vulnerable compared to the other age brackets. Instead, they are mostly included in agricultural project. However, these men are heads of households who not only need to provide, and yet they control and make major household decisions especially on resources usage. These biases still indirectly affect the success of livelihood support to women despite the skewed targeting.

Consider conducting tracer studies with sampled male and female beneficiaries to analyse how the intervention affects separately the women and the men. Given that the project is a predominantly female targeted, indicators selected should be gender sensitive. For example, instead of “Income increases by 25%”, it would change to xx% (60% women) of beneficiaries increased their income by 25% by 2022.

Gender equality means equal access, participation and opportunity. Though women are most disadvantaged with different life circumstances, all-inclusive women groups should be minimized unless the group needs it that way. Mixed women and men groups have been reported to survive longer than the all-inclusive women groups. Given the large proportion of women having no formal education, some group activities like VSLA may have quality issues or risk sustainability without support from male members who are usually used as secretaries.

9. Identify gender results/ indicators and targets considering baseline data (available or to be collected during project implementation)

Based on the log frame, most of the selected outcome indicators were found to be relevant to measure the objectives. However, many are only measuring vertical and not horizontal changes. For example, measuring percentage change in income of beneficiaries, does not tell change in per capita income. A gender analysis of project effectiveness would therefore require comparing changes among different gender as well as within same gender of refugees and host communities.

S/N	Current Indicators	Suggested Indicators
1	85% of the 750 households eat at least 3 meals daily (For Palm Corps)	85% of the 1085 households eats at least 2 meals a day (753 of them female) by 2022 Note: 3 meals a day, is not a marker of food security measure. It is usually 2. It is recommended to align the indicators to a known method). Porridge and tea are usually not counted or considered as meal. Therefore, it is very rare for households to eat 3 meal a day, not a common tradition.
2	Income increases by 25% % increase in income of the targeted male/female headed households (Project Proposal)	Income of 753 beneficiaries (67% female) increased by 25% by 2022. 25% increase in income of 753 beneficiaries (67% of them female)
3	Monthly savings increases by 25%	Monthly savings of 1085 (67% female) increased by 25% by 2022

The following indicators are additionally suggested for the team to pick few most appropriate to the project;

% Share of income spent on food disaggregated by gender: It is increasingly recognized that men and women often have different responsibilities for providing for the basic needs of their households. This study also showed that females undertake roles in preparation of food, and both females and males decide on the use of household income. This indicator will aid in establishing whether despite their earnings, women are spending more on food than men or vice versa.

% Time allocations to natural resource management as compared to other household roles: The promotion of the aspects of natural resource management such as woodlot planting and maintenance may lead to reallocation of roles within the household. There is need to achieve project objectives, while maintaining equilibrium in the household.

Coping Strategies Index disaggregated by HH head: Analysis should focus on whether coping strategies are higher among males than females or vice versa. This indicator will also measure changes in percentage of respondents who mention negative coping strategies identified by the project such as sale of firewood, child labour, and theft among others.

Asset accumulation disaggregated by HH head: This will measure the extent to which the project has led to improved livelihoods through ability to own more assets as compared between male and female-headed households.

Dietary Score: This measure the long-term food security indicators, the study indicated that food insecurity was more prevalent among female headed households than male headed households. Since the project promotes the production of food security crops such as cassava and beans. These indices may be relevant to make comparisons between gender aspects across refugees and host communities.

Women's Empowerment in Agriculture Index (WAEI): this measures level of empowerment and inclusion of women in agriculture.

% of women borrowing from VSLA to start-up of sustain investments: The roles of this indicator is to capture the variation in women owned businesses in comparison to that of males. It will explore utilisation of skills of the project to start up business.

5.0 CONCLUSION

Since time immemorial, inequality has always existed in every society between men and women. Like many other studies, this analysis finds most of the traditionally known gender inequalities like access to education, employment, participation in civic activities, ownership of land, power of decision making and division of roles, very prevalent in favour of men. Whereas bridging such gender divide is a collective responsibility that goes beyond scope of this project, a few identified gaps can be practically addressed through tailoring project designs, targeting, monitoring, coordination and collaboration with other stakeholders.

Findings of this gender study indicate that most livelihood interventions implemented in community are aimed at altering some of the long structured inequality existing between men and women within the shortest time possible without understanding constraints faced by the target beneficiaries. This causes most of project to fails to attain their gender empowerment goals. Instead, projects should help to identify existing competitive advantage that women in a given community have over men, and invest in areas where more women have competitive advantage.

The NGO's targeting of most vulnerable is shallow as it is mostly based on demographic statistical data and other vulnerability consideration other than gender. For example, having 70% female and 30% male beneficiaries targeting without consideration of how women and men will be affected differently both positively and negatively by the project, does not solve gender problem. As one senior female representative of Refugee Welfare Committee (RWC3) in Rhino Camp noted, humanitarian and development agencies targeting girls and women who have dropped out of school as beneficiaries of skills training and other livelihood opportunities, exacerbates drop-out rates of the girls, who now drop out with hope of getting enrolled in to livelihood activities. As a sustainable measure, children below 18 years who have dropped out of normal schooling are better referred to other programme or partners that support education.

Such targeting has been blamed for many quality and sustainability of the outcomes. An example is VSLA where groups that have mostly women, struggle to practices the minimum requirements in the methodologies of VSLA, since demographically majority of women in these rural villages are illiterate and could not read, write and therefore could not keep correct records. Despite solutions such as integration of FAL into most livelihood projects, it addresses longer term problem than the immediate situations.

6.0 RECOMMENDATIONS

- i). Given the distribution pattern of household heads with huge proportion of female headed households among refugees than among host community, yet very limited access to farm land compared to host community, a good project would respond to such constraints in their design of strategies. Real time needs analysis is critical to increase odd of success for both refugees and host or for both women and men. For example, what livelihood support other than crop farming, can be offered to refugees with limited access to productive land and high vulnerability than the host.
- ii). It is revealed that conflict such as gender based violence and Sexual abuses reduces with improvement in means and access to livelihood opportunities and access to information. A good gender sensitive livelihood intervention should therefore mainstream awareness messages into the group activities. Livelihood benefit targeting should be proportionate between male and female population, to avoid doing harm to existing power dynamics in households and hence endangering women.
- iii). Borrowing and selling livestock were the most used coping mechanism by households who reported experiencing some shocks to food and income in past 12 months. This indicates the important roles that; access to credit institutions and livestock rearing plays in building community resilience against shocks. As already noted that there is very low level of literacy among the women who ideally composed the biggest proportion of the project beneficiaries, a livelihood support should easily be manageable and sustainable by the large illiterate beneficiaries. Diversify the support other than restricting it to crop cultivation is vulnerable to rampant shocks.
- iv). Livelihood support that involve capacity building training should be cautious of the high illiteracy rate among the women. Training materials should be tailored to more practical and participatory methodologies, which makes use of more simplified illustrative materials.
- V). Similar to the above, vocational skills training that takes participants away from settlement instead for some duration, should only be restricted to young and unmarried. For those with families and other responsibilities, most appropriate training should be brought closer within the settlements so that their other family roles are not interrupted. Group activities like training should be mindful of the time for women to tend to other household chores.
- vi). Frequently monitor project progress through follow ups and backstopping. Increase contact time with beneficiaries. Implement evidence based monitoring by conducting post distribution monitoring assessments, mini -tracer studies and or Focus Group Discussion to collect women views and measure or quantify changes. As an example, instead of monitoring only change in total income of beneficiaries, it is better to monitor change in proportion of female and male beneficiaries whose income changed by certain minimum income threshold.
- vii). The is need to implement positive gender mainstreaming practices at organization level. Appoint a gender focal person who will be active is pushing the gender agenda at office and programme level. Participation or representation of the organizations at external forum and groups will facilitate knowledge sharing and adoption for better gender response. Implementing good gender practices at office level also improves organizational image with stakeholders and other beneficiaries.

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