

Measuring the Progress of Women Empowerment in Uganda: A National Multidimensional Index

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Background



- Women empowerment and gender equality remain high on the agenda of governments across the world.
- Recognised as an effective tool for poverty alleviation, increasing women's participation in labour and the marketplace, protecting women from gender-based violence, and fostering economic growth and sustainable development (Golla et al., 2018; Laszlo & Grantham, 2017; UNDP & UN Women, 2023).
- Sustainable Development Goal 5 aims to achieve gender equality and empowerment of all women and girls.



Women empowerment in Uganda

Uganda's commitment to promoting Women empowerment:

- Local Government Act of 1997
- National Equal Opportunities Policy (2006)
- National Gender Policy (2007)
- National Gender Strategy for Implementation of the National Land Policy (2016)
- Uganda Women Entrepreneurship Program (UWEP), started in FY 2015/16
- Generating Growth Opportunities and Productivity for Women Enterprises (GROW) project launched in 2023, etc.



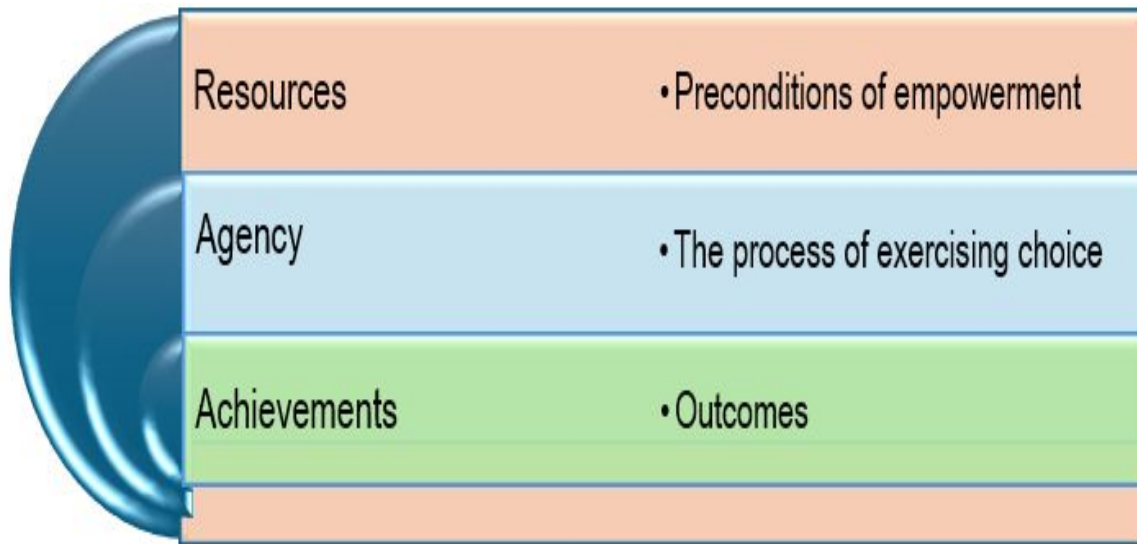
What is Women Empowerment?

Definition:

The process by which women who have been denied the ability to make choices acquire such an ability (Kabeer, 1999)

- **Entails a process of change.**

Three-dimensional conceptual framework



Source: Kabeer (1999)

- **Resources:** material, human & social resources that serve to increase a woman's ability to exercise choice
- **Agency:** decision-making- having the ability to define goals and act upon them
- **Achievements:** the extent to which the choices made have transformative power

Measuring Women Empowerment in Uganda

- Most indices are measured at the aggregate country level e.g.
 - Gender inequality index & Gender Gap rankings by the World Economic Forum



Measuring Women Empowerment in Uganda-Example 2

- EPRC developed a Women Empowerment Index (WEI) in 2018, using the 2017 National Governance, Peace and Security Survey (NGPS) data

- ✓ 6 in 10 women were disempowered compared to 4 in 10 men
- ✓ Empowerment index estimated at 0.69 for women compared to 0.8 for men

- However;

- **The NGPSS does not capture several critical aspects of women's empowerment, such as access to, use of, and control of resources and financial inclusion.**
- **Narrow coverage -4,909 individuals surveyed.**
- **Limited involvement of stakeholders affecting its uptake to inform policy.**

Measuring Women Empowerment in Uganda-Example 3

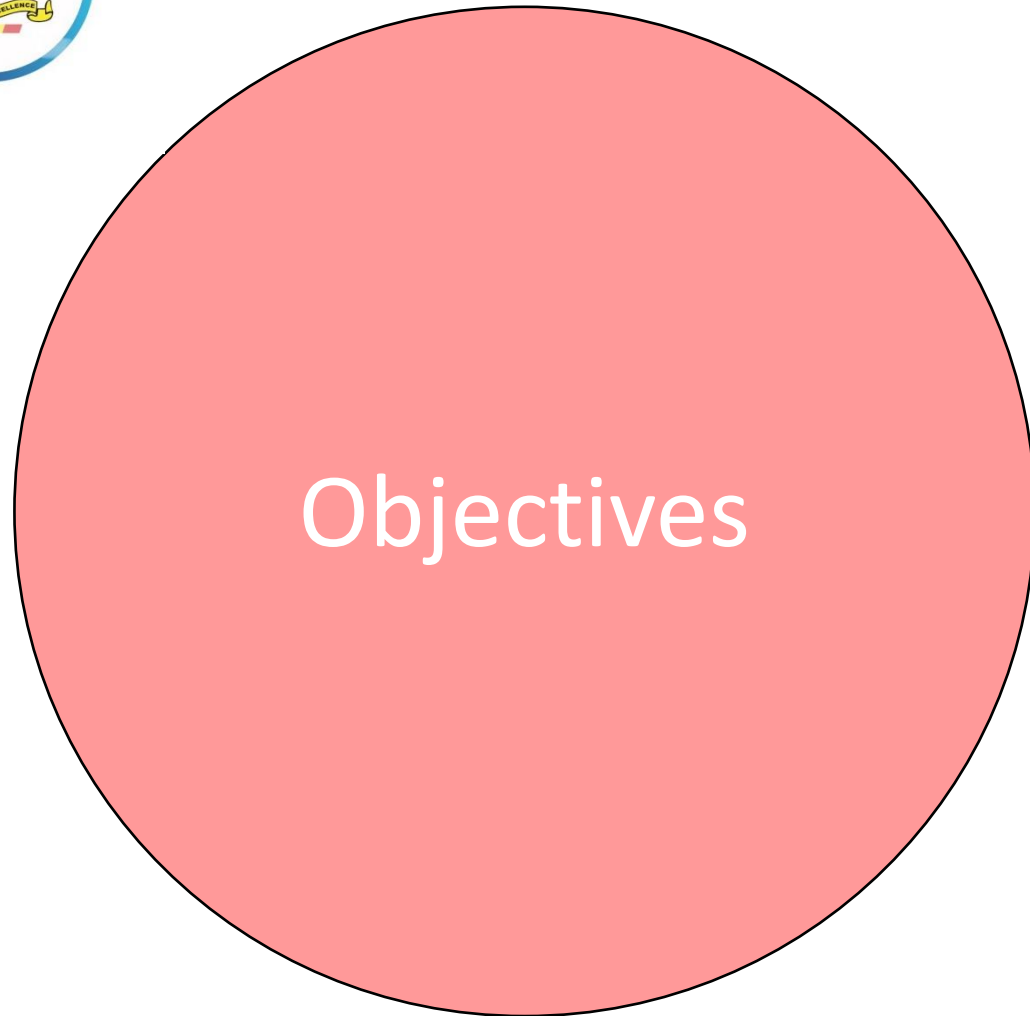
Ssennono et al. (2023) constructed WEI as part of their study using the Uganda National Panel Surveys from 2013/14–2019/20

- **Not decomposed by subgroups (e.g. regions, socioeconomic status, marital status, age, etc.) to facilitate targeted policy responses**
- **Critical dimensions and indicators on education, health and political leadership not included**
- **Stakeholders not involved for consensus & ownership (academic purpose).**

Developing a National Women Empowerment Index

- **Comprehensive:** covering all critical aspects of women empowerment
- **Ownership:** dimensions, indicators & cut-offs agreed upon by stakeholders for policy uptake
- **Decomposability:** broken down by region, age group, rural/urban, marital status as well as by each indicator
- **Representativeness:** based on a nationally representative and more frequent survey/ dataset, flexible to add more relevant questions to improve the index
- **Targeted policy responses:** identification of empowered & disempowered women.
- **Regularise computation of the WEI:** Integrate missing variables in regular surveys to facilitate trend analysis

WEI: A tool for measuring and monitoring impacts of interventions and programs on women empowerment as well as tracking its progress over time.



Objectives

- ① To measure the progress of women empowerment in Uganda
- ② To identify women that are empowered and the domains and indicators in which women have achieved empowerment
- ③ To determine the drivers of women empowerment in Uganda



Methodology

Alkire & Foster (AF) approach

1. Dimensions, indicators, weights and cut-offs

2. Three measures

- Disempowered headcount ratio (H)-proportion of people that are disempowered
- Intensity of disempowerment (A) -the average inadequacy score of disempowered individuals
- Women Disempowerment Index -product of the headcount ratio (H) and the intensity (A): $M0 = H \times A$
- $WEI = 1 - M0$
- Decomposition of the index by subgroups (region, rural/urban, etc.)

Data: ????



Steps for constructing the WEI

1. Decide the purpose of the measure.
2. Select the unit of identification and analysis.
- 3. Select dimensions and indicators- Discussed by Gender Statistics TWG**
4. Select the data source.
5. Choose the final structure of the measure based on what is possible with the selected data.
6. Set the deprivation cut-offs of each indicator.
7. Selection of the weights for each dimension/indicator.
8. Setting the empowerment cut-off.
9. Computation of the incidence and intensity of empowerment deprivation and the WEI.
10. Conduct robustness tests.
11. Group decomposition.

Source: UNDP (2019)

Selection of dimensions & indicators



- ❖ The indicators chosen may represent goals of national development plans, follow specific legislation or international conventions (e.g., SDGs), participatory processes and public consultations to identify the main needs that are translated into indicators or based on relevant literature
- ❖ **Most studies use a combination of multiple criteria to select the most relevant dimensions and indicators**
- ❖ The indicators should represent various aspects of empowerment
- ❖ Availability of data
- ❖ The AF methodology requires that all indicators used in the index come from the same survey



Proposed Dimensions & Indicators

Dimensions & indicators (01)

Dimensions	Proposed Indicators	Policy Alignment	Study	Data sources
Economic & Financial	Ownership of land or assets	The National Gender Policy (2007) The National Land Policy (2013) The Gender Strategy for National Land Policy Implementation (2016) SDG 1.4 and Africa Agenda 2063	Malhotra et al. (2002), Muebni (2022), KNBS (2020)	UNHS
	Decision making on land or assets (purchase, sale or transfer)	The National Gender Policy (2007) The National Land Policy (2013) The Gender Strategy for National Land Policy Implementation (2016)	TWG	UNHS
	Access to and decisions about credit	The National Financial Inclusion Strategy (2023 – 2028) (NFIS II)-promote gender-inclusive finance	Malhotra et al. (2002), Malapit et al. (2019), Ssennono et al. (2023)	UNHS
	Control over use of income	The National Financial Inclusion Strategy (2023 – 2028) (NFIS II)-promote gender-inclusive finance	Malapit et al. (2019), Ssennono et al. (2023)	???
	Decision making on savings or investment	The National Financial Inclusion Strategy (2023 – 2028) (NFIS II)-promote gender-inclusive finance Uganda Women Entrepreneurship Programme (UWEP)-improve access to financial services for women	TWG	???
	Productive employment	NDP III-reduce the share of households dependent on subsistence agriculture as a main source of livelihood from 68.9 percent in 2017/18 to 55 percent in 2024/25 SDG 8.5- achieve full and productive employment and decent work for all women and men	Ahaibwe (2019), KNBS(2020)	UNHS

Dimensions & indicators (02)

Dimensions	Proposed Indicators	Policy Alignment	Study	Data sources
Economic & Financial	Time spent on unpaid care work	National Gender Policy (2007)- end discrimination against all women and girls in Uganda	TWG	???
	Leisure		Alkire et al. (2013) Ssenono et al. (2023)	???
	Mobile phone ownership	SDG Goal 5 -improve the use of enabling technology (in particular information and communications technology) to promote the empowerment of women.	Ahaibwe (2019)	UNHS
Human capital	Years of schooling	Universal Primary Education (UPE) Universal Secondary Education (USE) he National Strategy for Girls' Education (NSGE) in Uganda-promoting girls' education, as a form of affirmative action to create gender equity and equality SDG 4.1 -all girls and boys complete free, equitable and quality primary and secondary education by 2030	Ewerling et. al (2017), Miedema et al. (2018), Barros et al (2016), KNBS (2020)	UNHS
	Literacy	NDP III target -increase adult literacy rate from 73.5 percent in 2017/18 to 80 percent by 2024/25 Africa Agenda 2063 - 100 percent literacy rate by 2025	Ahaibwe (2019), Muebni (2022)	UNHS
	Access to media information	National ICT Policy 2014	Barros et al (2016), KNBS (2020)	UNHS

Dimensions & indicators (03)

Dimensions	Proposed Indicators	Policy Alignment	Study	Data sources
Political & Social well-being	Political party membership	The Electoral Commission Gender Strategy (2019) target 5.5-aims at ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life The African Union Gender Equality and Women's Empowerment (GEWE) Strategy 2018–2028, pillar 4 aims to strengthen women's leadership by giving them more voice and visibility.	SDG Ahaibwe (2019)	???
	Voting		Ahaibwe (2019)	???
	Membership/leadership in groups		Ahaibwe (2019), Ssennono et al. (2023)	UNHS
	Attitude towards wife beating	The National Policy on the Elimination of Gender Based Violence in Uganda (NGBV) 2019 Aspiration 6 of the African Union Agenda 2063 - eliminate all acts of violence against women and girls		???
	Access to reproductive health		TWG	???
	Decision making on respondent’s health care		TWG	???

Next Steps

Item	Timeline	Purpose	Responsible Institution
Concept Note & Desk Review	October 2024	Identifying relevant policies, potential dimensions & indicators	EPRC
Meeting of the Technical Team	November 7 th , 2024	Discussing the draft dimensions, indicators & data sources, cut-offs	UBOS to organise the meeting EPRC to present
Gender Statistics TWG meeting	November 15-16 th , 2024	Discuss and agree on the dimensions & indicators	UBOS and EPRC
Presentation at the Gender Forum	November 21 st , 2024	To get input from various stakeholders on potential dimensions & indicators	EPRC/UBOS/UN Women
Validation meeting of the dimensions and indicators	November 28 th , 2024	To validate the dimensions and indicators, and consensus on cut-offs	UBOS to organise the meeting EPRC to present
Technical Team meetings	November 2-6 th , 2024	To conduct data analysis	EPRC to lead analysis, UBOS
Meeting with OPHI, custodians of Multidimensional indices	December 9-11 th , 2024	To guide on the cut-offs and indicators	UN women to help engage OPHI
Finalisation of the report	January 20-31 st , 2025	To finalise analysis and draft the report	EPRC
Validation workshop	February 2025	To validate the report	UBOS and EPRC
Dissemination of the report	March 2025	To disseminate the report	UBOS/EPRC/UN Women





Thank you