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## Gender Equality Plan (GEP)

Organization Name: Tukivu Systems Limited

Valid From: 6 January 2025

Valid Until: 5 January 2028

Approved By: Ronald Kayizzi, Founder & CEO

Contact Point for GEP: Shamron Atuhairwe, Chief Strategy & Planning Officer,  
tukivusystem@gmail.com, +256 765 842 926

### 1. Introduction

This Gender Equality Plan (GEP) comprehensively details Tukivu Systems Limited's commitment to promoting gender equality within our structures, practices, and organizational culture. It aligns explicitly with Uganda's National Gender Policy, UN Sustainable Development Goal 5 (Gender Equality), and donor compliance frameworks such as those of EU Horizon and USAID. This document provides a structured approach to embedding gender equality throughout the organization, ensuring measurable and sustainable progress.

### 2. Institutional Context and Commitment

- **Organizational Overview:** Tukivu Systems Limited is committed to revolutionizing Uganda's automotive industry through innovative digital solutions. Our core activities include mobile-based car hire services, garage partnerships, diagnostic and repair support, and sustainable vehicle waste management.
- **Leadership Commitment:** Ronald Kayizzi, Founder & CEO, endorses this plan, reaffirming gender equality as a strategic imperative for organizational growth and innovation.
- **Strategic Relevance:** Gender equality and inclusion are integral to Tukivu Systems' mission, promoting innovation, sustainability, and comprehensive community engagement.

### 3. Objectives and Strategic Priorities

Objective	Target	Timeline	Responsible department
Achieve gender balance in leadership and technical roles	Minimum 40% female representation	By end 2027	HR & Management
Ensure equitable career opportunities	Gender-balanced recruitment and training processes	Continuous from 2025	HR & Training
Promote a gender-inclusive	Annual mandatory training sessions on	Annual starting 2025	HR

workplace culture	anti-discrimination and inclusion		
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#### 4. Legal and Institutional Framework

This GEP explicitly complies with:

- Uganda National Gender Policy
- UN Sustainable Development Goal 5 (Gender Equality)
- EU Horizon gender equality guidelines
- USAID gender compliance frameworks
- Internal Anti-Harassment and Equal Opportunity Policies

#### 5. Minimum Process-Related Requirements

##### 5.1 Public GEP

The GEP will be publicly accessible via Tukivu Systems' official website, with active promotion internally and externally.

##### 5.2 Dedicated Resources

Tukivu Systems allocates dedicated human and financial resources, integrated within its HR and capacity-building budgets, explicitly supporting gender equality initiatives.

##### 5.3 Data Collection and Monitoring

- Regular collection and analysis of gender-disaggregated data
- Annual reports measuring progress against defined KPIs

##### 5.4 Training

Comprehensive gender equality training:

- Annual mandatory training sessions covering gender equality principles, unconscious bias, and inclusive leadership practices

#### 6. Thematic Priority Areas

##### 6.1 Work-Life Balance and Organizational Culture

- Implementation of flexible work arrangements
- Enhanced parental leave and family support policies
- Ongoing initiatives promoting a respectful, inclusive workplace

##### 6.2 Gender Balance in Leadership and Decision-Making

- Set clear targets for gender representation in leadership roles
- Establish mentorship and professional development programs aimed at women

##### 6.3 Gender Equality in Recruitment and Career Progression

- Utilize gender-neutral recruitment procedures
- Maintain transparent promotion criteria with balanced assessment panels.

#### **6.4 Gender Dimension in Innovation**

- Integrate gender considerations systematically into digital solutions and innovations
- Conduct regular awareness training for technical and innovation-focused teams

#### **6.5 Measures Against Gender-based Violence**

- Establish and communicate clear, confidential reporting channels
- Implement prompt investigation and appropriate redress mechanisms
- Conduct regular internal awareness and prevention campaigns

### **7. Implementation and Governance**

- Designation of Shamron Atuhairwe, Chief Strategy & Planning Officer, as the GEP contact person.
- Regular reviews, adaptive management, and periodic evaluations informed by feedback mechanisms.

### **8. Monitoring and Evaluation**

Progress will be systematically tracked and reported through:

- Annual comprehensive gender equality performance reports.
- Regular staff surveys assessing workplace environment and inclusivity.
- Established KPIs including training participation, gender representation levels, and incident resolution rates.

### **9. Budget and Resources**

- Explicit budget allocation within HR and capacity-building budgets.
- Dedicated support from departmental gender focal points and organizational leaders.

### **10. Conclusion**

This comprehensive Gender Equality Plan embodies Tukivu Systems Limited's commitment to fostering a diverse, equitable, and inclusive workplace. It aligns our internal practices with national and global gender equality standards, setting a clear trajectory for meaningful change and organizational excellence.

Signed by:



Ronald Kayizzi, Founder & CEO  
Monday 6, Jan 2025