Nile Breweries Limited is a leading beverage company in Uganda and a subsidiary of ABInBev, the largest brewing group in the world. Nile Breweries prides itself in being an equal opportunity employer with a strong and clear commitment to Equality, Diversity and Inclusion. Our vision and values are based upon key inclusion principles and are integral to our business objectives.

Victorious Education Services, an institution that provides holistic education to children by developing the head, heart and hands. The Institution that started in 1999 provides a range of services including day care, kindergarten and primary school education. It aims to become a center of excellence in nurturing people for victorious life.

Hostalite is a leading provider of information technology services in Uganda and the East African region. We believe that every progressive business or organisation requires a Professionally Designed and mobile responsive Website. Our team of proactive and passionate professionals is dedicated to helping our clients effectively communicate their brand message.

Eye to Eye Consult Ltd is a fully integrated Marketing and Communications Agency. We provide our clients with top notch Design, Branding, Printing, Public Relations, Event Management and Marketing services. Our team of proactive and passionate professionals is dedicated to helping our clients effectively communicate their brand message.

Aloesha Organic Natural Health Products is a Private Company Limited by guarantors that was incorporated in 2012. We are manufacturers and suppliers of standardized organic food supplements, herbal extracts, phytoschemicals and cosmetic herbal healthcare products which have been validated over the years as effective, safe and consistent. Our main objective is to sustain a health population with a healthy lifestyle that creates wholesome happiness for us that believe that your health is our number one priority.

Finance Trust Bank is a fully fledged commercial bank categorized under tier 1 financial institutions in Uganda. The company has a history of 32 years, having started as an NGO to empower women economically and socially. Today Finance Trust Bank has 36 branches which are strategically positioned all over the country serving over 470,000 customers of whom 50% are women and youth.

Graphic Systems (U) Ltd (GSUL) is the leading industrial printing and packaging firm in Uganda. GSUL entered the printing sector in 1997 in Kampala, Uganda. During the last 19 years GSUL has attained growth and experience that brings its unit to the forefront of the Ugandan market. The vision of GSUL entails the provision of quality products backed up by management and production expertise. Effectively, the aim is to provide our clients, from the largest multi-nationals to the smallest local firms, a one-stop shop in their backyard.

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The Gender Equality Seal
A certification programme that enables businesses to increase productivity, profitability and partnerships through:

- Employee performance schemes that reduce gender-gaps at the work place.
- Innovations for gender-appropriate product design and customer services.
- Networking with global companies that support the sustainable development goals.
Uganda’s Private Sector
endorses the gender equality seal for private sector...

The Pledge ...
On 19 August 2016, the private sector in Uganda through their umbrella body – the Private Sector Foundation of Uganda (PSFU) pledged to adopt the Gender Equality Seal Certification Programme for Private Enterprises at a ceremony witnessed by the Hon. Matia Kasaija, Minister of Finance, Planning and Economic Development; and Hon. Peace Mutuuzo, Minister of State for Gender and Culture.

Why is getting the Seal good for private companies:
The Gender Equality Seal certification programme provides private companies with a mechanism to level the playing field for both women and men at the work place. It also helps companies to make their human resource management systems equitable and more gender sensitive.

Working to achieve the Gender Equality Seal helps management of private companies understand how their decisions affect female staff compared to male colleagues; how gender-pay gaps come about and how to work out a work-life-balance for employees.

What is the Gender Equality Seal:
The Gender Equality Seal (GES) promotes investment in systems that integrate gender equality into the work environment and business strategies. It is a learning and certification programme, supported by the United Nations Development Programme (UNDP), to help businesses achieve Gender Equality, which is Goal Five of the 17 Sustainable Development Goals (SDGs).

The SDGs (global goals), were signed up by world leaders in September 2015 at the United Nations General Assembly in New York. Private companies that get the Gender Equality Seal certification attain sustainable business growth, which in turn leads to sustainable development.

…Compliments Certification of Government Institutions
For Government, the Gender Equality Seal complements the Gender and Equity Certificate that is used to assess the gender responsiveness of sector plans and budgets, as provided for by the Public Finance Management Act (PFM 2014). The seal offers government entities; methods, tools and indicators for measuring the gender effects of taxation.

Where it has worked and the benefits:
Originally pioneered in; Costa Rica, Uruguay, Brazil and Chile, the Gender Equality Seal Certification Programme is now expanding globally. Over 400 companies across eleven countries of Latin America have been certified since 2009. These companies have reported witnessing a broad range of benefits, including; a better work environment, greater productivity, efficiency, improved relationships among staff, employee commitment, a reduction in absenteeism and achievement of diversity of talent.

10 Steps for obtaining the Gender Equality Seal (GES)
1. Formulate the company’s written commitment to gender equality
2. Establish a gender equality committees
3. Train senior management and staff on gender equality
4. Undertake an internal organizational assessment of the company’s policies and practice
5. Develop a company wide policy and plan of action for gender equality
6. Implement the gender equality plan of action
7. Conduct an external audit of the progress achieve
8. Achieve official government recognition and certification of the Gender Equality Seals
9. Once the gender equality seal has been awarded; monitor, audit for quality assurance.
10. Take actions to improve the programme and maintain certification status

Uganda made history by becoming the first country in Africa to have its Private Sector committing to adopt and implement the UNDP Gender Equality Seal for Private Enterprises. Africa’s pioneer 13 companies from Manufacturing, ICT, Banking and Service sectors include: Nile Breweries, Alam Group of Companies, Delight Uganda Limited, Aloesha Organic Natural Health Products Limited, NBS Television, Graphic Systems, Standard Chartered Bank, DFCU Bank Limited, Finance Trust Bank, Victorious Education Services, Eye to Eye Consult Limited Hostalite Limited and Simba Telecom.

The SDGs (global goals), were signed up by world leaders in September 2015 at the United Nations General Assembly in New York. Private companies that get the Gender Equality Seal certification attain sustainable business growth, which in turn leads to sustainable development.

We are making history. This is unique. It’s the very first country that is doing Gender equality seal for private Enterprises in Africa. Uganda will be the touch bearer for Africa in this Crusade...

PSFU Speaks...
We acknowledge the Seal as a concrete tool for us as the Private Sector to contribute to the achievement of the SDGs by reducing gender gaps through promoting women’s economic empowerment as well as bringing equality in the workplace.

“Adapting the UNDP Gender Equality Seal to our private sector development plans and corporate practices will be vital in making workplaces and marketplaces inclusive places for women and men as well as converting SDG 5 into tangible strategies for better employment outcomes and business practices.

Gideom Badamikara, Executive Director Private Sector Foundation of Uganda

Signing Ceremony...