

UGANDA

PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS STAKEHOLDER MAPPING: TOURISM AND HOSPITALITY SECTOR



STEERING COMMITTEE



SUB-SAHARAN AFRICAN COUNTRIES COVERED BY THE PATHWAYS STUDY

EAST AFRICA



WEST AFRICA



SOUTHERN AFRICA



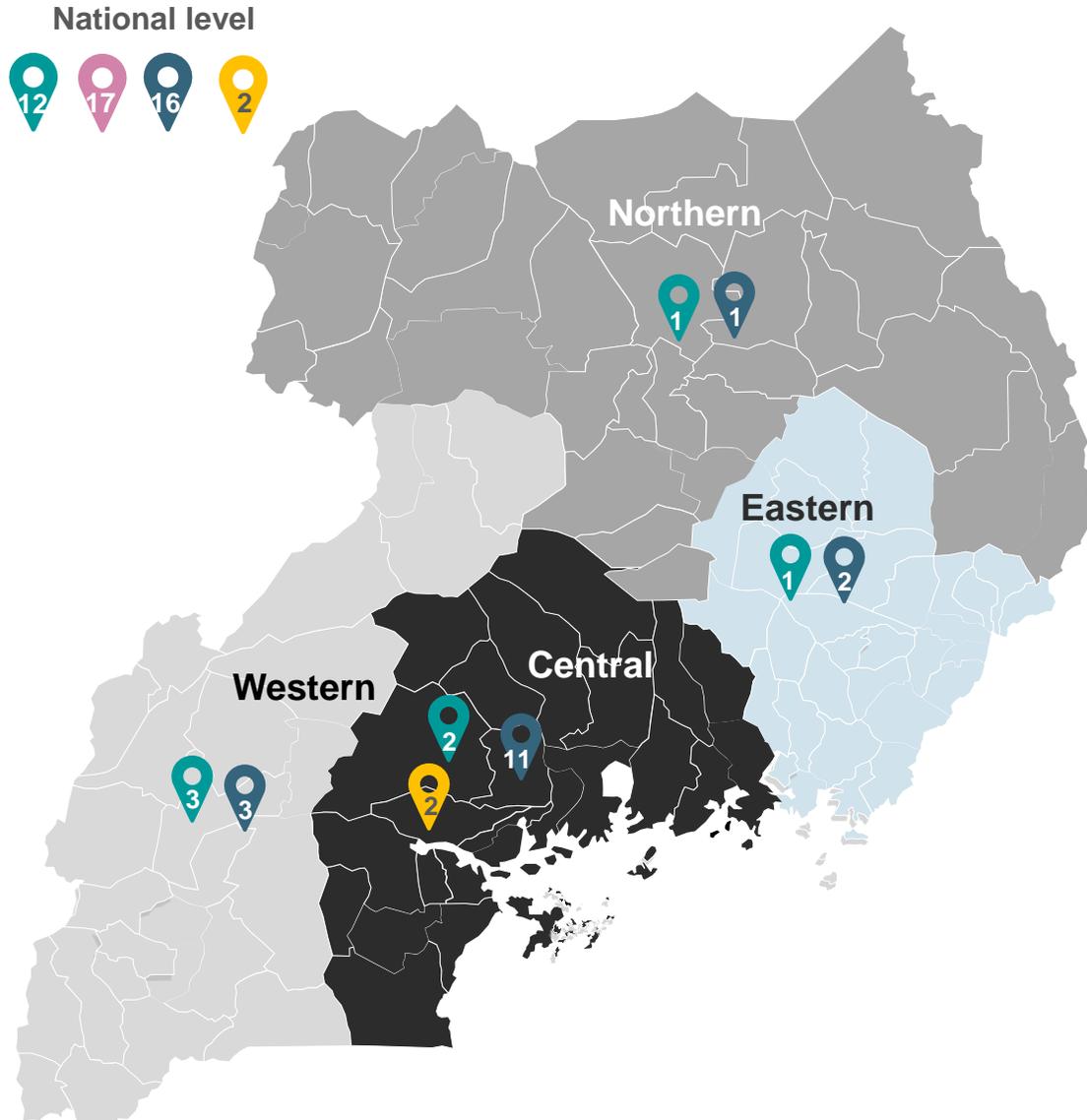
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The stakeholder listing simply reflects information that was gathered through secondary research and interviews for the Pathways study, and the inclusion of any stakeholders does not signify any opinion or endorsement by the organisations listed above. The information contained in this document is provided without any warranties or representations about accuracy or completeness. Any reliance on this material is made at users' own risk.

Uganda's tourism and hospitality sector stakeholders are split among government organizations, private sector players, associations and NGOs operating across the country



#	Stakeholder type	Region				
		Central	Eastern	Western	Northern	National*
19	Associations, collectives, organizations, rep bodies	2	1	3	1	12
17	Government agencies/departments	-	-	-	-	17
33	Private Companies	11	2	3	1	16
9	NGOs	2	-	-	-	2
	TOTAL	15	3	6	2	47

*Note: *National stakeholder tally includes global stakeholders, who are assumed to operate at a national scale.*

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Tourism and Hospitality Sector

National and Global level stakeholders in Uganda's Tourism and Hospitality sector



Tourism, Safari and Related Activities



Hotels, Hospitality and Related Services



Financial support/Funding



Capacity building, training, education



Lobbying/Advocacy/Representation



Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Uganda Women Network (UWONET)	Collective network of women composed of 20 Women's Rights Organisations and nine individual activists	✓	✓		✓	✓	✓	✓	<ul style="list-style-type: none"> Advocacy and policy engagement on women issues and concerns; Wholly women-centric in its activities Partnered with Democratic Governance Facility (DGF), UN Women Uganda, Austrian Development Cooperation (ADC), DanChurchAid (DCA), OXFAM International, etc. Strength: Expertise and Experience of membership 	www.uwonet.or.ug
Private Sector Foundation Uganda	Professional organisation aiming to be the apex body championing inclusive and sustainable private sector development	✓	✓		✓	✓	✓	✓	<ul style="list-style-type: none"> All programs implemented with a gender focus Partnered with The World Bank, EADB, Uganda Revenue Authority, URSB, Uganda Law Society, AUTO, NARO, TABC, Coca-Cola IFAD, Stanbic Bank Strength: Policy, research, analysis, consultations experience 	www.psfuganda.org
Ministry of Gender Labour and Social Development	Government body aiming to promote gender equality, social protection and transformation of communities	✓	✓		✓	✓	✓	✓	<ul style="list-style-type: none"> Regulation of non-state actors in support of women employment, has a department for advocacy and enforcement of labour rights, and employment services Partnerships cutting across development partners Strength: Departments of gender and women affairs 	www.mglsd.go.ug
Uganda Manufacturers' Association (UMA)	Industry association advising the government of Uganda in the formulation of national and regional industrial policy	✓	✓		✓	✓	✓	✓	<ul style="list-style-type: none"> Headed by a woman and it has women in its structure Partnered with industrialists, government, manufacturers, etc. Strength: National trade-fair organiser 	
Uganda Sugar Manufacturers' Association (USMA)	Industry Association promoting sustainable, profitable manufacture of sugar and related products for the development of the industry and country	✓	✓		✓	✓	✓	✓	<ul style="list-style-type: none"> Women are part of the governance structure Represents Uganda in matters related to the International Sugar Organization Strength: Sustainable manufacture of sugar 	
Uganda Tourism Board (UTB)	Government body regulating both the travel and tour businesses, and the commercial accommodations in Uganda	✓			✓	✓	✓	✓	<ul style="list-style-type: none"> Licensing and regulation of enterprises (women-owned); Works in association with Uganda Women Entrepreneurs Association Limited (UWEAL) Several government and private sector partners in tourism Strength: Promotes and empowers local tourism activities 	www.visituganda.com

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Tourism, Safari and Related Activities	Hotels, Hospitality and Related Services	Financial support/Funding	Capacity building, training, education	Lobbying/Advocacy/Representation	Policy and Research	Women-centric provision(s)/operation(s)				
Stakeholder	Brief description	Core activities						Key relationships and strengths	Website	
National Council of Sports (NCS)	Government body providing an enabling environment for the investment in and promotion of sports in Uganda	✓		✓	✓		✓	✓	<ul style="list-style-type: none"> Promotes women sport activities although with limited funding; few women service positions in the management structure Partnered with the Ministry of Education and Sports Strength: Promotion of women sport activities 	www.ncs.go.ug
Uganda Hotel and Tourism Training Institute (UHTTI)	Government body aiming to produce a highly skilled and competent workforce for National and International Tourism and Hospitality industry	✓	✓		✓		✓	✓	<ul style="list-style-type: none"> Non-discriminatory training offered; Board composition has women representation Partnered with Ministry of Tourism, Wildlife and Antiquities, Uganda Tourism Board, Uganda Wildlife Authority, etc. Strength: Government-owned; training and capacity building 	www.uhtti.ac.ug
Uganda Small Scale Industries Association (USSIA)	Industry Association enhancing the development and competitiveness of micro and small-scale industries in Uganda through quality services delivery and advocacy	✓	✓		✓	✓		✓	<ul style="list-style-type: none"> Organises women's desk network meetings; supports women-owned enterprises; Executive Director is a woman Sources of funding: Agro Processing Initiatives, Membership subscriptions and Development Partners Strength: Several useful membership services provided 	www.ussia.or.ug
Association of Ugandan Women in Tourism Trade	Trade Association formed to empower and bring women in the tourism and hospitality sector together	✓	✓		✓	✓		✓	<ul style="list-style-type: none"> Wholly women-centric in operations; strong WEE relevance Partnered with Uganda Tourism Association (UTA) Strength: WEE in the tourism and hospitality sector 	
Uganda Registration Services Bureau (URSB)	Government body providing business registration services for all business enterprises	✓	✓		✓		✓	✓	<ul style="list-style-type: none"> Launched women in business clubs to support working relationships Partnered with the government as a government agency Strength: Support in business registration and regulation 	www.ursb.go.ug/about-ursb
YMCA Comprehensive Institute	Private Company providing excellence in vocational and technical skills that build the Mind, Spirit and Body for better services to society	✓	✓		✓	✓		✓	<ul style="list-style-type: none"> Training, employment and mentorship for women. One of the courses provided is hotel and institutional catering Strength: Private institute with several regional branches 	www.yci.ac.ug
Ministry of Trade, Industry and Cooperatives (MTIC)	Government body, which is a cabinet level ministry of the government of Uganda promoting competitive trade and industrial development in the country	✓	✓		✓		✓	✓	<ul style="list-style-type: none"> The cabinet minister for this ministry is a woman Partnered with several state and non-state actors Strength: Policy and regulation of industry and trade 	www.mtic.go.ug

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Tourism, Safari and Related Activities



Hotels, Hospitality and Related Services



Financial support/Funding



Capacity building, training, education



Lobbying/Advocacy/Representation



Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Ministry of Tourism, Wildlife and Antiques (MTWA)	Government body responsible for the overall planning and development of Uganda's tourism industry	✓			✓		✓	✓	<ul style="list-style-type: none"> Gender is mainstreamed in all government programs Partnerships with government ministries, departments, agencies, international organisations, CSOs, Private sector, etc. Strength: Policy implementation and regulation of the sector 	www.tourism.go.ug
Environmental Conservation Trust of Uganda (ECOTRUST)	NGO conserving natural resources and enhancing social welfare by promoting innovative and sustainable environment management in Uganda	✓		✓	✓			✓	<ul style="list-style-type: none"> Share of membership, employment and affiliates are women; gender equity followed in the structure Relationships with the local communities in regions Strength: Designs cutting edge conservation models 	www.ecotrust.or.ug
The National Environment Management Authority (NEMA)	Government body responsible for coordinating, monitoring, regulating and supervising environmental management in the country	✓			✓		✓	✓	<ul style="list-style-type: none"> Favorable policy for women employment in the forestry sector Partnered with several government institutions Strength: Spearheads the development of laws and policies 	www.nema.go.ug
The Uganda Girl Guides Association (UGGA)	NGO dedicated to the growth and development of girls and women by running campaigns and programmes	✓			✓	✓		✓	<ul style="list-style-type: none"> Women empowerment trainings, and advocacy; organization structure dominated by women Partnered with World Association of Girl Guides and Girl Scouts (WAGGGS), FK Norway, UNICEF Uganda, Uganda Scouts Association, etc. Strengths: Activities are conducted mainly on donation funds 	www.girlguidesuganda.org
Rhino Fund Uganda	Private company fighting against the rhino poachers and those that encourage such destructive behaviour	✓		✓	✓			✓	<ul style="list-style-type: none"> Women employment and mentorship; however they do not deliberately target women for employment Partnered with state and non-state actors Strength: Works mainly on donations 	www.rhinofund.org
Federation of Uganda Employers (FUE)	NGO acting as the premier voice for employers on social and economic issues, recognized both locally and internationally as the sole employer's organization in Uganda	✓	✓		✓			✓	<ul style="list-style-type: none"> FUE programs include the FUE Women Executives Chapter (FUEWEC); aimed at capacity building and mentorship Partnered with International Organisation of Employers, Business Africa, East African Employers Organisation, etc. Strength: WEE relevant, encourages women in leadership 	www.fuemployers.org

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Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Jimmy Sekasi Institute of Catering	Private company providing catering training in Uganda, as well as Tourism and Hospitality courses	✓	✓		✓			✓	<ul style="list-style-type: none"> Has a woman leader Partnered with Ministry of Education and Sports Strength: Trained majority of the hoteliers of Uganda 	
Management Training and Advisory Centre (MTAC)	Government body aiming to create a world of job creators and effective managers in Uganda through training and consultancy services for management improvement	✓	✓		✓			✓	<ul style="list-style-type: none"> Website indicate women engagement in all activities Partnered with Ministry Trade, Industry and Cooperatives Strength: Several regional offices and centers 	www.mtac.ac.ug
Marasa Africa	Private company which is a collection of 7 hotels in Uganda and Kenya	✓	✓		✓			✓	<ul style="list-style-type: none"> All facilities employ majority women Works as network of hotels in Uganda and Kenya Strength: Provides employment across East Africa 	www.marasa.net
Uganda Hotels, Food, Tourism, Supermarkets, and Allied workers Union (HTS-Union)	Trade Association, a labour union for employees working in Ugandan Hotels, Food, Tourism, and Supermarkets	✓	✓	✓		✓		✓	<ul style="list-style-type: none"> Represents women, advocates for them, favors them directly and indirectly through its activities Partnered with FUE, Ministry of Gender, Labour and Social Development, Uganda Red Cross Society, Uganda Hotel Owners Association (UHOA), Uganda Wildlife Authority, etc. Strength: Collective bargaining and advocacy 	www.hts-union.org
National Association of Crafts and Arts of Uganda	Cooperative promoting, preserving and transforming Uganda's Tourism industry and traditional culture through partnering with producers of and dealers in visual arts and crafts	✓				✓		✓	<ul style="list-style-type: none"> Promotes women business through buying of crafts, as most women are engaged in arts and crafts Partnered with Ministry of Tourism, UTB, UTA member Strength: Preserving cultural heritage of Uganda 	www.naccou.co.ug
Bird Uganda Safaris	Private company instrumental in training bird guides for bird safaris in Uganda	✓			✓			✓	<ul style="list-style-type: none"> Training and employment of women bird guides Partnered with Uganda Bird Guides Club, Uganda Women Birders Club, Uganda Young Birders Club, Uganda Safari Guides Association, Nature Uganda, etc. 	www.birduganda.com
Uganda National Cultural Centre (UNCC)	Government body providing and establishing theatres and cultural centres in the country, encouraging and developing cultural and artistic activities, etc. in Uganda	✓			✓			✓	<ul style="list-style-type: none"> Gender mainstreaming followed in all programmes Partnered with Ministry of Gender, Labour and Social Development 	www.uncc.co.ug

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Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Wildlife clubs of Uganda (WCU)	Professional Organisation of young people's environmental clubs which are committed to the conservation of Uganda's natural heritage	✓			✓			✓	<ul style="list-style-type: none"> Leadership and services of the organisation involves women Partnered with Ministry of Tourism, Wildlife and Antiquities Strength: Membership-based, depends on membership fees 	www.wildlifeclubsofuganda.org
Uganda Museum	Government body exhibiting traditional culture, archaeology, history, science, and natural history	✓			✓			✓	<ul style="list-style-type: none"> Majority employees are women at the facility Works as a open-to-public institution Strength: Preserves cultural and historic heritage of Uganda 	
Matoke Tours	Private company specialised in providing quality, individualized private and group tours within East Africa	✓			✓			✓	<ul style="list-style-type: none"> As observed on their website, majority employees are women Partnered with AUTO and ATTA (African Travel & Tourism Association) and USAG Strength: Tailor-made multi-country tour operator 	www.matoketours.com
Hotel Africana	Private company providing premier luxury hotel and accommodation facilities to tourists		✓		✓			✓	<ul style="list-style-type: none"> Women are employed within the structure of the organization One of the brands under BMK group Strengths: Offers premier services across the country 	www.hotelafricana.com
Speke Group of Hotels	Private company, owning eleven hotel brands with accommodation and other premium facilities		✓		✓			✓	<ul style="list-style-type: none"> Provides employment to women Associated with Boulevard Suites, Bukoto Heights Apartments, Speke Apartments Kitante, Tagor Apartments, etc. Strength: Offers hotel and resort services 	
Fairway Hotel and Spa	Private company, hotel providing accommodation, restaurant, and venue for conferences and weddings		✓		✓			✓	<ul style="list-style-type: none"> Employment and mentorship of women Facility open to government and public Strength: Ugandan hospitality, boutique hotel services 	www.fairwayhotel.co.ug
Uganda Wildlife Conservation Education Centre (UWEC)	Government body providing a centre that combines wildlife education with leisure activities	✓			✓		✓		<ul style="list-style-type: none"> Works with all categories of people regardless the gender Partnered with several MNCs and national companies Strength: Wildlife research and education center 	www.uwec.ug
Uganda Community Tourism Association (UCOTA)	Collective bringing together formal and informal community tourism initiatives	✓	✓		✓	✓		✓	<ul style="list-style-type: none"> Research and documentation of women issues; Executive Director is a woman; association comprises 63% women Partnered with UTA; membership-based Strength: WEE relevant activities conducted 	www.ucota.or.ug/about-us

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Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Uganda Wildlife Research and Training Institute	Government body creating a sustainable wildlife industry, based on professional management, informed by research and training to address the ever-evolving challenges	✓			✓		✓		<ul style="list-style-type: none"> Non-discriminatory training provided to all Partnered with several agencies and organisations, Uganda Wildlife Authority (UWA), etc. Strengths: Provides education and training 	www.uwrti.ac.ug
National Forestry Authority (NFA)	Government body aiming to create a sufficiently forested ecologically stable and economically prosperous Uganda	✓			✓		✓	✓	<ul style="list-style-type: none"> Possibility of women-oriented policies in effect Partnered with several government institutions and UWA Strengths: Partnerships to ensure success of mandates 	www.nfa.go.ug
Uganda Hotel Owners' Association (UHOA)	Collective trade and lobbying organisation that includes almost all of the nation's hotels, lodges and camps among its members		✓			✓		✓	<ul style="list-style-type: none"> Women employment and advancement in the hotel industry; Headed by a female Executive Director Partnered with Ministry of Tourism, Wildlife and Antiquities, Association of Tour Operators, Uganda Tourism Board, etc. Strengths: Sets high standards to be reached by members 	www.ugandahotelsassociation.com
Uganda Wildlife Authority (UWA)	Government body conserving and managing Uganda's wildlife as a semi-autonomous agency	✓		✓			✓		<ul style="list-style-type: none"> Support to women economic groups around the protected areas; however not yet strong enough in its support provided Partnered with Toro Semuliki Wildlife Reserve, Katonga Wildlife Reserve, Ajai Wildlife Reserve, etc. Strength: Strong in the tourism industry 	www.ugandawildlife.org
Uganda Tourism Association (UTA)	Collective assisting with strategic intervention when the industry requires lobbying or advocacy at the highest level on the main issues on tourism growth and development	✓				✓	✓		<ul style="list-style-type: none"> No activities in direct support of women or WEE relevance Umbrella association for all tourism associations in Uganda Strength: Wide reach and engagement in the tourism sector 	www.ugandatourismassociation.org
Avian Safaris	Private company, Uganda's birding safari operators	✓			✓			✓	<ul style="list-style-type: none"> Employment and mentorship of women Partnered with private companies, producers, caterers, etc. Strength: Operations across East Africa 	www.aviansafaris.com
Institute for Social Transformation (IST)	NGO providing training and promoting the philosophy and practice of Paulo Freire	✓			✓	✓	✓	✓	<ul style="list-style-type: none"> Advocates for women leadership in marketplaces; capacity building, etc. for women in the informal sector Partnered with Fredrich Ebert Stiftung (FES), UN Women, African Women Development Fund, UWONET, etc. 	www.ist-tft.org

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Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities						Key relationships and strengths	Website	
Association of Uganda Tour Operators (AUTO)	Collective tourism trade association and a flagship of the country's leading and experienced professional, reputable and most respected tour companies	✓			✓	✓		✓	<ul style="list-style-type: none"> Training and facilitation of women enterprises Partnered with UTB, Ministry of Tourism Strength: Membership-based with many services 	www.ugandatouropers.org
Uganda National Roads Authority (UNRA)	Government body responsible for maintaining, managing and developing the National Road network	✓	✓		✓			✓	<ul style="list-style-type: none"> Women are serving in leadership positions of the organization Associated with Ministry of Works and Transport (MoWT) Strength: Road construction and maintenance activities 	www.unra.go.ug
Green Lodges Uganda	Private company providing lodging and accommodation facilities for tourists	✓	✓		✓			✓	<ul style="list-style-type: none"> Majority employees are women; mentorship provided Associated with Mburo eco safari lodge, Kidepo safari lodge Strength: Facility that provides safari and accommodation 	www.mburossafarilodge.com
The Uganda Association of Travel Agents (TUGATA)	Trade Association representing actors on local, regional and international platforms connected with the air travel industry	✓				✓	✓	✓	<ul style="list-style-type: none"> Lobbying for favourable government policy, provision of recommendation for women enterprises; board has women Partnered with United Federation of Travel Agents Association (UFTAA), Federation of Eastern and Southern African Travel Agents Association, Agency Programme Joint Council, etc. 	www.tugata.com
Uganda Safari Guides Association (USAGA)	Trade Association of tour guides and specialists of tourism sub-activities to provide a platform to increase their visibility and recognition as key actors in the tourism industry	✓			✓	✓	✓	✓	<ul style="list-style-type: none"> Training, mentorship provided to women clubs; aims to train women in digital marketing; limited funding Partnered with UWA, UTB, UHOA, UTA, etc. Strengths: Offers a range of training and learning activities 	www.ugasaf.org
HOTEL GOLDEN TULIP CANAAN KAMPALA	Private company providing 4-star accommodation/hotel services for business tourists and leisure travellers		✓		✓			✓	<ul style="list-style-type: none"> Employment and mentorship of women Facility open to government and general public 	www.canaan-kampala.goldentulip.com
Cross Cultural Foundation of Uganda (CCFU)	NGO promoting the recognition of culture as vital for human development that responds to our national identity and diversity	✓					✓	✓	<ul style="list-style-type: none"> Gender is a cross cutting issue in the organization's work; headed by a woman Partnered with UNESCO, Ministry of Tourism, etc. 	www.crossculturalfoundation.or.ug
Makerere University -College of Agricultural and Environmental Sciences	Government body, college offering training for Bachelor of Tourism programme	✓	✓		✓				<ul style="list-style-type: none"> Government institution; no specific focus on WEE in training Strength: Programme emphasizes problem-based; project oriented; work-based and practical/field-based learning 	

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Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Uganda Women Birders Club	Private company aiming to increase the number of women participating in Nature Guiding	✓			✓			✓	<ul style="list-style-type: none"> Training and mentorship of women Partnered with private companies, producers, caterers, etc. Challenges: Inadequate equipment, socio-cultural perceptions 	www.ugandawomenbirders.org
Swanair Travel	Private company providing both travel agency and tour safaris services	✓			✓			✓	<ul style="list-style-type: none"> Provides employment to women Appointed and exclusive partner in Uganda of CWT Strength: Offers both travel agency and safaris services 	www.swanairtravel.com
Venture Uganda	Private company independently operating Ugandan tours, offering specialist holidays and educational visits	✓			✓			✓	<ul style="list-style-type: none"> Employment and empowerment of women Partnered with Uganda Safaris Guides Association, AUTO 	www.ventureuganda.org
Primate Watch Safaris Limited	Private company operating safari tours in Uganda	✓			✓			✓	<ul style="list-style-type: none"> Provides employment to women, but less likely to employ women in their structure Strength: Offices in Uganda, Kenya, Rwanda and Tanzania 	www.primatewatchsafaris.com
Engagi Safaris	Private company operating gorilla and primate safari tours in Uganda, Rwanda and Congo regions	✓			✓			✓	<ul style="list-style-type: none"> Women employment and empowerment; work with and support women groups Partnered with Uganda Safari Guides Association Strength: Supports village development projects 	www.engagixperience.net
Wildlife Conservation Society Uganda	NGO saving wildlife and wild places worldwide through science, conservation action, education, and inspiring people to value nature	✓		✓			✓	✓	<ul style="list-style-type: none"> Women are employed within the structure of the organization; it is likely that women are beneficiaries of their projects Likelihood that the organization survives on donations Strength: Conducts conservation research in Uganda 	www.uganda.wcs.org

Tourism and Hospitality Sector

Regional level stakeholders in the Central Region



Tourism, Safari and Related Activities



Hotels, Hospitality and Related Services



Financial support/Funding



Capacity building, training, education



Lobbying/Advocacy/Representation



Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Cowa-Centenary Vocational Training School	Private company producing competitive artisans, fully empowered and self reliant in the Garment-making, Hotel and ICT Industry in Uganda	✓	✓		✓				<ul style="list-style-type: none"> Training and mentorship for women in employable technical, vocational, education, ICT and life skills training Partnered with Ministry of Education-BTVET Department Strength: Conducive learning facilities provided 	www.cowacvts.cfsites.org
Africa Sustainable Tourism Care Foundation (ASTCF)	NGO focusing on the conservation of biodiversity and development of rural communities in high tourism potential areas in Uganda	✓			✓				<ul style="list-style-type: none"> Women employment and empowerment Partnered with Uganda Safari and Guides Association Strengths: Works with volunteers and donation 	www.africasustainabletourism.org
Imperial Hotels Group	Private company, hotel conglomerate, made of 5 brand hotels and 1 apartment facility		✓		✓				<ul style="list-style-type: none"> Provides employment to women in hospitality sector Associated with Imperial Resort Beach Hotel, Imperial Golf View Hotel, Imperial Apartments, etc. Strength: Located in Kampala and Entebbe 	www.imperialhotels.co.uk/ImperialHotels.html
Sheraton Kampala Hotel	Private company offering 5-star hotel services with pool and restaurants in Kampala		✓		✓				<ul style="list-style-type: none"> Provides employment to women Partnered with Private companies, producers, caterers, courtesy vehicles services, house-keeping services, etc. Strength: Offers a magnificent view to guests 	www.marriott.com/hotels/travel/ebbsi-sheraton-kampala-hotel
Protea Hotels	Private company offering 4-star luxury hotel accommodation with 5-star service to guests in Kampala		✓		✓				<ul style="list-style-type: none"> Women in hospitality sector are provided employment Partnered with Private companies, producers, caterers, courtesy vehicles services, house-keeping services, etc. Strength: Located in Kampala and Entebbe 	www.marriott.com/hotels/travel/ebbka-protea-hotel-kampala
Golf Course Hotel	Private company providing luxurious hotel services and hospitality facilities		✓		✓				<ul style="list-style-type: none"> Provides employment to women Partnered with Private companies, producers, caterers, courtesy vehicles services, house-keeping services, etc. Strength: Skill and trained hospitality staff 	www.golfcoursehotel.com
Serena Hotels	Private company providing 5-star hotel services in Kampala along with gourmet cuisine and other facilities		✓		✓				<ul style="list-style-type: none"> Employment to women in hospitality sector Partnered with Private companies, producers, caterers, courtesy vehicles services, house-keeping services, etc. 	www.serenahotels.com

Tourism and Hospitality Sector

Regional level stakeholders in Central Region



Tourism, Safari and Related Activities



Hotels, Hospitality and Related Services



Financial support/Funding



Capacity building, training, education



Lobbying/Advocacy/Representation



Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Capital Shoppers Limited	Private company operating a supermarket chain in Uganda		✓		✓			✓	<ul style="list-style-type: none"> Provides women employment in the company Strength: Owns three branches, several products and services 	
Buganda Heritage and Tourism Board (BHTB)	Private company responsible for protecting, preserving and promoting the heritage of Buganda's culture	✓			✓		✓	✓	<ul style="list-style-type: none"> Majority in governance board are women; women-dominated within management and employees Partnered with Private Sector Foundation Uganda, Uganda Tourism Board, Association of Tour Operators, EU, etc. Strength: One of the richest cultural sites in the world 	
Black Heron Eco-Tourism Association	Collective community initiative working to promote conservation of Lutembe Bay wetland and Ramsar site	✓	✓		✓			✓	<ul style="list-style-type: none"> Income generation and empowerment of women Partnered with UCOTA Strength: Bird watching tours, traditional dance performances, and accommodation are sources of income for the initiative 	www.ucota.or.ug/tourism-enterprise/black-heron-eco-tourism-association
Entanda cultural experience	Collective community initiative offering an authentic visitor experience in a non-staged environment	✓			✓			✓	<ul style="list-style-type: none"> Income generating activities for women, sale of their produce Women lead, involved in the implementation of group services Partnered with UCOTA Strength: Provides learning through engaging activities 	www.entandatours.com
Uganda Car Rental Services	Private company offering reliable and cheap car hire services in Uganda to both business, leisure and adventure tourists including back-packers and small groups	✓			✓			✓	<ul style="list-style-type: none"> Services are not gender-biased; employs women Operates under Mumwe Global Safaris Strength: Trusted car rental and tours operators in Uganda 	www.ugandacarrentalservices.com

Tourism and Hospitality Sector

Regional level stakeholders in Western and Other Regions



Tourism, Safari and Related Activities



Hotels, Hospitality and Related Services



Financial support/Funding



Capacity building, training, education



Lobbying/Advocacy/Representation



Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Lake Bunyonyi Christian Vocational Secondary School	Private company providing secondary school education and vocational training in South Western Uganda	✓	✓		✓			✓	<ul style="list-style-type: none"> Training and mentorship for young women; employs women Partnered with Ministry of Education and Sports Strength: School is a charity and survives on donation 	
St Joseph's T.I. Fort Portal	Private company providing a wide range of technical training and education with emphasis on practical hands-on skills in South Western Uganda	✓	✓		✓			✓	<ul style="list-style-type: none"> Training, employment and mentorship provided to women Partnered with Ministry of Education and Sports Strength: Practical skills training along with theory 	
Ride 4 a Woman	Collective in Western Region supporting women struggling with poverty, HIV and domestic violence	✓	✓	✓	✓			✓	<ul style="list-style-type: none"> Income generating employment, financial inclusion of women Partnered with USAGA and the community; seeking volunteers and donations Strength: Also supports with microfinance 	www.ride4awoman.org/contact
Rwenzori Homestay	Private company in South Western Uganda operating a network of three homestays (each with up to six members) living on the same collective property	✓	✓		✓			✓	<ul style="list-style-type: none"> Income generating activities for a household Partnered with UCOTA Strength: Provides community living experience in Uganda 	www.ucota.or.ug/tourism-enterprise/rwenzori-homestay
Busongora Joint farmers' Association	Collective formed to share with tourists their story of coffee farming in Rwenzori coffee village	✓	✓		✓			✓	<ul style="list-style-type: none"> Income generating activities for women, sale of their produce Women lead, involved in the implementation of group services Partnered with UCOTA Strength: Tour of how coffee is produced in Uganda 	www.ucota.or.ug/tourism-enterprise/rwenzori-coffee-village-experience
Rwenjeru Campsite	Collective of community groups, offering accommodation near the Lake Mburo national park with campground and guesthouse facilities	✓	✓		✓			✓	<ul style="list-style-type: none"> Women are employed and provide services Partnered with UCOTA Strength: Women empowerment projects, conservation projects 	www.ucota.or.ug/tourism-enterprise/rwenjeru-campsite
Resty Homestay	Private company and community initiative offering meals, accommodation and agro tours in the home gardens to learn local farming, harvesting and cooking	✓	✓		✓			✓	<ul style="list-style-type: none"> Women-owned homestay; income generation activity Partnered with UCOTA Strengths: Provides meals, accommodation and agro-tourism 	www.ucota.or.ug/tourism-enterprise/resty-homestay

Tourism and Hospitality Sector

Regional level stakeholders in Western and Other Regions



Tourism, Safari and Related Activities



Hotels, Hospitality and Related Services



Financial support/Funding



Capacity building, training, education



Lobbying/Advocacy/Representation



Policy and Research



Women-centric provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Nshenyi cultural center	Private company, a community initiative in the Western region aiming to preserve and enrich the cultural heritage	✓	✓		✓			✓	<ul style="list-style-type: none"> Women are involved in services and employment Partnered with UCOTA Strengths: Preservation of cultural heritage of the region 	www.ucota.or.ug/tourism-enterprise/nshenyi-cultural-center
Nyundo Valley Hill Bandas	Collective in the Western Region, a community initiative, providing traditional accommodation in the Kigezi village	✓	✓		✓			✓	<ul style="list-style-type: none"> Income generation and employment to women Partnered with UCOTA Strengths: Tourists experience several community activities 	www.ucota.or.ug/tourism-enterprise/nyundo-valley-hill-bandas
Kara-Tunga	Private company in Karamoja operating local tours and travel services in the region	✓			✓			✓	<ul style="list-style-type: none"> Provides women employment within activities Partnered with travel agents, tribes, hotels and inns for accommodation, local retail food shops and stores, etc. 	www.kara-tunga.com
Mubaku community dance performance	Collective, a community initiative in Bulisa District, providing tourists activities and experiences in music and dance performance and exposure to African village life		✓		✓			✓	<ul style="list-style-type: none"> Women lead, involved in the implementation of group services Provides income-generating activities to women Partnered with UCOTA 	www.ucota.or.ug/tourism-enterprise/mubaku-community-dance-performance
Rwenzori Founders	Private company operates an Art Center, comprising of a Sculpture Gallery, Bronze Foundry and Coffee Bar, lies eleven kilometres north of Kasese in the foothills of Rwenzori Mountains		✓					✓	<ul style="list-style-type: none"> Possibility of contribution to women employment Partnered with Uganda Safaris Guides Association Strength: Award-winning galleries and foundries 	www.rwenzorifounders.com
Bunyoro Tourism Initiative	Religious/Tribal/Social Group focusing on promotion of cultural tourism in the Mid-Western region	✓				✓			<ul style="list-style-type: none"> Advocacy for reconstruction of cultural tourism Works with cultural groups: traditional dances and music, crafts-making that is dominated by women Partnered with UTB, UTA, NFA, CCFU, Chimpanzee Trust, etc. 	