

**Literature Review**

**GLI in Partnership with the University of Denver**

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## **I - Social Impact Investing in Uganda and the Effect of Social Impact Investing on Women**

This section gives an overview of a few companies that are doing social impact investing specifically in Uganda. The amount of literature specifically about the impact of social impact investing on Ugandan women was not very extensive so a different research approach was used here. Instead of looking for information specifically on Ugandan women the two were researched separately and connected afterward. First companies were selected for the overview and then research was done on the effects of social impact investing on women in general.

### **Research question: Who is doing social impact investing in Uganda and what is the impact this is having on women?**

- One organization that is doing social impact investing in Uganda specifically is the Damascus Foundation. This foundation is part of Damascus Capital, an investing company specifically focused on Africa. They focus primarily in three areas... Educational opportunity, Entrepreneurship, and Children's welfare. Their statements, however, do not include anything specifically about women.
  - [\[Damascus Capital Website\]](#)
- Another organization that participates in social impact investing in Uganda is Voxtra, an agricultural company. They invest in a few countries in Africa, one of which is Uganda. The company's investment is aimed at helping farmers do their part without exploitation. Again Voxtra statements do not go into detail on how women are impacted.
  - [\[Voxtra Website\]](#)
- Pearl Capital Partners also participates in social impact investment specifically in Uganda. They have a special fund set aside called the Yield Uganda Investment Fund which they use to invest in small agribusiness. This fund also does not specifically mention women.
  - [\[Pearl Capital Partners Website\]](#)

New Faces New Voices, an advocacy group that focuses on getting women involved in the financial sector in Africa summed up some of the effects of social impact investing on women specifically. The report stated that "women-owned businesses in Africa are growing at a faster rate than women-owned businesses worldwide." They also mention that women produce most of the food in Africa as well. Investors that support NGO's such as the African Food Basket Project that help support women specifically. So social impact investing may have a greater impact on women when investments are made in NGO's in Africa that specifically focus on women. Companies, such as those listed above may have funds that are being invested in Africa, but may not directly benefit women.

## II - Company Overview

This section comprises various job postings from five job posting websites ugandamirror.com, theugandanjobline.com, advance-africa.com, brightermonday.co.ug, and themuse.com. These websites gather job postings from various companies and publish them in one place. Below the jobs are organized with a link to the company website, a link to the job posting, and a short description of the job. Click the words “website” or “posting” to view the company website or job posting.

**Research topic: Overview of 20-30 companies in Uganda that are hiring for entry level jobs that could include women.**

- Save the Children International [[Website](#)]
  - Job: Midwife [[Posting](#)]
    - Description: Advice and care during the entire pregnancy, birth, and a period after the baby is born. Will also help with local education on the topic.
- African Evangelistic Enterprise (AEE) [[Website](#)]
  - Job: Entry Level Project Coordinator [[Posting](#)]
    - Description: Plan and coordinate community sponsorships as well as planning of activities.
- SolarNow [[Website](#)]
  - Job: Client Service Office [[Posting](#)]
    - Description: Install products, follow up with clients to see if they are happy, market products.
- Andela [[Website](#)]
  - Job: Global Technology [[Posting](#)]
    - Description: Working in an environment with technology and engineers. Basically a learn as you go job.
- One Acre Fund [[Website](#)]
  - Job: M&E Project Specialist [[Posting](#)]
    - Description: Monitor and evaluate ongoing projects and report these findings to management. Team leader style job.
- Deloitte. [[Website](#)]
  - Job: Business Analyst [[Posting](#)]
    - Description: Analyze tax audits and give advice and recommendations.
- Strategic initiative for Women in the Horn of Africa [[Website](#)]
  - Job: Administration Officer Fluent in English [[Posting](#)]
    - Description: Reports to the human resource officer and handles various administrative tasks.
- MarketShare Associates [[Website](#)]
  - Job: Evaluation Team Leader [[Posting](#)]
    - Description: Coordination of team members as well as managing various projects.
- Malaria Consortium [[Website](#)]

- Job: Project Manager [[Posting](#)]
    - Description: Manage information on all projects as well as oversight and management in conjunction with the project director.
- Action Against Hunger [[Website](#)]
  - Job: Nutrition and Health Programmes Coordinator [[Posting](#)]
    - Description: Develop strategies and programs that can help work to combat hunger in the working groups of people in various cities in Uganda.
- Mercy Corps/DFAP-Uganda [[Website](#)]
  - Job: Gender and Youth Advisor [[Posting](#)]
    - Description: Lead in the integration process of the program. Also responsible for the conducting an analysis of gender in the program.
- International Rescue Committee [[Website](#)]
  - Job: Business/life skills instructor [[Posting](#)]
    - Description: Work with urban refugee groups to develop life skills as well as skills in business and entrepreneurship.
- UNHCR [[Website](#)]
  - Job: Humanitarian Professional Programme [[Posting](#)]
    - Description: Work in various humanitarian areas and help UNHCR meet its goals.
- Internews (Humanitarian Media Roster) [[Website](#)]
  - Job: Crisis and emergency responders [[Posting](#)]
    - Respond to humanitarian disasters in Uganda and around the world. Provide humanitarian support as well as communication in times of disaster.
- Young Professionals Program - African Development Bank [[Website](#)]
  - Job: Bank and financial program [[Positing](#)]
    - Train as you go program that exposes young individuals to various aspects of finance and banking. 3 year program.
- Marie Stopes International [[Website](#)]
  - Job: Chief of Party [[Posting](#)]
    - Leader of the Long Term Family Planning project. Will help aim to reduce unnecessary births.
- BIMA[[Website](#)]
  - Job: Telesales Call Center Representative [[Posting](#)]
    - Description: Sell micro insurance policies by phone.
- Center for victims of torture [[Website](#)]
  - Job: Monitoring and Evaluation Officer [[Posting](#)] (scroll to bottom of page where there is a list of postings)
    - Description: Data entry and analysis of clinical data.
- Mbarara University of Science and Technology [[Website](#)]
  - Job: Administrative Assistant [[Posting](#)]
    - Description: Accounting and cash handling as well as managing supplier accounts.

- The United States Embassy [[Website](#)]
  - Job:Chauffeur [[Posting](#)]
    - Description: Drive around visitors as well as working with local companies to maintain vehicle.
- UNHCR [[Website](#)]
  - Job: Telecoms Operator [[Posting](#)]
    - Description: Correctly routes incoming messages as well as making sure they are all authorized. Secretarial and travel planning tasks as well.
- Aga Khan Foundation (Uganda) [[Website](#)]
  - Job: Teacher [[Posting](#)]
    - Description: Music and computer studies teacher that can speak English. Teaching bachelor's preferred.
- UGAFODE Microfinance Limited [[Website](#)]
  - Job: Receptionist [[Posting](#)]
    - Description: Be a friendly face to visitors and support the rest of the staff.
- Federation of Uganda employers [[Website](#)]
  - Job: Head Chef [[Posting](#)]
    - Description: Provide instructions for other cooks as well as scheduling and training.
- Plan International [[Website](#)]
  - Job: Customer Care Assistant [[Posting](#)]
    - Description: Directs visitors to staff members. Cleans the reception area and helps with phone workflow and manages phone bills as well as maintaining phone directory.
- Compuscan Uganda [[Website](#)]
  - Job: Junior Technical Helpdesk Operator [[Posting](#)]
    - Description: Aid clients over the phone for technical support. English speaking with IT or computer science diploma or certification.
- Total Uganda Limited [[Website](#)]
  - Job: Temporary Treasury Assistant [[Posting](#)]
    - Description: Works with payments as well as managing checks and banking transactions.

### **III - Recommendations for Including Women in the Workplace**

**Research Question: What are some recommendations on how to include women in the workplace for entry level jobs in Uganda?**

After looking at just a few job postings many entry level positions still require a fair amount of education. By providing women more opportunities to go to school and receive an education more work options would be available. Education does not only need to take place in the school, any of the companies listed above could also provide onsite training so that more women could obtain these positions even without prior education since they could be trained at in the workplace. Along with education Language education is important as some jobs request or require English. The article *Barriers to women managers' advancement in education in Uganda* point out that education is one of the main barriers to women advancing in general in Uganda (Article attached with this document). It also mentions societal stereotypes. One possible solution (not mentioned in the article) would be to take a similar approach to social impact investing. Working with NGO's that help with education as well as changing social stigmas about women would really help the situation. Social impact investing also could provide more employment for women.

## **IV - Overview of Nonprofits in Uganda Working to Advance Women in the Workplace**

**Research Topic: Working Overview of nonprofits in Uganda who are working on workforce development for women in Uganda.**

**In 2008, 40 percent of women in Uganda were unpaid family workers mainly in agriculture.**

### **Caritas**

Caritas is a global Catholic non profit. It has a significant presence in Uganda and focuses on HIV/AIDS as well as

### **Project Have Hope <http://projecthavehope.org/>**

This is a non profit organization that hopes to go beyond education in providing Uganda's women economic opportunity. They help women create business plans, create markets for products and help guide them through the details of setting up a business. The organization works mostly with female artisans from the Acholi Quarter of Uganda and provides a direct link between consumers and these entrepreneurs.

### **Uganda Women's Network <http://uwonet.or.ug/>**

This organization helps manage women's week and the girl's arise conference. It is a lobbying network of several NGOs working to promote female empowerment throughout Uganda. The organization also promotes specific policies to empower women.

### **Women at Work International <http://wawi.or.ug/>**

This organization focuses on finding employment for Uganda's most at risk women and children. The organization hopes to better women's lives through income improvement. This is achieved by developing technical skills, improving entrepreneurial understanding and business acumen, establishing markets for their products and creating savings and credit systems. Partners with USAID

### **Women in Leadership Uganda <http://wiluganda.co.uk/#>**

Women in Leadership Uganda describes itself as a "grassroots community based organization empowering women and girls." They focus on a specific town in rural Uganda named Busembatia. They have three specific empowerment projects; an adult literacy project, a business skills project and a crafts programme.

### **BRAC [http://www.brac.net/uganda#what\\_we\\_do](http://www.brac.net/uganda#what_we_do)**

BRAC is the largest NGO operating in Uganda having served about 12% of Uganda's population. While their focus ranges from microfinance to health care, the organization has a specific focus on empowering young women. The program targets girls between 12 and 21 and provides them tools to become "agents of change" and opportunities for workforce engagement. They also have a specific initiative in Karamoja and partner with USAID.

### **Uganda Capacity Program by Intrahealth International**

\$11 million program funded by USAID with the health ministry to help:



Enhancing capacity for human resources for health (HRH) policy and planning

Strengthening HRH systems for improved healthcare quality

Improving health workforce management practices.

The hiring component of this program focused heavily on employing women

## **V - Overview of role of United Nations and USAID in taking on this issue**

USAID appears to be a funding partner organization of many of the non profit groups working in this area. Both UNAID and the UN have a very significant presence in Uganda in general, especially in the context of the Lord's Resistance Army and the HIV/ AIDS epidemic.

United Nations:

### **UN Women**

specifically has a strong presence in Uganda. <http://africa.unwomen.org/en/where-we-are/eastern-and-southern-africa/uganda>

Priorities:

**Female Leadership:** Partnering with Regional Leadership and Governance Centre at Kenyatta University, supports a coalition of local female leaders  
Focus on domesticating CEDAW

Women, especially the poorest and most excluded, are economically empowered and benefit from development , hope to make women key players in wealth creation through agriculture

Supports the Uganda Women Entrepreneurs Association

Bejing Platform of action

### **UNDP**

#### ***Excerpt from website...***

Promoting innovations for reducing gender gaps in the private sector: Through a partnership with the Private Sector Foundation (PSFU), Uganda became the first country in Africa to endorse the Gender Equality Seal for private enterprises. The Private Sector Foundation in Uganda (PSFU) signed up to adopt the Gender Equality Seal and offered to have its members implement it. The pledge by PSFU to make business adopt the Gender Equality Seal, is an innovation for closing gender gaps in corporate environments. We are working with the Uganda Women Entrepreneurs Association (UWEAL), to promote increased participation by business women and professionals in public procurement. We commissioned a vendor mapping study at the UNDP country office, to generate data on the value and percentage of procurement purchases awarded to women-owned businesses and professionals by UNDP. This data was validated and used by Uganda Women Entrepreneurs Association (UWEAL), to organise a learning event that equipped our staff with knowledge on mainstreaming gender in public procurement. UNDP-Uganda now has gender-balanced representation on vendor selection and contract evaluation committees, and has adopted a supplier-selection checklist that will enable disaggregation of vendor information by gender.

<http://www.ug.undp.org/content/uganda/en/home/ourwork/womenempowerment/overview.html>

- Key Highlights

- A total of 108 women and youth groups have been supported with income generating grants, reaching 22,050 direct/indirect beneficiaries.
- The group currently has savings worth 45 million Uganda Shillings (USD 19,565) through personal savings and revolving loans amongst its members.
- The group is also engaged in peace building activities and voluntary disarmament and health awareness campaigns which they carry out through drama, prayer, songs and sports inside and outside their community.

Released the UNDP Uganda Gender Equality Strategy for 2014-2017

Main Takeaways (*Goals from the UNDP website...*)

- Government and various development partners to re-think financing modalities for gender equality programming.
- Providing up to-date data to inform the localisation and implementation of the Sustainable Development Goal on Gender (Goal 5).
- Produce an annual State of Gender Equality in Uganda Report based on the SDG indicators and targets to inform government policy and programming.
- Ensure that government programmes have a positive effect on women's well-being in areas of health, education as well as livelihoods