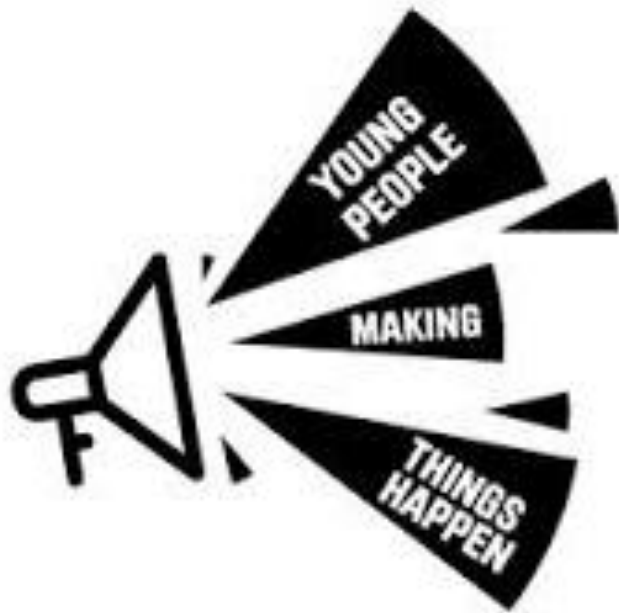


A black and white photograph of four young women of African descent gathered around a laptop. One woman is seated and pointing at the screen, while the others are leaning in, looking intently at the laptop. They appear to be in a collaborative work or study environment. There are water bottles on the table.

## *Advocating for economic inclusion for girls and young women*

*Presented by: Obed Kambasu, Programmes Manager*

# #WeAreRestless



- **Global agency, across ten hubs**
- **Goals: Voice, Living, Leadership, SRHR**
- **Girls Advocacy Alliance (GAA) is one of our flagship Voice programs**
- **Five year program – in partnership with Plan International**



# The GAA Project – Kamuli, Buyende, Tororo, Lira, Alebtong and Bukedea



- **Youth researchers collect data through FGDs and policy reviews**
- **Research findings form ‘Advocacy Asks’**
- **Using the ‘Asks’, we hold leaders accountable** (*lobby meetings, influencing through champions, capacity building, awareness raising, commitment follow-ups*)

**But are girls really marginalized?**

A close-up photograph of a piece of brown cardboard. A jagged, irregular hole has been torn through the center of the cardboard. The word "RESEARCH" is printed in bold, black, sans-serif capital letters on a white background that is visible through the hole. To the left of the hole, a small, cylindrical piece of the cardboard has been torn away, lying on the surface.

**RESEARCH**

**RESTLESS  
DEVELOPMENT**





## **UNEQUAL ACCESS TO EMPLOYMENT**

- **Globally, women's global labour force participation rate is 26.5 percentage points below that of men** (*World Employment Social Outlook, 2018 (ILO)*)
- **27% of young women (18-24 years) were unemployed, compared to 9% of young men in the same age group** (*Uganda Youth Map, 2011 (USAID)*)
- **92% of girls consulted (397 out of 430 girls) had been denied right to work** (*Youth-led Research, 2017 (RD)*)

# SEXUAL Harassment

- **76% of girls said they were inappropriately asked for sex to access a job or get a promotion**
- **50% cited sexual harassment as a barrier to access business finance**
- **Some female employers force their employees to have sex with their male clients – *to retain the clients!!!***



# Our **Actions**

- **Lobby meetings with government officials**
- **Advocacy, champion influencing and capacity building for private sector actors**
- **Building alliances and coalitions with other CSOs – lobbying together**
- **Community awareness raising**





# Some **Achievements**

- **MoGLSD took up our policy review recommendations in the revision of the Employment Act, 2006**
- **MoPS promised to draft a scheme of service for labour officers**
- **Buyende district hired a labour officer**
- **A number of private companies have started offering maternity leave**
- **Labour officers are consistently conducting workplace inspections**
- **Some companies now offer safe nursing spaces**





# **Lessons Learned**

- **Young people need adequate preparation + trust + consistent mentorship if they are to own development processes**
- **Leaders are more apt to be influenced by verifiable evidence, rather than good arguments**
- **Inclusion is disruptive and not always acceptable to all – and advocates must be aware of this!**
- **Insider tactics work better with government officials, while a mix of insider and outsider tactics works for PS**



**Stand with our girls!!!**

