

**UNITED NATIONS JOINT PROGRAMME ON GENDER EQUALITY - UGANDA
FINAL PROGRAMME REPORT
REPORTING PERIOD: 2010 TO JUNE 2015**

Programme Title & Project Number		Country, Locality(s), Priority Area(s) / Strategic Results¹	
<input type="checkbox"/> Programme Title: United Nations Joint Program on Gender Equality <input type="checkbox"/> Programme Number: 00074789 <input type="checkbox"/> MPTF Office Project Reference Number: 00074789		Country/Region: Uganda Priority area/ strategic results: Gender Equality	
Participating Organization(s)		Implementing Partners	
UN Women, ILO, UNCDF, UNICEF, UNFPA, UN-OHCHR, WHO, UNHCR, UNHABITAT, FAO and UNDP		National counterparts (government, private, NGOs & others) and other International Organizations: Ministry of Gender Labor and Social Development, National Planning Authority, Ministry of Finance, Planning and Economic Development, Ministry of Local Government, Uganda Bureau of Statistics, Justice, Law and Order Sector, Ministry of Education, Uganda Women's Network, Forum for Women in Democracy, MIFUMI, Action Aid D	
Programme/Project Cost (US\$)		Programme Duration	
Total approved budget as per project document: MPTF /JP Contribution ² :	USD 17,725,277 (£ 12,927,611)	Overall Duration (<i>months</i>)	57 months
<input type="checkbox"/> Agency Contribution <i>by Agency (if applicable)</i>	-	Original End Date (<i>dd.mm.yyyy</i>)	31/12/2014
<input type="checkbox"/> Government Contribution <i>(if applicable)</i>	-		Actual End date (<i>dd.mm.yyyy</i>)
Other Contributions (donors) <i>(if applicable)</i>	-	Have agency (ies) operationally closed the Programme in its (their) system?	Yes <input type="checkbox"/> NO <input type="checkbox"/>
TOTAL	USD 17,725,277 (£ 12,927,611)	Expected Financial Closure date ³ :	31/05/2016

¹ Strategic Results, as formulated in the Strategic UN Planning Framework (e.g. UNDAF) or project document;

² The MPTF/JP Contribution is the amount transferred to the Participating UN Organizations – see [MPTF Office GATEWAY](#)

³ Financial Closure requires the return of unspent balances and submission of the [Certified Final Financial Statement and Report](#).

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Abbreviations and acronyms

AAIU.....	Action Aid in Uganda
AWPs.....	Annual Workplans
CEDAW	Convention on Elimination of all Forms of Discrimination Against Women
CSOs.....	Civil Society Organizations
DFID.....	Department for International Development
EMIS.....	Education Management Information System
FGM.....	Female Genital Mutilation
FOWODE	Forum for Women in Democracy
GBV	Gender Based Violence
GDD.....	Gender Disaggregated Data
GEC.....	Gender Equity Certificate
GEP.....	Girls Education Policy
GEPMI.....	Gender and Economics Policy Management Initiative
GEWE	Gender Equality and Women's Empowerment
GFM	Female Genital Mutilation
GRB	Gender Responsive Budgeting
ILO.....	International Labour Organization
JLOS.....	Justice Law and Order Sector
MDAs.....	Memorandum of Understanding
MDG.....	Millennium Development Goal
MGLSD	Ministry of Gender, Labour & Social Development
MoFPED.....	Ministry of Finance, Planning and Economic Development
MoLG.....	Ministry of Local Government
MOU.....	Memorandum of Understanding
NDP II.....	National Development Plan Two
NPA.....	National Planning Authority
OBT	Output Budgeting Tool
OPM	Office of the Prime Minister
PUNOS	Participating United National Organizations
SAA.....	Standard Administrative Arrangement
SDGs.....	Sustainable Development Goals
SGBV	Sexual Gender Based Violence
UDHS.....	Ugandan Demographic Health Survey
ULRC.....	Uganda Law Reform Commission
UNCDF	United National Capital Development Fund
UNDAF	United Nations Development Assistance Framework
UNDP.....	United Nations Development Programme
UNFPA.....	United Nations Population Fund
UNHS.....	Uganda National Household Survey
UNJPGE	United Nations Joint Programme on Gender Equality
UNSCR	United Nations Security Council Resolution
UWONET	Uganda Women's Network
UWOPA.....	Uganda Women's Parliamentary Association
VAC.....	Violence Against Children
WCC.....	War Child Canada
WEE.....	Women Economic Empowerment
WHO	World Health Organization

Executive Summary

This is a Consolidated Final Narrative Report of the United Nations Joint Programme on Gender Equality (UNJPGE) in Uganda which covers the period 2010 to June 30th 2015. The report is in fulfilment of the reporting requirements set out in the Standard Administrative Arrangement (SAA) concluded between the Department for International Development (DFID) and UNDP in its capacity as Administrative Agency for the joint programme. In line with the Memorandum of Understanding (MOU) signed by Participating UN Organizations (PUNOS), the final Programme Report is consolidated and informed by the reported progress over the years, on achievements and financial statements submitted by participating organizations.

The UNJPGE was supported up to a total of GBP 12,927,611 Million grant from the DFID, under UK Aid. At Inception Phase, in 2010, the programme had eleven (11) PUNOS which were reduced to eight (8) following strategic modifications in 2011. PUNOs worked with local implementing partners (IPs) comprised of Government Ministries, Departments and Agencies (MDAs) which included the Ministry of Gender Labor and Social Development, the National Planning Authority, Ministry of Finance, Planning and Economic Development, Ministry of Local Government, Uganda Bureau of Statistics, Justice, Law and Order Sector and the Ministry of Education, Sports, Arts and Culture. Implementing partners also included civil society organisations (CSOs) such as Uganda Women's Network (UWONET) Forum for Women in Development (FOWODE), Action Aid Uganda (AAIU) and MIFUMI.

Key highlights of this programme include its contribution to strengthened accountability for gender equality and empowerment of women in Uganda; with the National Development Plan II (NDP II, 2016-2020) clearly identifying gender equality as one of the overarching strategies for achieving targets on inclusive growth and social development. Secondly, owing to major contributions from the joint programme, Uganda became the first country in the world to make accountability for gender equality in national budgets a mandatory legislative requirement. This was achieved following years of advocacy with Members of Parliament by the Joint Programme, which led to the passing of the Amendments to the Public Finance Management Act of 2015. The new law requires all Budget Call Circulars and Budget Framework Papers to first receive a mandatory certificate for compliance with gender and equity needs in its budget before approval by Parliament. Thirdly, by 30th June 2015, more than 10,000 GBV survivors had accessed legal, health and psychosocial services from service providers supported by the Joint programme, including the GBV shelters in Gulu, Lira, Moroto, Masaka and Mbarara which were established with support from the joint programme in 2012. Fourthly, the programme contributed to improved retention and completion rates for girls in the target districts that were among the lowest in the country, thereby directly positively impacting on the national average retention and completion rates for girls in Uganda. Last but not least, accountability for gender equality commitments was strengthened through the establishment of coordination structures that include: i) Gender Responsive Budgeting Unit and the Technical Working Committee in the Ministry of Finance; ii) Gender Statistics Committee at the Uganda Bureau of Statistics; iii) Gender Task Force at the Justice Law and Order Sector; iv) District Gender Coordination Committees; and v) the Gender and Rights Sector Working Group at the Ministry of Gender, Labour and Social Development. All these structures and mechanisms have created an institutional home for the gender equality gains achieved under the joint programme. An independent end of programme evaluation was conducted in 2015 and the main achievements and challenges reported in this report are summarised in the evaluation report. The evaluation itself was ranked one of the best four evaluations ever managed by UN Women globally.

I. Purpose

The purpose of the UNJPGE was to enhance gender equality in access to services and opportunities. This is in line with the national priorities for gender equality and women's empowerment, as provided for by the Uganda Gender Policy (2007), the National Development Plan 1 (NDP1, 2011-2015), the United Nations Development Assistance Framework 2010-2014 and the Millennium Development Goals (MDGs), particularly goal three (3). The UNJPGE focused on addressing significant gaps in response to gender equality in Uganda, which included weak coordination and challenges to strategic leadership of MGLSD; fragmentation of Civil society efforts on gender equality and in holding government accountable; uneven sector responses to gender equality especially within education, health, and access to justice; weak accountability for gender equality as well as on national monitoring and gender statistics and last but not least limited practical skills in gender analysis and mainstreaming in local government/district budgets. To address these gaps, the UNJPGE set out to achieve five (5) outcomes areas as follows:

1. Strengthened government capacity for gender responsive planning; budgeting and programme management to directly benefit women and girls.
2. Improved access to legal, health and psychosocial services and temporary accommodation by SGBV survivors
3. Increased school participation, completion and achievement rates of girls in primary education.
4. Civil Society has increased capacity to advocate and demand accountability from government for delivery of gender-responsive laws, policies and budgets
5. UN partners deliver effective and efficient support of the Joint Programme on Gender Equality

II. Assessment of Programme Results

This section details the results and changes made in regard to the five outcome areas of the UNJPGE

Outcome 1: Strengthened Government Capacity for Gender Responsive Planning; Budgeting and Programme Management to Directly Benefit Women and Girls

During the lifetime of the UNJPGE, the Government attained substantial capacity for gender responsive planning, budgeting and programme management for the benefit of women and girls.

Through the UNJPGE support to the National Planning Authority (NPA), gender equality and empowerment of women and girls are a national development obligation within NDP II (2015/16 -2019/20), and one of the overarching strategies for achieving inclusive growth and social development. Agreed-upon priorities include: improving women's access and control over economic resources within agriculture, tourism and the extractive industry; enabling girls to transit into secondary and vocational schooling; and preventing and responding to all forms of violence against women and girls. The priorities are aligned to the UNDAF (2016-2020) and the post 2015 development agenda, particularly goal 5.

In addition, a Gender and Equity Budgeting Certificate for enforcing Gender Responsive Budgeting in Government budgeting processes was passed by Parliament in the amendment to the Public Finance and Management Act 2015, following targeted advocacy, engagement and capacity development by joint programme partners including UWOPA, FOWODE, UWONET, MFPED, MLoG and MGLSD, with technical leadership from UN Women.

In 2015, Government of Uganda for the first time, set up a Women's Enterprise Fund and committed to allocate 3 Billion Ugandan Shillings annually to support women led enterprises. This programme was directly recommended in the National Development Plan II, whose formulation on gender equality priorities was heavily influenced by the joint programme on gender equality. The budget allocation towards the Women's enterprise programme will go a long way in capitalizing women's businesses which have often struggled to access financing under the current lending laws. It is also in the spirit of the SDGs which aims to leave no-one behind.

In addition, there were notable increases in budget allocations for gender interventions in different MDAs

during the lifetime of the joint programme. For example, the gender unit at the Ministry of Education and Sports realised an increase in budgetary allocation from 165 million UGX in FY 2014/2015 to 195 million UGX for 2015/2016. Budget allocations to GEWE issues in UNJPGE target District Local Governments increasing progressively since 2010. For example, in Kaabong district, GEWE activities used to receive **2.5 million UGX** annually, and by the FY 2014/2015, the amount had increased to **19 million UGX**.

The UNJPGE support contributed towards strengthened government accountability and commitment to gender equality by establishing structures for policy implementation including: the Gender Budgeting Unit at the Ministry of Finance, Planning and Economic Development; the Gender and Rights Sector Working Group at Ministry of Gender, Labour and Social Development; the Gender Statistics Committee at the Uganda Bureau of statistics; the Gender Taskforce for the Justice Law and Order Sector; the Gender Unit at Ministry of Education and Sports and District Gender Coordination Committees. Through these structures joint reporting on CEDAW, the Beijing Platform of Action and the Maputo protocol significantly improved in terms of coordination and quality of reporting. Additionally, a multi-sectoral framework for facilitating such state party reporting on gender equality and women's empowerment was put in place, in close collaboration with the Ministry of Foreign Affairs that has the overall responsibility for reporting on international human rights instruments in Uganda.

Outcome II: Improved access to legal, health and psychosocial services by SGBV survivors (Integration of services, capacity and awareness):

The joint programme successfully **increased access to high quality services** for survivors of SGBV. By the end of the joint programme, more than 7000 survivors of GBV had accessed legal, psychosocial, medical and referral services, compared to **1235** in 2013 representing annual increase of 404%. In addition, the joint programme supported the establishment of **five safe shelters** in regions that report high incidents of violence in Uganda, namely Gulu, Lira, Masaka, Mbarara and Moroto. This was a major achievement of the programme as it addressed a major gap that existed in SGBV response in Uganda. It also resulted in provision of integrated services for SGBV survivors, namely legal aid, medical services, counselling, temporary accommodation and referral to different GBV service points. The programme also supported the development of Standard Operating Procedures for management of the shelters.

The surge in number of survivors accessing services was also made possible through strengthened capacity of the different service providers, which in turn resulted in survivors feeling confident to seek the services. The programme developed capacity of health care providers in clinical care for survivors, forensic examination and documentation of evidence in sexual violence cases, all of which increased chances of successful prosecution of cases in courts of law. By the end of the joint programme, **101 health units** were providing integrated reproductive health and GBV services; an increase from **66 facilitated health units** at the beginning of 2013. The police had their capacity built in investigating cases of SGBV, documenting and presenting evidence in court, while the judiciary had its capacity strengthened to conduct victim-friendly trials. In all capacity development cases, the different sectors were supported to develop and adopt regulations and standards to regulate the quality of services provided.

The programme further contributed to increased demand for services by survivors and communities at large. Increased levels of awareness about GBV at the district translated into increased demand for GBV services, political commitment from district local government to make provisions to address GBV, and social mobilization by cultural leaders, women groups, survivor support groups, local councillors, religious leaders for prevention and increased uptake of services.

In addition, the programme supported the tabling of a number of GBV related bills before Parliament, including the human rights-compliant Witness Protection Bill. The programme also supported the development of JLOS capacity in relation to witness protection as well as the development of the new ICD

Rules of Procedure which incorporate new witness protection guidelines.

Outcome III: Increased school participation, completion and achievement rates of girls in primary education:

The programme contributed to increased school participation, completion and achievement rates of girls in primary education in the ten target districts, with an overall completion rate of **62%** by 2014, against a baseline of 52% at the beginning of the programme. In addition, the national average transition rate of girls from primary to secondary rose to **69%** by end of 2014, against a national average baseline of 65% in 2013. By focusing its support in the districts with the lowest indicators for girls' retention and completion rates in school, the programme made a huge contribution to the success at the national level.

The required policy framework for addressing the bottlenecks to increased school participation and completion amongst girls is now in place with support from the joint programme. Notable is the revised **Gender in Education Policy (GEP)** which was designed in line with the 10 Year Education Sector Strategic Plan (ESSP 2007-2015) and provides a framework for the implementation and monitoring of a gender sensitive and responsive education system in Uganda. It also addresses emerging challenges that have hindered the retention, transition and completion of boys and girls at the various levels of education, such as child labour, teenage pregnancy, early marriage, social cultural negative practices such as circumcision and female genital mutilation. With such emerging challenges for the sector, the review of the Gender in Education policy aimed to ensure key strategies for these challenges are embedded within the policy.

Equally noteworthy is the development of the **National Strategy for Girls' Education** which focuses on reducing teenage pregnancy as an overriding barrier to girls' participation and retention in school. This policy strategy was based on evidence from a series of studies that include the 2012 survey on re-entry of pregnant girls to school; and the 2014 study on correlating pregnancy with school dropout. The different stakeholders were meaningfully engaged throughout the policy processes, thereby fostering partnerships with district local governments, faith based organizations, parents associations, school management committees with technical leadership from the Ministry of Education and oversight coordination by UNICEF.

A survey on the re-entry to school by pregnant girls and child mothers was completed and disseminated. The MoESTS commissioned a study to correlate teenage pregnancy and school drop-out and the study findings indicated financial constraints (lack of money for scholastic materials, food at school, or no money for school fees) (43%) and pregnancy (21%) as the main drivers cited by the girls for their school dropout were. as the main reason for their dropping out of school. Evidence-based policy advocacy on re-entry of child mothers and pregnant girls has been enhanced through partnerships between Civil Society Organizations and relevant government ministries, using the survey findings and recommendations.

Capacity was enhanced for different actors to support the retention of girls in school, mainly focused on teachers, pupils, government education officials and CSOs using a range of tools and practices for knowledge transfer, technical and logistical support. In 2014, the Menstruation and Hygiene Management Reader for Learners was launched and disseminated with the purpose of equipping targeted beneficiaries with knowledge on menstruation hygiene management, as this was identified as one of the enablers for girls' retention in school. This was complemented with the construction of model WASH facilities in schools in Masaka and Lira districts to address girls' specific hygiene and sanitation needs. This was also realized through the revised design of gender responsive standards for the provision of school hygiene facilities by the Ministry of Education, in partnership of UNICEF.

A combination of the policy frameworks and relationships built through capacity development resulted into an increase in budgetary allocation to the gender unit at the Ministry of Education, from 165 million in FY 2014/2015 to 195 million UGX for 2015/2016. The aim is to strengthen the monitoring capacities of the gender unit so that gender disaggregated information on participation, completion and retention in school is readily available for evidence based programming and intervention that delivers change in the school achievement rates of girls.

Outcome IV: Civil Society has increased capacity to advocate and demand accountability from government for delivery on gender responsive laws, policies and strategies

Capacity development in gender advocacy on national planning and budgeting was enhanced and well-coordinated amongst CSOs. This was particularly the case on the implementation of advocacy for Gender and Equity budgeting for FY 2014/15, BPfA, monitoring of CEDAW implementation and the localization of the Post 2015 Development Agenda. Through partnership with the Ministry of Finance and the Uganda Women Parliamentary Association (UWOPA), participating CSOs were able to present a position paper on mainstreaming gender into the Public Finance Bill (2012), which contributed to the enactment of the gender and equity budgeting certificate, as a compliance tool for sectors and local governments in preparation of budget framework papers for approval by the Parliament. In September 2014 the CSOs, with support from UN Women jointly prepared and presented a CSO gender issues paper with a focus on influencing the development of the NDP II to include specific priorities for GEWE. As a result the NDPII incorporated gender equality as a national development obligation for take up by all sectors and local governments in the country. These achievements ensured that coherence and effective networking is at the centre of CSO advocacy and engagement with policy makers at national, regional and global level.

Through annual gender budget audits for health, education, agriculture, trade and industry, water and environment and the energy sector, CSOs designed evidence based campaigns which raised political commitment from the Office of the President and Parliament to mainstream gender in public expenditure management. On March 8, 2015, a Presidential pronouncement was made on the establishment of a Women Enterprise initiative, under the MGLSD, to enhance access to financial resources and create linkages to market opportunities; business development services and value addition technologies for women entrepreneurs in agriculture, tourism and other sectors.

Efforts around the localization of the Post 2015 development agenda were intensified through CSO advocacy and engagement with relevant government agencies at national and sub-national levels. The CSO mobilized to design a coordination mechanism through which government will be held accountable for the implementation of the SDGs particularly Goal 5 which focuses on gender equality and the empowerment of women and girls.

Outcome 5: UN partners deliver effective and efficient support of the Joint Programme on Gender Equality:

Through inter agency technical support and joint reporting of results fostered by UNJPGGE, the UN in Uganda has created a deliver as one structure known as the convergence group on gender equality and women empowerment. It is through this structure that gender has been effectively mainstreamed in the draft UNDAF (2016-2020) in alignment with the gender priorities of NDPII and the post 2015 development agenda. The UN gender equality scorecard methodology has been operationalized as a joint M&E initiative for reporting and accounting for global gender equality commitments, within programming, budgeting, staffing and knowledge management.

In order to enhance gender mainstreaming capacity for a stronger delivery of the joint programme, UN Women in its capacity as coordinating agency for the Joint Programme, organized and conducted a training on gender mainstreaming for the Participating UN Organizations (PUNOS), Government Agencies and Civil Society Organizations implementing the UNJPGGE. UN Women also ensured routine coordination with partners for all outcomes through the existing coordination structure meetings (quarterly outcome coordination, Reference Group, Bi-annual & annual retreat meetings, Core Management team and Joint steering committee meetings). These meetings provided the UNJPGGE partners an opportunity to share their experiences, learning, and to address any challenges identified. Notably there was increased appreciation to report on results based on the programme results matrix targets and indicators. The capacity of partners to understand UNJPGGE logic with more emphasis on outcome based results reporting and delivery rate in terms of quality of output and percentages results Based Management /reporting steadily improved as a result of these investments by the coordinating agency

The coordinating agency (UN Women) also maintained guidance, technical support and close partnership through joint planning and monitoring activities. UN Women also ensured close follow-up with partners, held meetings to accelerate implementation of delayed work plan activities and made constant follow up on the implementation of the recommendations of the Mid-Term Review and the DFID annual review. A communication strategy was developed to increase the visibility of the Joint Programme work as well as a sustainability strategy for the programme.

ii) Indicator Based Performance Assessment:

Using the **Programme Results Framework from the Project Document / AWP**s - provide details of the achievement of indicators at both the output and outcome level in the table below. Where it has not been possible to collect data on indicators, clear explanation should be given explaining why.

Outcomes and indicators	<u>Achieved</u> Indicator Targets	Reasons for Variance with Planned Target (if any)	Source of Verification
<p>Outcome 1: Outcome One: Strengthened government capacity for gender responsive planning; budgeting and programme management to directly benefit women and girls.</p> <p>Indicator 1.1: An increase in budget allocations in the three sectors (Health, Education, JLOS) and the 10 districts on specific strategies/activities that address the needs of women.</p> <p>Baseline: Zero</p> <p>Planned Target: At least 5 % increase in budget allocation for priority gender issues in priority sectors.</p>	<ul style="list-style-type: none"> ● In March 2015, Parliament of Uganda adopted amendments to the Public Finance Management Act of 2014, which among other things, establish the landmark Gender and Equity Certificate (GEC) as a pre-requisite for budget approval. This is a major GRB achievement not only in Uganda but the world over, which came after decades of advocacy and technical capacity for GRB. ● In 2015, GoU announced an annual allocation of 53billion UGX the Government of Uganda for the first time has committed to allocate financial resources dedicated to towards Women’s Economic Empowerment ●In FY 2011/2012 Government allocated the MoH with additional Ug.Shs 49.5 billion for all reproductive health services -as a result of the influence of the Parliamentary Budget Committee. ●A Budget increase of 20 Billion Uganda Shilling was made to the Maternal Health budget for the financial year 2012/2013 ●The Gender Unit at the Ministry of Education had a budget increase from UGX 165 million for FY 2014/2015 to UGX 195 million for FY 2015/2016. ●Budget allocations to GEWE in target District Local Governments increased progressively since 	<ul style="list-style-type: none"> ●The target of attaining 5% increase in budget allocation in the sector was not achieved, despite the fact a lot of advocacy was done, it takes a multi-stakeholder approach and quite a longer time than 5 years of the UNJPGE to attain the budget increase 	<ul style="list-style-type: none"> ●Gender and Equity budgeting assessment report, Output Budgeting Tool (OBT), Policy Statements for Different MDAs ●Local Government Assessment report ON Gender District GEWE implementation reports for the UNJPGE ●The Gender and Equity Certificate

	<p>2010 as follows:</p> <p>a) Kaabong district rose to UGX 19 million in the FY 2014/2015, up from a fixed UGX 2.5 Million during previous financial years.</p> <p>b) Moroto district rose to UGX 6.5 Million for FY 2015/2016 from UGX 2.5M (2012/2013)</p> <p>c) Mbarara District rose from UGX 1 Million to UGX 3 Million by 2015</p>		
<p>Output 1.1: MGLSD has enhanced capacity to provide strategic leadership and coordination for gender mainstreaming across government.</p> <p>Indicator 1.1.1 MGLSD has adequate technical capability to coordinate implementation of gender equality and women’s empowerment.</p> <p>Baseline: MGLSD has limited technical capacity to effectively fulfil its coordination mandate (Source JPGE PRODOC, 2009 Page 15 – 16 and MGLSD Participatory Gender Audit Report)</p> <p>Planned Target: Mechanism for tracking and checking gender mainstreaming.</p>	<ul style="list-style-type: none"> ●Capacity to lead and coordinate GEWE has taken root in form of creating multi sectoral partnerships for implementing the Uganda Gender Policy 2007 and evaluation of the Uganda Gender Policy and its alignment with NDP 11 and Post 2015 MDG Framework. ●National Gender Coordination Mechanism is in place ●National Assessment Tool for the Local Governments was revised with indicators on Gender and it is operational. ●Generic Gender Mainstreaming Guidelines have been developed to guide MDAs on Gender mainstreaming. ●Gender responsive performance indicators were developed by the National Planning Authority to monitor and report progress on gender and women empowerment in the following sectors: Education & Sports Health, MOLG, Public Services, Environment and Natural Resources, Agricultural and the Justice Law and Order (JLOS) Sector. ●A web-based National Gender Resource Centre has been established by the MGLSD and is fully operational and widely accessible <u>on http://erc.mglsd.go.ug</u> by the public including researchers, academia, and policy makers among others. ● A gender responsive M&E framework for coordination and accountability developed and 	<p>Target achieved. However continuous capacity development required on an on-going basis in order to consolidate these gains</p>	<ul style="list-style-type: none"> ●Public Finance Management Act, 2014 ●Gender Coordination mechanism ●Revised National Assessment Tool for Local Governments ●Gender Mainstreaming Guidelines
<p>Indicator 1.1.2: MGLSD has established and operationalized mechanisms to engage relevant ministries, departments and Agencies) for on-going review/reflection on more gender responsive national development strategies, sectoral plans and budgets.</p> <p>Baseline 1: Gender responsive indicators in the performance evaluation of programme sectors, annual sector plans and the evaluation of individual</p>			

<p>officers not institutionalized; Source: MGLSD).</p> <p>Baseline 2: Gender responsiveness not appraised in government officials' performance (Source: MGLSD).</p>	<p>discussed with ministries departments and agencies (MDAs) including: Public Service, Local Government, OPM, Finance, Agriculture, Health, NPA, Education, and JLOS.</p>		
<p>Planned Target (1): Gender responsive indicators included in the performance evaluation of 7 target programme sectors target programme sectors.</p> <p>Planned Target (2): MGLSD& MoPS institutionalize one gender-related performance appraisal indicator and adopt it for measuring performance of public Servants.</p>	<ul style="list-style-type: none"> • Circular Standing Instruction No.1 of 2010 was introduced by the Ministry of Public Service which introduced the signing of Performance Agreements by the Accounting Officers and Senior Managers in the Uganda Public Service. • Gender responsive indicators were designed and included in the performance evaluation of target sectors including: Health, Education, Justice Law and Order Sector, Water and Environment, Public Service, Agriculture. 	<ul style="list-style-type: none"> •Target achieved 	<ul style="list-style-type: none"> •The Circular Standing Instruction No. 1, 2010 •Performance Assessment Report •Documented gender responsive indicators
<p>Indicator 1.1.3 MGLSD has established Monitoring and reporting mechanisms and tools to assess progress on implementation of regional and international commitments on gender equality.</p> <p>Baseline: There is no standard framework/mechanism in place for reporting on and monitoring the implementation of CEDAW. (Source: CEDAW Report a/57/38/2002) recommendations 157 – 158 on pg.170).</p> <p>Planned Target: MGLSD coordinates submission of Uganda's 8th periodic report to CEDAW on time in October 2014</p>	<ul style="list-style-type: none"> •A Multi-sectoral framework for monitoring and reporting progress on implementation of regional and international commitment on GEWE is in place. • Uganda's 8th Periodic report to CEDAW was prepared and pending submission 	<ul style="list-style-type: none"> •On Target 	<ul style="list-style-type: none"> •The Submitted 8th Periodic report to CEDAW
<p>Output 1.2: Priority issues to promote GEWE identified and addressed in sectoral plans, budgets and programme implementation in seven (7) Sectors.</p> <p>Indicator 1.2.1: Number of target sectors that mainstream gender in plans, budgets and in programme implementation.</p>	<ul style="list-style-type: none"> • Gender has been Integrated in 10 priority sectors. •10 Sectors were supported to develop their specific issues papers to inform the development of NDP II and sector plans (Education, JLOS, Health; Agriculture; Transport and Works; Land Housing and Urban Development; 		

<p>Baseline: Priority gender issues not identified in sector plans and issues (Source: MGLSD); No Gender and Economics Policy Management Training available for government agencies; Some provisions in the current legal framework are not compliant with Uganda's human rights obligations under CEDAW, UNSCR 1325, 1820, Goma Declaration and the Maputo Protocol).</p> <p>Planned Target 1: Monitor and track change in gender indicators in line with their annual plans/Annual Sector plans reviewed.</p> <p>Planned Target 2: GEPMI training integrated in public service training.</p> <p>Indicator 1.2.3 Progressive improvement in the compliance of Uganda's legal framework to human rights obligations under CEDAW, UNSCR 1325,1820, Goma Declaration, and the Maputo Protocol.</p> <p>Baseline: 3rd) draft legislation before Parliament incorporates 50% recommendations to increase human rights compliance and gender equality</p> <p>Planned Target: One piece of draft legislation that is not HR compliant dropped.</p>	<p>Defence and Security; Energy and Mineral Development; Water and Environment; and Tourism).</p> <ul style="list-style-type: none"> ● GEPMI training has been integrated into public service training –and institutionalised at Uganda Management Institute, Uganda Civil Service Colleague ●The Uganda Law Reform Commission; FPC and Ministry of Justice Constitutional Affairs were supported to conduct human rights and gender analyses of the Sexual Offences Bill; HIV and AIDS Bill and Marriage and Divorce Bill. The progress made on these bills were then reflected in the CEDAW Midterm review report. 	<ul style="list-style-type: none"> ●Target achieved ●Target not fully achieved as the enactment of the marriage and Divorce Bill and Sexual Offences are beyond the influence of the Joint Programme 	<ul style="list-style-type: none"> ●Sector Specific issue Papers by MFPED ●GEPMI training report ●National Gender Planning Guidelines ●Report on WEE ●Concept note on NPA Gender policy NDPII (2015/16 – 2019/2020) ●Draft Bills
<p>Output 1.3: Local government institutions have strengthened capacity in gender responsive planning and budgeting in 10 districts</p> <p>Indicator 1.3.1 Number of district local Government (10 priority districts) which have adequate technical capability to mainstream gender in plans and budgets.</p> <p>Baseline: Zero- Gender is not mainstreamed in district plans and budgets (Source: Ministry of Gender Labour and Social Development)</p> <p>Planned Target: 80% of priority gender issues</p>	<ul style="list-style-type: none"> ●All the 10 UNJPGE District Local Governments attained adequate technical capability to mainstream gender in district development plans and budgets. ●More than 80% of Gender priority issues were identified and integrated in the District Development Plans and budgets. <p>The national assessment of local governments report has shown improvement in compliance from 82.5% in 2010 to 95% in 2014.</p>	<ul style="list-style-type: none"> ●Target achieved – No variance 	<ul style="list-style-type: none"> ●National Assessment Report ●District Gender Profile of all programme districts

<p>indicated in LG plans and budgets for 10 districts.</p>	<ul style="list-style-type: none"> ●22 students were admitted to pursue Post Graduate Diploma in Gender and Local Economic Development Course, out of which 14 graduated. ●Gender experts were created in at least 26 local governments with 70 local government staff having been trained in gender and local economic development in collaboration with Makerere University. 		
<p>Output 1.4: National statistical systems collect, analyze and disseminate reliable and up-to-date gender-disaggregated data (GDD) Indicator 1.4.1: Percentage (%) of UBOS reports (surveys, censuses, poverty maps, etc.) that include gender analysis. Baseline: Only the Uganda National GBV Survey/Situation Analysis (March 2011) has gender analyzed data. Uganda Demographic & Household Survey (2006) has some analysis and sex disaggregated data available. [Source: [GBV Survey, 2011, UDHS, 2006, Chapter 15]. Baseline: Most reports have sex disaggregated data but no gender analysis [Source: UBOS] Planned Target: 60% of UBOS national reports include gender analysis</p>	<ul style="list-style-type: none"> ●Integrated gender in the Uganda National Household Survey (UNHS 2012/13), Uganda Demographic Health Survey (UDHS 2011), National Population and Housing Census preliminary report (NPHC 2014), and the UBOS Annual Statistics Abstract (2013 & 2014). ●Facts and Figures on Gender were developed ●More than 60% of UBOS national reports include gender analysis including; UDHS, UNHS, Annual Statistical Abstract. 	<ul style="list-style-type: none"> ●Target achieved 	<ul style="list-style-type: none"> ●Final Uganda National Household Survey (UNHS 2012/13) Report with sex Disaggregated data. ●A final report on facts and figures available ●UBOS reports published annually
<p>Indicator 1.4.2: Number of districts with district gender profiles used in local planning Baseline: Districts do not have gender profiles. [Source: Ministry of Gender, Labour and Social Development] Planned Target: All 10 districts have gender profiles and are the basis for local planning</p>	<ul style="list-style-type: none"> ●All the 10 UNJPGE target Districts Local Governments developed District Gender Profiles and these are used during planning and budgeting processes. ●Gender profiles for six sectors including Health, Education, JLOS, Water and Sanitation, Agriculture, Energy were developed to provide baseline gender indicators and initiating a process of institutionalizing the mainstreaming of gender in statistical Production. 	<ul style="list-style-type: none"> ●Targets achieved 	<ul style="list-style-type: none"> ●District Gender Profile ●The final draft electronic report was submitted to UN Women for printing
<p>Indicator 1.4.3 Availability of gender disaggregated data (GDD) on time use Baseline: No GDD on time use. [Source</p>	<ul style="list-style-type: none"> ●A time use data analysis was conducted using existing National Household Survey data for the period 1992/93-2012/13. 	<ul style="list-style-type: none"> ●Ongoing Pilot Time Use Survey 	<ul style="list-style-type: none"> Time use report in place

Ministry of Gender, Labour and Social Development].			
<p>●Outcome 2: Improved access to legal, health and psychosocial services by SGBV survivors</p> <p>Outcome Indicators 2.1: Number of SGBV survivors accessing and reporting integrated prevention and response services</p> <p>Baseline: Zero</p> <p>●Target: 20% annual increase</p>	<p>●More than 10,000 survivors of GBV accessed services compared to 1235 in 2013 representing annual increase of 404%.</p>	<p>●Target has been exceeded.</p> <p>However this may be an underestimate of the actual number of GBV survivors given that the systems for recording cases are not yet harmonised across the different service providers</p>	<p>●SGBV service records at the service centres</p> <p>●Consolidated reports by MIFUMI and Action Aid</p>
<p>Outcome Indicator 2.2: Percentage (%) of GBV case disposal rate through the justice system in five target districts</p> <p>Baseline: Masaka 4.7%; Mbarara 9.5%; National average – 3.8% - Source 2009 JLOS Annual Report</p> <p>Planned Target: 30% increase in GBV case disposal rate from 2011</p>	<ul style="list-style-type: none"> ● 817 GBV cases where reported and provided legal services through the formal and informal justice systems. ● 9 (3 Criminal, 6 Civil) out of 30 (representing 30%) cases were successfully disposed and were undergoing legal monitoring, continued advice and counselling ● 21 cases are undergoing different Stages of disposal. ● 69 cases disposed through formal courts in Masaka, Mbarara, Moroto, Lira and Gulu ● 211 cases where ongoing in courts of law in these 5 districts ● 425 cases registered were successfully resolved through mediation processes in Gulu ● At least 500 GBV survivors access medical, psychosocial and legal aid services in Gulu and Lira 	<p>●This is attributed the functionality of the GBV shelters across the six programme districts, increased awareness on GBV services and the satisfaction clients obtain when come to the shelters. And, capacity building for service providers.</p>	<p>●MIFUMI, AAU and WCC quarterly and annual reports</p>

<p>Output 2.1: Availability of legal, health and psychosocial services for SGBV Survivors Indicator 2.1.1: Number of integrated SGBV prevention and response services functional. Baseline: None Planned Target 1: All five (5) integrated SGBV prevention and response services fully functional.</p>	<ul style="list-style-type: none"> ● 5 functional GBV shelters in five districts of Mbarara, Masaka, Moroto, Gulu and Lira ● All the 5 Districts regional hospitals of Mbarara, Masaka, Moroto, Gulu and Lira targeted by the UNJPGE have functional integrated S/GBV prevention and response services. 	<ul style="list-style-type: none"> ● Target achieved ● Target achieved 	<ul style="list-style-type: none"> ● Launch reports for the 5 shelters photographs for the launch event ● Training report for Laboratory trained staff ● Training report for the medical staff
<p>Indicator 2.1.2: Number of Health Units providing integrated reproductive health and GBV services in target districts. Baseline: None Planned Target: 30% increase from 2011 as base year</p>	<ul style="list-style-type: none"> ● 101 health units are now providing integrated reproductive health and GBV services, an increase from 66 facilitated health units in 2011 	<ul style="list-style-type: none"> ● Target achieved 	<ul style="list-style-type: none"> ● Reports for integrated services from the health units supported
<p>Indicator 2.1.3 Number of service providers in five target districts with strengthened capacity in SGBV case management. Baseline: 0% Planned Target: 70 % of service providers in target districts trained on SGBV management</p>	<ul style="list-style-type: none"> ● A total of 78 Anglican religious Leaders had their capacity built on integration of Gender Based Violence into their pastoral programmes. ● 332 service providers in target UNJPGE districts were trained on SGBV case managements of SGBV and provided with equipment and supplies ● A total of 265 health workers including laboratory personnel, clinicians, midwives were trained on the use of GBV equipment and supplies ● Specific training was conducted for 60 selected health workers (32 male, and 28 female) Doctors, clinical officers, registered nurses and midwives) from health center III's and IV's in Mbarara to improve evidence in the legal process for GBV survivors. They were trained on the role of the health workers in managing SGBV, the relevance of the PF 3 in court, the process of testifying in court, and the court hearing system. The training was aimed at demystifying the fear of court by the cohort of medical workers who have a mandated in 	<ul style="list-style-type: none"> ● Target achieved 	<ul style="list-style-type: none"> ● Training reports for; religious leaders, service providers at the shelters, health workers, laboratory technicians. ● UNICEF training report for JLOS staff

	<p>providing SGBV services and particularly filling the PF 3 form.</p> <ul style="list-style-type: none"> ●140 laboratory technicians working in health centres and hospitals, had their capacity developed in using selected Unique Laboratory focussed modules prepared for clinical management of survivors of sexual violence- training also focused on forensic laboratory investigations, filing the police forms, proper reporting and data management of SGBV data 		
<p>Indicator 2.1.4: SGBV survivor and witness protection mechanisms compliant with international human rights standards and best practices. Baseline: Legislative and policy framework in relation to witness protection does not comply with international human rights and GEWE standards; There is no specific law dealing with witness protection. [Source: ULRC, Consultation Paper on the initiation of legislation on witness protection in Planned Target 2014: JLOS programme to offer independent psychosocial and physical protection to witnesses begins implementation</p>	<ul style="list-style-type: none"> ● New ICD Rules of Procedures which incorporate the new witness protection guidelines are in place. ●HR compliant Witness Protection Bill was tabled in Parliament. ●JLOS capacity for analysis of witness protection completed and action plan for witness protection programme developed. 	<ul style="list-style-type: none"> ●Translation of witness protection Bill is in progress ●JLOS has been supported by the Joint Programme to accomplish a plan to officer psychosocial and physical protection to witnessed 	<ul style="list-style-type: none"> ●The revised Witness Protection Guidelines
<p>Outcome 3: Increased school participation, completion and achievement rates of girls in primary education Indicator 3.1: Completion rates of girls in primary education in the 10 districts. Baseline: 52% [Source: EMIS, 2010; average 10 districts: Moroto, Kapchorwa [now Kween], Kaabong, Kitgum, Gulu, Lira, Nebbi, Masaka, Mbarara, Pallisa, Kyenjojo] Planned Target: 63% completion rate in ten UNJPGE districts.</p>	<ul style="list-style-type: none"> ● Achieved average of 62% up from 52% ● Baseline 52%, Target 63%, 	<ul style="list-style-type: none"> ● Per the Education Management Information System (EMIS) 2013 ●Target slightly under-achieved – the 2014 Education Information Management System at the Ministry of Education and Sport is to be published during the year 2015. 	<ul style="list-style-type: none"> ●Education and Sports Sector Annual Performance Report 2013/14. ●Education Management Information System (EMIS) - 2013
<p>Indicator 3.2: Transition rates of girls from Primary to Secondary increased in the 10 districts. Baseline: 63% for girls [Source: EMIS 2010; Education & Sports Sector Annual Performance</p>	<ul style="list-style-type: none"> ●Transition rates for girls in 2014 stands at 69.3% and this is a national level percentage. This is a 4% increase from 65% in 2011 	<ul style="list-style-type: none"> ●Progress was made in improving the transition rate for girls from Primary to 	<ul style="list-style-type: none"> ●MoES Statistical Fact sheet 2002-2014

<p>Report 2010/11 p. 98] Planned Target: 90 % in ten districts</p>		<p>secondary education, however, the earlier target of 90% was not achieved because it was too high compared to the actual enrolment in some of the districts especially in Kaabong, Moroto & Kitgum.</p>	<p>●Education & Sports Sector Annual Performance Report FY 2013/2014.</p>
<p>Output 3.1: Enhanced school policies and practices promote gender-fair education. Indicator: 3.1.1 Pupil/Stance ratio for the target 10 districts. Baseline: 37:1 (Source: EMIS, 2010; average in 10 districts) Target: Pupil stance ratio: 28:1</p>	<p>The average pupil stance ratio in the 10 participating districts is 54:1 for girls and 57:1 for boys, while the national average is 63:1</p>	<p>●5 of the districts have improved their PSR while 5 have not yet been reached the target.</p>	<p>●Source: Uganda Educational Statistical Abstract) ●Education Sports Sector Annual Report financial year 2011/June2012</p>
<p>Indicator 3.1.2 Percentage of target districts / schools with gender policies and mechanisms including a policy on violence against children in school. TBC in early 2012 after the study is conducted. ●Planned Target: 40 % of schools in ten priority districts report on enforcement of gender policies including on violence against children in school.</p>	<p>●Gender policies have been developed and disseminated in 208 schools in the 10 target districts. ●41% in 63 schools have copies of the Gender in Education policy, while ●76.3% in 125 schools have copies of the guidelines on policy roles and responsibilities of stakeholders in UPE implementation ●The revised National Strategy for Girls Education was launched during the Annual Education & Sports Sector review in October 2014 and addresses gaps in the earlier strategy namely Teenage pregnancy, child marriages and VAC in schools.</p>	<p>●Continuous dissemination of policies Will be done through the district dialogues and through the Gender monitoring process.</p>	<p>●Dissemination reports ●District dialogue reports ●Gender monitoring visits.</p>
<p>Outcome 4: Civil society has increased capacity to advocate and demand accountability from government for delivery on gender responsive laws, policies and strategies.</p>	<p>●CSO supported to develop capacity to lead other CSOs in gender budget analysis. FOWODE was supported to conduct international learning visits to Rwanda, Zambia and Zimbabwe to learn good</p>	<p>●Indicator and Target Achieved</p>	<p>● Learning exposure visits ●Recorded television talk shows</p>

<p>Indicator 4.1: Capacity among CSOs advocating for gender responsive monitoring through budget analysis/ audit strengthened.</p> <p>Baseline: Zero.</p> <p>Planned Target: CSOs advocate for GEWE in budgets at national level</p>	<p>practices on gender equity budgeting</p> <ul style="list-style-type: none"> ●CSOs engaged on GEWE through media i.e. Television Talk and Radio Talk, Newspaper supplements and articles, Social Media advocate for Gender Equity Budgeting. ●15 CSOs trained in Gender and Economic Policy Management (GEPM) and their capacities were enhanced in the application of tools and techniques in gender responsive monitoring through budget analysis; the reach included; 17 were females and 13 were males. ●CSOs were able to advocate for gender responsive polices, laws and budgets through engage with Policy Makers. For example CSOs recommendations were adopted in policy such as scraping of taxes on Agriculture inputs and equipment for the FY 2014/15 		<p>on Gender Equity Budgeting</p> <ul style="list-style-type: none"> ●FOWODE reports: “Just Budgets” Increasing Accountability and Aid Effectiveness through Gender Responsive Budgeting” Page 14 – 15. ●Gender responsive CBO training manual
<p>Outcome four- Indicator two (2): Coordination among CSOs advocating for GEWE under the JPGE enhanced.</p> <p>Baseline: Low level of coordination among CSOs; There is no strategy for coordination, monitoring and reporting on CSOs advocating for GEWE under the JPGE.</p> <p>Planned Target: CSOs advocating for GEWE monitored, documented and reported.</p> <p>Planned Target: 100% of planned CSO coordination initiatives implemented.</p>	<ul style="list-style-type: none"> ●2 Newsletters documenting CSO-s interventions on GEWE disseminated within districts and National level. ●Over 80% coordination initiatives e.g. the Coordination strategy, the coordination meetings to discuss progress, the women’s week 	<ul style="list-style-type: none"> ●Achieved 	<ul style="list-style-type: none"> ●CSO reports
<p>Output 4.1: Civil society has increased capacity for gender responsive monitoring through gender budget audits / analysis.</p> <p>Indicator 4.1.1: Number of CSOs that have capacity for gender responsive monitoring through budget analysis / audit)</p> <p>Baseline: Only one NGO – Forum for Women in Democracy (FOWODE) is working on Gender Responsive Budgeting and conducts gender</p>	<ul style="list-style-type: none"> ●All the 45 CSOs Capacity in gender responsive monitoring through budget analysis was enhanced ●Gender budget audits (Ministerial Policy Statements for the four Sectors) were conducted in the Agriculture, Education, Gender and Social Development and Trade sectors ●4 sectors of Education, Agriculture, Heath and Water and Sanitation in 3 districts were audited from a gender perspective. The gender audits raised issues that have been 	<ul style="list-style-type: none"> ●Target achieved 	<ul style="list-style-type: none"> ●Training reports

<p>budget reviews. [Source: FOWODE Report, 2008: "Just Budgets: Increasing Accountability and Aid Effectiveness through Gender Responsive Budgeting" page 14-15]</p> <p>Planned Target: Gender budget reviews in 4 sectors and 3 districts. Target: 40 CSOs trained in Gender and Macroeconomics</p>	<p>raised over the years and provided basis for dialogue between CSOs and government on enhancing pro-poor and gender sensitive budgeting.</p>		
<p>Output 4.2: CSO has capacity to lobby/ advocate on GEWE Indicator 4.2.1: Capacity among CSOs advocating for GEWE enhanced. Baseline: Low capacity of CSOs in advocating for GEWE (Source: UWONET CSO capacity and information Assessment Report, 2007). Target: 100% of CSOs' identified capacity needs in relation to GEWE addressed.</p>	<ul style="list-style-type: none"> ●The Ministry of Local Government jointly with Ministry of Gender, Labour and Social development and the District Local Governments trained over 500 CSOs, Women groups, political leaders, Local Government staff and the private sector in gender responsive budgeting and role of women, CSOs and private sector in local development. This organizational development support to district partners has helped to address most of the gaps highlighted in the assessment report. ●Resource centres were set up to enable CSOs address information gaps thus facilitating evidence based advocacy ●ILO facilitated CB of the media in gender sensitive and responsive reporting. A total of 64 senior editors and producers of the Vision Group were trained as trainers in gender sensitive journalism. These have trained over 180 journalists to ensure that the media content they produce is gender sensitive. 	<ul style="list-style-type: none"> ●Target achieved 	<ul style="list-style-type: none"> ● Training reports
<p>Indicator 4.2.2: CSO position on the selected gender bills clarified and disseminated Baseline: Zero Target: At least 50 of CSO drafts included in the final drafts of three bill</p>	<ul style="list-style-type: none"> ●Ministry of Local Government in partnership with CSOs developed a Gender Responsive Budgeting training manual for CSO/CBOs at local level which was shared with over 40CSOs. The manual was designed in the context of local government, planning, implementation monitoring and evaluation process. ●In addition, manual for the media on Gender Sensitive Journalism was produced by ILO. 	<ul style="list-style-type: none"> ●Target achieved 	<ul style="list-style-type: none"> ●CSOs Policy briefs

<p>Outcome 5: UN partners deliver effective, strategic and efficient support for gender-responsive governance.</p> <p>Outcome Five (5) Indicator 1: Percentage (%) of UN partners jointly supporting the priority gender interventions of government</p> <p>Baseline: 11 out of 20 UN agencies are signatories to the JP on Gender Equality; UN agencies have separate MoUs with GoU agencies in common programme areas. The 8 UN agencies currently participating are: ILO, UNCDF, UNDP, UNFPA, UNICEF, UN-OHCHR, UN Women and WHO</p> <p>Target: UN agencies have a coordinated plan and agreement with the GoU to sustain and scale up the gains from the JPGE</p>	<p>●Other than the Coordination component of the UNJPGE, this outcome plus its targets was not funded by DFID</p>		
<p>Outcome Five (5) Indicator 2: Percentage (%) of funds from total budgets allocated by UN agencies to gender related actions</p> <p>Target: At least 30 % of funds allocated to gender-related actions indicated in UN agency reports</p>	<p>Not supported under the joint programme</p>		
<p>Output 5.1: UN Agency capacities on Gender Mainstreaming enhanced</p> <p>Output Indicator 5.1.1 Ratio of in-country UN agencies reporting gender equality results on at least one of their key performance criteria for each agency portfolio.</p> <p>Baseline: To be determined</p> <p>Target: At least 10 out of 20 UN agencies have completed at least one gender training that builds on GAD previous knowledge.</p>	<p>●All participating 8 UN Agencies were inducted on the principles of gender mainstreaming and policies during a two day long participatory workshop.</p>	<p>●Only gender mainstreaming training was possible given the fact that this outcome was not funded.</p>	<p>●Training Report</p>
<p>Output Indicator 5.1.2: Ratio of UN agencies implementing a gender mainstreaming action plan as a result of the gender audits</p>	<p>Not supported under the UNJPGE</p>	<p>N/A</p>	<p>N/A</p>

<p>Baseline Zero: Planned Target Five (5) out of 20 UN agencies report on gender equality results vis-a-vis their key results areas</p>			
<p>Output 5.2: Strengthened capacity of the UN System in Uganda to deliver –as-one for gender equality and women’s empowerment Indicator 5.2.1 Joint UN projects on GEWE (beyond the JP) within PUNOs Baseline: UN agencies have parallel programmes on gender with GoU agencies. The UN in Uganda has thirteen joint (13) programmes (HIV/AIDS, Nutrition and Food Security, Gender-Based Violence (GBV), Female Genital Mutilation (FGM), Population, Gender Equality, Northern Uganda Early Recovery, Climate. Change, and the three recent Peace building Fund JPs on Human Rights, Protection and Social Services, and Livelihoods) and at least two other joint programmes are under development - Value Chain and a proposed one on Justice). Target Joint M&E tool (UNDAF) for GEWE for all PUNOs</p>	<p>Not supported under the UNJPGE</p>	<p>N/A</p>	<p>N/A</p>
<p>Output Indicator 5.2.2: Ratio of PUNOs using joint reporting systems to report on GEWE. Baseline: Zero Target One (1): 80 % of the GEWE Programmes report on GE results jointly. Target– Two (2): 80% of UN agencies contribute at least one gender technical paper on their programme sectors. Target – Three (3): UN Team on GEWE. Target – four (4): Joint monitoring missions and partners from other outcomes</p>	<ul style="list-style-type: none"> ●UN Gender reference Group (UN Team on GEWE) active and regularly holds meetings ●A Joint Monitoring visit conducted in August 2014 	<ul style="list-style-type: none"> ●Targets 3 had 4 achieved given the limited resources 	<ul style="list-style-type: none"> ●Minutes of reference group meeting ●Report for the Joint Monitoring Visit
<p>Target one (1) UN Team advisory to Joint SC (JPGE, GBV, and FGM). Target two (2) Mid-term review of the JP Gender</p>	<ul style="list-style-type: none"> ●UN advisory Team to Joint Steering Committee on (JPGE, GBV and FGM) was formed and held meetings to support the programme 	<ul style="list-style-type: none"> ●Achieved 	<ul style="list-style-type: none"> ●Meeting reports/Quarterly

completed	<ul style="list-style-type: none"> ●The Mid-term review on Joint Programme on Gender Equality was completed in 2013. The exercise was undertaken by the two evaluators including; international and a national evaluator 		<ul style="list-style-type: none"> ●UNJPGE Mid-Term Evaluation report
Target: Quarterly and annual JP reports submitted in a timely manner	<ul style="list-style-type: none"> ●Quarterly and annual reports were prepared and submitted in timely manner 	<ul style="list-style-type: none"> ●Achieved 	<ul style="list-style-type: none"> ●Quarterly reports and annual MPTF reports

Evaluation

An end of programme evaluation was completed in 2015. The evaluation itself was rated by the Independent Evaluation Office of UN Women as one of the best four evaluations ever handled by UN Women globally. The evaluation gave an overall rating of B. The evaluation concluded that the programme was relevant in Uganda and its design was aligned to the national development priorities. It further highlighted that good strategies for sustaining the achievements under the joint programme had been put in place including embedding the results in key government institutions, structures and systems, which will ensure sustainability of the programme achievements beyond the programme itself. Key achievements were noted in the evaluation, as they are captured in this report. Key weaknesses included limited application of the human rights based approach which would have gone beyond strengthening capacities of duty bearers to provide services and to include strengthening capacity of rights holders to mobilize, demand and hold Government accountable for the delivery of the services. Another key weakness was exclusive focus of the programme on institutional support to the education sector to support girls' retention and completion in school. This should have been balanced with interventions targeting family and community structures to change negative attitudes to girls' education. Last but not least the evaluation noted that in some respects the programme had set over-ambitious targets which were beyond the programme to achieve. These targets should have been revised during the course of the programme. All the recommendations from the evaluation were useful in the design of the UNDAF 2016-2020 as well as UN agencies' five year country programmes.

Challenges

A number of challenges were experienced during the formulation, design, implementation, monitoring and reporting of the joint programme. Through regular coordination platforms, measures were taken to address these challenges. For purposes of informing similar and future joint programmes, some of the key challenges are highlighted here, and they were also captured in the final programme evaluation

1. Timely delivery was a consistent challenge throughout the programme due to a number of reasons including a) Delays in disbursements of funds from HQs to the PUNOs at country level, b) Delays in finalizing joint annual work plans due to the slow pace of inclusive planning processes, c) Slow Government processes for fund releases and d) Lengthy Government procurement processes. Measures adopted to increase delivery rates included assisting the Government Ministries, Departments and Agencies with the procurement of consultants and services, revision of disbursement system to allow good performers to receive their annual tranches separately rather than wait for 75% delivery rate of all partners and dialogue with respective HQs to remove bottlenecks in transmission of funds to PUNO at country level.
2. The "jointness" of the joint programme was not clearly unpacked at the implementation level, PUNOS somehow maintained their mandates during implementation. Through regular coordination forums, the programme put in place measures to encourage joint implementation and reduce duplication where possible
3. The programme was more upstream, yet its goal of having an impact on women and girls would have required more investment at the local government level. According to the evaluation this was a missed opportunity. However this was a design issue, where indeed the interventions were intended to influence policies and systems at the national level.
4. There were gaps in timely responses to implementation challenges which led to a suspension of innovative approaches such as the Girls Education Movement (GEM) initiative. The GEM component was revised and subsequently scaled down during the course of the programme

5. Much as efforts were devoted to strengthen the capacity of duty bearers, little investment was made to strengthen capacity of rights holders to help them demand for accountability for gender equality. This was noted and the lesson was used to inform similar interventions under UNDAF 2016-2020 and the different UN country programmes.
6. On the girls' education component lengthy procurement processes hampered timely delivery of results. In addition, weak capacity of the local contractors affected the pace of construction on the school WASH facilities in Lira District. However the quality of the construction works was of a high quality.

Lessons Learned

The joint programme harvested many lessons, highlights of which are summarized below:

1. There is need to ensure a clear diagnostic is done right from the start to guide the design of the joint programme. This requires a shared and clear understanding of the problem and actions/resources needed to tackle it. A clear theory of change for all planned results needs to be developed to guide programme implementation and refocus if needed. There is need to align roles with organizational mandates, comparative advantages and strengths of each partner while ensuring Government ownership and sustainability of the results
2. Given resource constraints, it might not be prudent to invest in sectors where other UN agencies or development partners already provide significant investments. Rather focus on a smaller number of priorities where investments have the ability to bring high multiplier effects/ change and results
3. Partnering with and building capacity of smaller CSOs at local and national levels has the potential to build a critical mass for the women's movement
4. This joint programme demonstrated that pooled funding is the best funding modality for supporting joint programmes. However, UN agencies are independent entities which operate at the same level, making performance accountability by one agency to another a challenge. There is therefore need to strengthen UN JP Governance mechanisms and processes to allow for greater accountability not only vertically but horizontally as well.
5. There is need for flexibility among the PUNOs to take full advantage of emerging issues from programme reviews and to provide for dynamic prioritization and implementation. This necessitates magnanimity on the part of PUNO to be open to possibility of reallocation of resources to other agencies when priorities change
6. Gender issues are issues rooted in our cultures and socialization; the continuous engagement through training, engagement in policy reviews, dissemination of all available and relevant policies is critical in changing these attitudes and has worked through the support from the joint programme.
7. Engage all stakeholders early in the design of the programme, select a few and relevant PUNOs for the joint programme, select thematic areas that provide the best value for money and ensure geographic coverage of the joint programme is not too wide to undermine depth of support
8. Funding provided under the girls education outcome, for the targeted 10 districts Kaabong, Moroto, Gulu, Kitgum, Pallisa, Kween, Lira, Nebbi, Mbarara & Masaka under the joint programme can innovatively reach the whole country and make an impact on many pupils e.g. the gender monitoring in only 10 districts is yielding results of indicators to be monitored in EMIS for the country. The Menstrual Hygiene Reader has been disseminated and distributed to all schools with the MHM circular going out to all schools country wide.
9. Gender issues are issues rooted in cultures and socialization; the continuous engagement through training, engagement in policy reviews, dissemination of all available and relevant policies is critical in changing these attitudes and has worked through the support from the joint programme

Success stories

UN Uganda improves access to legal, health and psychosocial services of SGBV survivors

Jane has been married for 22 years but her family life was not always a happy one. She was constantly engulfed in misunderstandings because of a lack of trust from her husband. He was continuously accusing her of having affairs and seeing other men. One night, her husband returned home and started quarrelling and beating her up. He removed his belt and hit her direct in the eye. When Jane went to the hospital to get help, they told her nothing could be done. The eye was damaged beyond repair and needed to be removed. Jane opened up a case against her husband and he was arrested by the police. Shortly after this she started receiving phone calls from him again. Jane's husband got out of jail within a few weeks.

MIFUMI, a UN implementing partner, followed up the case at the Director of Public Prosecution's office and gave Jane psychosocial and legal support. They tracked the status of the file after which her husband was summoned for mediation. With the involvement of the Police's Child and Family Protection Unit (CFPU), trained in gender based violence (GBV) case management, MIFUMI Staff together with CFPU engaged in a series of mediation efforts which led to the case being concluded amiably. The couple reconciled, Jane forgave her husband, withdrew her charges and returned to her marital home. A Memorandum of Understanding was entered into with full consent of both parties.



MIFUMI Staff with Police Child and Family Protection Unit in a mediation session.

Within the principle of delivering as one under the UN Joint Programme on Gender Equality, Government, UN and Civil Society Organizations work together to support service delivery for GBV survivors under a coordinated referral system. Five GBV shelters have been established across the country to provide temporary

accommodation for survivors of GBV whose lives were in danger and support them to access coordinated medical assistance, psychological support, legal aid and follow up for survivors to ensure their safety and security once returned to their communities. Through the support of UN Joint Program on Gender Equality, capacities and skills of service providers have been strengthened and the procurement of laboratory equipment have been provided for clinical management and handling of rape cases.

Under the UN Joint Programme, managerial community capacity has increased and the referral of GBV cases has improved. This was accomplished through dialogues, mentoring, information sharing, training and assistance to GBV survivor support groups, which champion the prevention and management of GBV in their communities. Survivor support groups are composed of men and women champions whose role is to mediate small cases as well as raise awareness about the dangers of GBV to women, girls, men and boys and advocate for peaceful and violence free homes through drama and singing.



UN Resident Coordinator and Director Ministry of Gender Labour and Social Development joins a Survivor Support Group in one of the recent joint field monitoring activity in Masaka District. These groups of women and men are in all the five districts where the GBV shelters exist.

A group in Masaka district

MIFUMI established a group in Masaka (see picture) in close collaboration with the District Community Development Officer to reach out to women experiencing domestic violence and help to counsel couples to resolve their conflicts and live peacefully. The group is composed of men who work as champions for preventing violence among families and advocating for peaceful homes.

The UN Joint Program on Gender Equality has also been instrumental in providing equipment for health workers to gather evidence for the adjudication of justice. The equipment is used for the examination of survivors in order to provide forensic evidence for court procedures in executing justice. Medical service providers also receive training on human rights based approaches in GBV management



Hospital staff in Masaka district interacting with an officer from MoH demonstrating how the equipment received from UNJPGE to facilitate diagnosis of GBV cases works.

More success stories



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[Menstruation Management Reader FINAL 2.pdf](#)



[Report on National_Gender_Planning_Guide_2nd_draft August.pdf](#)



[GULU MARCH THROUGH THE TOWN .pdf](#)



[WASH to promote girls education Report.pdf](#)

List of Annexes

- I. Annex 1: Detailed Narrative Report on Programme Outputs

ANNEX I

Annex 1

Detailed narrative on Programme Outputs

Outputs under Outcome 1

Output1.1 Ministry of Gender Labour and Social Development has enhanced capacity to provide

Strategic leadership and coordination for gender mainstreaming across government

Capacity to lead and coordinate GEWE has been enhanced through creating multi sectoral partnerships for implementing the Uganda Gender Policy 2007. This was initiated by undertaking a countrywide mapping of the GEWE stakeholders with the aim of establishing a data base that provides information about the roles, geographical location and mandates of partners across government, CSOs and the private sector. The information has been utilized to develop the national gender coordination mechanism that will take into account the comparative advantages of different actors in accounting for national, sub-national and international gender equality commitments.

A number of policy instruments and mechanisms for institutional collaboration have been put in place. A harmonized guideline for mainstreaming gender in government planning, budgeting and performance monitoring was designed and adopted for use by relevant sectors and local governments, with technical leadership from MGLSD. These guidelines have been rolled out with the aim of equipping government planners, national and local government with the techniques for developing sector specific gender responsive targets, indicators and work plans. This was preceded by the preparation of a standardized National Gender and Development Training Curriculum, currently being used to coordinate capacity development and gender training across government ministries, departments and agencies.

Joint reporting on the international commitments on GEWE has been fostered through the design of a the National Multi-Sectoral Framework for monitoring and reporting on the implementation of the international and regional instruments on women's rights and GEWE such as the CEDAW, Beijing Platform of Action, Maputo Protocol, AU Solemn Declaration on Gender Equality among others for the sectors for documenting progress and challenges associated with the implementation of the commitments. The framework will enable the Ministry to coordinate collection and compilation of national progress reports on the implementation of International and Regional instruments on GEWE.

Knowledge on the strategic and operational constraints of the National Gender Machinery has been deepened through an institutional Review of the Ministry of MGLSD. The review focused on technical and leadership competences amongst staff, as well as effectiveness in policy oversight and coordination of gender equality programmes at national and sub-national levels. The review found out that the staffing levels at the Gender and Women Affairs Department does not match the scope of the Ministry's mandate, which involves overseeing policy

implementation, budgeting and performance monitoring across government agencies and non-state actors. Furthermore, technical skilling around sector-specific gender equality programming beyond education, health, agriculture and environment is lacking. Although the priority sectors for government funding have changed in five successive financial years, (2010 to 2015), with a focus on transport and works, energy and mineral development, ICT infrastructure and services; the National Gender Machinery does not have the requisite technical and functional capacity to generate evidence and articulate priority gender issues in the aforementioned sectors, for purposes of effective engagement with key decision-makers in government planning and budgeting cycles. This partly explains why government allocation to gender equality initiatives has remained lower than required with variances in sector-specific responses to the needs of women and girls. As such, an action plan with recommendations from the institutional review has been drafted and submitted to senior management at MGLSD for integration into the Social Sector Development Plan (2015-2020) and for future programming with development partners.

The Ministry undertook the Situational Analysis of Women and Girls in Uganda since 1994. The analysis was conducted to evaluate the impact of various measures towards improving the status of women and girls. It focused on different gender dimensions which included: Women and Governance, Women and Human Rights, Women and Macro-economic Management, Women and Livelihoods, Women and Health as well as Women and Education; to demonstrate the situation of women and girls in the country. The findings of the exercise provide a clear picture on the situation of women and girls and help to prioritize the key actions that need to be undertaken in order to impact positively on the development process and reduce the inequalities that prevail between women and men. It further analysed the trends in changing status of women and girls in the country since 1954 and identified challenges, gaps and opportunities for improving the status of women and girls in Uganda. The Ministry will use the report to design strategies and interventions that are aimed at addressing the identified gaps.

The Ministry under the UNJPGE supported institutional and capacity building activities for the Equal opportunities Commission. These were aimed at strengthening the Commission to fulfil its mandate. As a result, the Commission established a Complaints Management Mechanism to ensure that women and girls have effective access to justice through adoption of an accessible complaints procedure to enforce constitutional guarantees and provisions contained in the Equal Opportunities Commission Act, 2007. The members were trained on tribunal proceedings, judgment writing, gender equality and equity and alternative dispute resolution approaches. As a result of the above, the Commission established a database where all the cases that are reported to it are recorded in a gender disaggregated manner. In addition, as a result of the capacity building, the Commission worked with the Parliament of the Republic of Uganda and Ministry of Finance Planning and Economic Development (MFPED) to incorporate a provision for a gender and equity certificate in the Public Finance Management Act, 2015. Part II, Section 9(6) of the Act, provides that “The Minister shall in consultation with the Equal Opportunities Commission issue a certificate –

a) Certifying that the Budget Framework Paper is Gender and Equity Responsive; and

b) Specifying measures taken to equalize opportunities for women, men, persons with disabilities and other marginalized groups”.

Under this, all government MDAs are required to mainstream gender in their annual work plans and budgets. Ministry of Finance, Planning and Economic Development will use this certificate to assess compliance of all sectors to Gender equity budgeting. The MGLSD will work closely with the Commission and the MFPED to enforce the provision. In order to increase the usability of the e-Resource Center and Coordination for gender related information and publications in the country, the Ministry developed the administrative and basic user manuals. For sustainability purposes, an administrative user manual was developed to guide the future administrators of the Centre.

The basic user manual is user-friendly and enables the public to easily access the E-Resource Centre. It can also be used as a training manual by any trainer on the accessibility and utilization of the E-Resource Centre. The two manuals have been handed over to the Information Technology Unit of the Ministry. The Centre has also been linked to the other online systems in MGLSD for wider access by both the public and staff.

Related to the above, the Ministry under the UNJPGE supported the harmonization of the Gender Based Violence Management Information System (GBV/IMS) into a National Gender Based Violence database (NGBVD). The NGBVD is an online Management Information System (MIS) and it is designed to support collection, storage and analysis of GBV data. The analyzed data facilitates evidence based planning, programming and policy making at all levels. For sustainability purposes, the E - Resource Centre and the NGBVD have been integrated as one system but also integrated within the Information Technology Unit of the Ministry for continuous growth and support in the area of technology.

Additionally, the MGLSD undertook a comprehensive assessment of the Affirmative Action Initiatives and Strategies for promoting GEWE in Uganda. The assessment was to enable Government to establish the extent to which Affirmative Action Constitutional, Legal and Policy Provisions have been implemented and document the effectiveness of the various strategies. The findings of the assessment indicate that Affirmation Action delivered on its objectives including;

1. increased female enrolment in education at various levels,
2. Opening up of political space for women previously excluded by traditional norms and beliefs that confined women to the private sphere of the household.
3. Women’s participation in different committees for example water and land.

Notwithstanding the achievements, there are still challenges and emerging issues which were identified and these will guide the development of an overall coordination and implementation framework for Affirmative Action in the country. The Ministry will further utilize the findings of the assessment to guide all policy and decision makers, the academia, researchers and community leaders on the implementation of Affirmative Action strategies issues in the country.

Strengthened systems for gender coordination

With regard to Coordination, the UNJPGE has enhanced the capacity of the Ministry as the national machinery to coordinate the implementation of GEWE issues in the country. Under the Programme, the Ministry coordinates outcome one which brings together government MDAs to draw synergies on the Systematic coordination and implementation of the GEWE issues. This has greatly improved the coordination role of the Ministry and collaboration among the different government sectors. Gender Technical working groups were established and are operational in different MDAs including;

1. The Gender Statistical Working Group chaired by the MGLSD at UBOS,
2. Gender Working Group at the MFPED,
3. Gender Team at the NPA,
4. The Gender Resource Team in the MoLG; and
5. The Gender Working Group in Justice Law and Order Sector (JLOS).

These were established to strengthen gender mainstreaming in MDAs beyond individual gender focal point persons, a strategy that was affected due to the high turnover of staff in some sectors. The working groups have been further replicated in the target districts. For example in Moroto, a Gender Working Group has been established and brings together gender focal point persons from all the departments in the district.

The Ministry under the UNJPGE conducted mentoring and technical support supervision exercises to the target districts with the aim of building their capacity for effective gender responsive planning and budgeting. This exercise was conducted on a quarterly basis targeting administrative, technical staff and political leaders in the target districts. In 2014, the emphasis was on providing practical skills and hands experience on how to conduct comprehensive gender analysis; collection and generation of gender disaggregated data and continuous updating of the district gender profiles. Through the exercises, GEWE issues were identified by the districts that would be prioritized during the development of the District Development Plans. As a result, the districts have been able to identify, mobilize and allocate local resources to GEWE issues.

Related to the above, the Ministry under the UNJPGE in 2014 transferred 20 million Uganda shillings to each of the programme districts to enable them strengthen coordination for GEWE actors, implement the priority GEWE issues and ensure that gender responsive planning and budgeting takes root at that level. As a result of the financial support provided to the programme district, the Community Services Department has been strengthened to influence other sectors in the districts to develop gender responsive plans and allocate resources to GEWE related activities. In addition, the funds have given gender equality and women's empowerment a new face in the districts where it was not being prioritized before. For example in Kaabong, Moroto, Masaka, Nebbi, Mbarara, Queen, and Pallisa Districts, there has been allocation of local financial resources to GEWE and related issues. District Coordination funds have also strengthened and improved programme visibility downstream.

In a bid to strengthen coordination and dissemination of information on GEWE in Uganda, the Ministry under the programme produces a bi-annual publication known as *Uganda Woman Magazine*. The themes of the magazine are based on the ongoing international, regional and

national debates on GEWE. In 2014, the Ministry produced the 4th and the 5th issues, whose themes were “*building partnership with men and boys for empowerment of women and girls in Uganda*” and “*Women and Urbanization*” respectively. A total of 9,500 copies of the magazine were printed and disseminated countrywide. The magazine documents the achievements, gaps and recommendations in the implementation of gender related commitments. As a result of the magazine, there is an improved systematic dissemination of information on GEWE and improved visibility of the Ministry. The information in the magazine targets policy makers, technocrats, academia, researchers and the general public. To ensure wide accessibility, copies of all the issues are uploaded on the Ministry’s website, Facebook page (www.facebook.com/mglisd) and the e-Resource Centre.

Output 1.2: Priority issues to promote GEWE identified and addressed in sectoral plans, budgets and programme implementations in seven (7) sectors

Mainstreaming gender in National Development Plan II

The NPA in partnership with UN Women held consultations with stakeholders in public, private sectors and development partners to agree on gender priorities for the second NDP. The NPA also coordinated a study on women economic empowerment that informed policy recommendations in various sectors of the NDP II and will consequently inform sector development plan (SDP) priorities on gender equality and empowerment.

NPA with the technical support from UN Women developed National gender planning guidelines (NGPG) that will help sectors and local governments integrate gender in planning, budgeting, monitoring and evaluation processes. These tools were validated with the sector planning guidelines. However, there is need to disseminate the NGPGs to the LGs for guidance on how to use the guidelines. A Training of Trainers (ToT) has been developed to use in the dissemination of NGPGs to LGs.

As part of the continued efforts to institutionalize capacity for integration of gender in plans and budgets, a total of 27 national trainers from Uganda Management Institute, Makerere University School of women and Gender Studies, Ministry of Education and Sports, Ministry of Finance, Ministry of water and environment, Ministry of Local government, Uganda Bureau of statistics, and District local governments were trained as trainers in gender and economic policy management. The national trainers have been able to utilize the skills acquired to impart knowledge and skills in Gender Responsive Budgeting to key government sectors such as the Ministry of Health and the Ministry of Education. This was preceded by a country level training needs assessment that revealed the need to integrate gender into budget planning and implementation, formulate gender responsive policy, and translate national and international policy into sectoral policies, sector strategies, budgeting and other relevant processes. This was building on earlier efforts that commenced in 2012 which include among others: - a study tour to Rwanda, a meeting with permanent secretaries, and creating a pool of GEPMI champions.

With support from the UNJPGGE the MFPED trained Members of parliament in gender responsive monitoring with the aim of equipping them with skills to monitor budgets and promote gender mainstreaming in budgets across sectors. The Ministry has in the process

sensitized the legislators on other structures, tools and guidelines for analysis for gender specific aspects and has increased effort/advocacy to share the information with Members of Parliament to ensure that gender issues such as maternal health, education are budgeted for.

A harmonized gender and equity budgeting (GEB) curriculum was developed and completed. UMI Conducted training on gender and equity budgeting based on the harmonized curriculum. A total of 82 Government officials have successfully undertaken the GEB Training at UMI. Officers trained included: - Commissioners, Assistant Commissioners, Principal Officers and Senior staff members from the ministries of Water and Environment, Gender Labour and Social Development, Finance Planning and Economic Development, and Uganda Bureau of statistics.

Outputs 1.3: Local Government Institutions have strengthened capacity in gender responsive planning and budgeting in 10 districts

District Gender Profiles

The MGLSD supported the districts technically to develop comprehensive District Gender Profiles. The Profiles helped the districts to identify and prioritize GEWE issues that they should focus on for a given period of time and generate Gender Disaggregated Data (GDD) which is key for effective gender responsive planning and budgeting. In addition, the MGLSD conducted quarterly mentoring exercises in gender analysis, collection and generation of Gender Disaggregated Data (GDD), gender responsive planning and budgeting. The exercises targeted political leaders, technical and administrative staff of the programme districts. As a result of mentoring exercises, the districts were able to identify priority GEWE issues and generate Gender Disaggregated Data to inform the development of the District Development Plans. A total of two hundred (200) staff were mentored.

Gender Budgeting Technical support to District Local Government

The Ministry of Local Government, basing on the GEWE funds disabused to each of the 10 programme, provided technical oversight in ensuring that districts strengthen coordination of GEWE actors in the districts; internal capacity building for technical officers and leaders in the programme districts in gender mainstreaming; and advocacy towards budget increase for GEWE. These issues have since been incorporated into the District Development Plans. With the funds, the districts strengthened District Gender Coordination Forums which bring together GEWE actors to strategize and share information on issues being handled by each. The funds were further utilized to build internal capacity for the technical officers especially sub county staffs that are in charge of planning and budgeting process at lower local governments.

There is increased ownership and institutionalization of the capacity development efforts initiated by UNJPGE among the target districts. This is attributed to the relationships built through a series of gender trainings and sensitization in gender responsive planning and budgeting. For example in Kaabong district, Page 10 of 37 GEWE activities used to receive **2.5** Million Uganda Shillings annually, and in the FY 2014/2015, the amount has increased to **19** Million Ugandan Shillings, which signifies a budgetary increment of 660%. At Sub-county level, the same trend has happened, with a GEWE budget shifting from **0.2** Million Ugandan Shillings

to 3 Million Ugandan Shillings per year. In Pallisa District, in financial year 2012/2013, the budget allocation to GEWE issues was 2.5 Million Ugandan Shillings but as a result of the UNJPGE support, the budget allocation has increased to 6 Million Ugandan Shillings which signifies an increase of 140% for the financial year 2014/15, This is in addition to the development of the district gender strategic action plan to guide all sectors in the district to mainstream gender. In Moroto District, the Chief Administrative Officer appointed Gender Focal Point Persons in each of the district sectors (Health, Education, Agriculture, Water and Sanitation, Works and Environment) and these meet monthly to share progress on gender issues being implemented.

Progress has been made towards the Institutionalizing the new Gender Performance Indicators. The Ministry of Local Government undertakes national service delivery and compliance assessment of Local Governments annually. However the gender indicators that were being used were not robust enough. The programme supported revision of the gender indicators which were eventually automated in the Local Government Information Communication System (LOGICS) tool. The indicators have been rolled out to all the 133 local governments in Uganda including the 10 Program target districts. This means that the revised gender indicators as of financial year 2014/15 are going to be a critical measure of Local Governments' performance in mainstreaming and allocating resources for gender. This further has a bearing on the amount of grants they receive from the center.

To ensure universal knowledge of the revised gender indicators, over 500 Local Government staff, Civil Society Organizations, Political leaders and the private sector were trained in the 10 programme target districts on the New National Assessment gender indicators. The role of Civil Society Organizations, Private sector and Women in National Assessment exercise was emphasized and debated during the trainings. The Civil Society Organizations and Local Government platforms were proposed as one of the avenues for joint monitoring and performance assessment.

Post Graduate Diploma Course in Gender and Local Economic Development at Makerere University

In January 2015, 14 out of the 22 admitted Local Government Staff, graduated under the Post Graduate Diploma Course in Gender and Local Economic Development in Makerere University, School of Women and Gender Studies. This has been done through the partnerships that were established by UNJPGE support, between UNCDF, UN Women, MoLG and MGLSD. This partnership facilitated the School of Women and Gender Studies to review the Post Graduate Diploma based on the lessons learnt since its inception in 2012. One of the major lessons from the review is that the course content required inclusion of current models and practices on local economic development (LED), for purposes of equipping students with the knowledge and skills of mainstreaming gender in LED projects that are currently being supported by government and development partners. In sustainability terms, the MoLG has initiated the process of financing the Post Graduate Diploma in Local Economic Development using government revenues. In July 2014, the Permanent Secretary of MoLG issued a circular to all Chief Administrative Officers

and Town Clerks in Local Governments to sponsor their staff using Local Government Capacity Development Fund.

Local Governments have made improvement in gender responsive programming. A national assessment conducted in 2014 has shown that up to 95% (105) of the districts performed well in terms of gender mainstreaming, with a focus on the establishment of district gender coordination committees, girl child education, response to violence against women and girls, and increased access to safe water at parish level. The indicators used in the assessment mainly include: - level of gender mainstreaming in the District Development Plan; existence of gender disaggregated data; Annual budget reflects budgetary allocations to address gender strategies raised in district plans; Skills enhancement training for women, youth and PWD Page 11 of 3 councilors undertaken during the previous FY; and existence of gender coordination committees. These indicators will be subjected to annual revisions with technical support from UN Women and UNCDF and policy oversight and coordination by the Ministry of Local Government.

Output 1.4: National statistical systems collect, analyze and disseminate reliable and up-to-date gender- disaggregated data (GDD)

National statistical and monitoring capacity on gender equality has been institutionalized and steadily being consolidated. A Gender Statistics Committee was established at the Uganda Bureau of Statistic as the Secretariat and MGLSD as the Chair, with technical and financial support from UN Women and UNFPA. The committee has recently released a situation analysis report on Women and Girls in line with the priority areas of the Uganda Gender Policy (2007) in February 2015. The findings will be validated for alignment to the 2014 Population and Housing Census, which is expected to be finalized in December 2015. When this process will be completed, baselines for evidence-based programming on gender equality will be made readily available to avoid flawed target-setting. Therefore UN Women in partnership with UNFPA, UBOS and MGLSD, through the Gender Statistics Committee, will mediate the process of ensuring that gender equality is systematically integrated and reported on in the final Census results and subsequent national surveys. Such systematic integration of gender relevant issues had taken root in the National Population and Housing Census preliminary report (NPHC 2014); and the UBOS Annual Statistics Abstract (2013 & 2014). This was preceded by the development of the Facts and Figures on Gender, articulating women and men issues. Additionally, Coordination mechanisms have been established through the Gender Statistics

Sub-Committee which has representation- from MDAs, CSOs, Research and Academia. UBOS provided technical support during the process of development of the curriculum of Gender and Equity Budgeting particularly during the development of the module on Gender Disaggregated data Equity Budgeting (GEB) training curriculum that was developed and a module on gender disaggregated data.

The process of engendering the Plan for National Statistical Development (PNSD, 2013-2018), is underway based on the recommendations of the Participatory Gender Audits, 2012. This is partly attributed to a change in attitudes and mind-sets towards the relevance of gender in statistical development amongst staff at UBOS, which has occurred during the different gender and

statistics trainings supported by UNJPGE. Gender responsiveness in statistics has been identified as the 3rd out of the 10 core values principles of the PNSD (2013 – 2018), as compared to the previous one which was gender neutral. Strategic objective 2.1 of the PNSD clearly points out that UBOS will “look out to review and improve socio-economic indicators with an activity to specify, coordinate and mainstream production of gender statistics in the National Statistical System.” Therefore embedding gender issues in UBOS structures and strategic plans is steadily improving, due to the technical capacities and momentum created through UNJPGE support.

Outputs under Outcome 2

Output 2.1: Availability of improved legal, health and psychosocial services for SGBV survivors

GBV Shelters

The shelters are now offering legal aid, psychosocial counselling, referral and temporary accommodation to GBV survivors beyond the districts within which they are located. The districts local governments of Masaka, Mbarara, Moroto, Lira and Gulu have fully owned the GBV shelters and have in different ways started making contributions to their running. Mbarara has allocated an annual budget of 500,000 UGX and caters for the utility bills at the shelter. Lira and Gulu have signed agreements to guarantee that the building allocated for the shelters will solely remain for this purpose and have both pledged to ensure a budget allocation to these establishments in the 2015/16 district budgets. Both Gulu and Lira shelter conducted exposure visits to other UNFPA funded Centers in Masaka and Mbarara to share and learn best practices on the functionality of the GBV Task Force in order to strengthen the GBV referral pathway and partnership. 40 District officials participated (17F/23M). Areas of interest for exposure visits in Mbarara and Masaka shelters were: - linkages with other service providers, effectiveness of the referral pathway, the magnitude of GBV in Mbarara, milestones, and challenges.

Capacity development for GBV service providers

Capacity amongst duty bearers in the provision of GBV services has been enhanced through numerous trainings in the 5 districts. The trainings have been delivered through partnerships between AAIU, MIFUMI, UNFPA, WHO and MOH. The GBV referral pathway has been established for improved service delivery to GBV survivors. In Lira, the social worker in the hospital has been assigned as a focal point for GBV as a result of training with health workers and reports indicate that she provides hand held services to survivors and refers them to other service points. In Mbarara the Grade 1 Magistrate reported that she fast tracks GBV cases to reduce the trauma survivors go through as a result of long court processes. In Masaka a record was set when a girl who was accused of killing her father was sentenced to 1 day in prison because the MIFUMI legal team was able to prove that the girl in question had been defiled on numerous occasions and impregnated by her father.

There is increased capacity amongst communities to mobilize GBV survivors around access to services through traditional cultural leaders, Faith Based Organization (FBOs) and Survivor

Support Groups. This can be attributed to awareness raising through investment in radio programmes, IEC materials, community dialogues and commemoration of international events, particularly the International Women's Day, the 16 Days of Activism, and the UNiTe Campaign initiated by the Office of the UN Secretary General. In Masaka and Mbarara where there was very little GBV work before the UNJPGE, community mobilization is currently being spearheaded by Action Groups in taxi parks and schools, voicing out the types and consequences of GBV. In Moroto during the 16 days of Activism, Motorcycle transport providers were given vests with messages on GBV which opened discussions on this subject among boda riders, passengers and the community at large. This illustrates the level of community ownership around the design and communication of strategies on ending violence against women. The number of community action groups in the form of survivor support groups and reflect facilitators continued to grow in 2014. Two (2) meetings for cultural and religious leaders were organised in the two districts of Gulu and Lira. In Gulu, the meeting was attended by cultural leaders (Ker Kwaro Acholi) from Gulu and the neighbouring districts of Amuru, Nwoya and Kitgum and Religious leaders from Acholi Religious Peace Initiative (ALPI) while in Lira; the cultural leaders consisted of representatives from the 12 sub counties and all faiths for the religious leaders. In total, 61 people (14F/47M) attended the meeting.

Specific trainings have been conducted for health workers (Doctors, clinical officers, registered nurses and midwives) from health center III's and IV's in Mbarara to improve evidence in the legal process for GBV survivors. 60 selected health workers (32 male, and 28 female) were trained on the role of the health workers in managing SGBV, the relevance of the PF 3 in court, the process of testifying in court, and the court hearing system. The training was aimed at demystifying the fear of court by the cohort of medical workers who have a mandated in providing SGBV services and particularly filling the PF 3 form.

Health response

Procurement was accomplished of diagnostic Lab reagents for the 10 forensic laboratories in the targeted 10 districts examples of reagents include; a) 50 - Methanol Absolute Clear and Colourless, b) 20 - Ethanol Absolute Concentration 97.7, c) 40 -Isopropyl Alcohol Propane, Xylene Sulphur, free Analks, Depex Mounting Media d) 12 – Mountaint Liquid, e) 25 Haemotoxylin Monohydrates for microscopical staining. d) Mercury 25 Litres, e) Orange G6 Stain Papanicolaon, g) Stain 25 Litres, EA 50 stain. The procurement was done through Mulago Medical School, the reagents were distributed to the 10 UNJPGE districts of Gulu, Lira Moroto, Kitgum, Kween, Lira, Nebbi, Masaka, Mbarara and Pallisa.

The shelters were equipped with facilities to support survivors for instance the 3 shelters in Moroto, Mbarara and Masaka were facilitated to procure food items, furniture, general hygiene and detergents for the maintenance of the shelters for a period of 6 months, children and adults clothing, sanitary supplies, children's toys and reading materials.

SGBV service register was developed to capture and follow up information about survivors who receive medical services. 300 copies of service register were printed and distributed to the all health facilities in the programme districts.

Documentation of WHO work under the UNJPGE was accomplished. This includes some of the achievements under the programme like mainstreaming gender and human rights in the health sector, purchase clinical and laboratory equipment, other programmatic achievements over the years plus lessons learnt, challenges and recommendations. The documentation has been complete and printing process.

10,000 Information Education and Communication (IEC) materials including training packages were developed and distributed to the communities in the programme districts to improve awareness, response and timely service utilization of GBV services.

Revised SGBV trainer/trainee materials such as Trainer-Trainee manual for health workers, the supervision tool) were finalised. The revised materials were used to train health workers based on WHO new guidance for management of GBV.

At the national level, the MGLSD spearheaded the launch of the GBV shelters and provided oversight support through support supervision to all the shelters. This was preceded by the development of guidelines for psychosocial service delivery, with technical guidance from UNFPA. The guidelines have been customised to the needs of communities through partnerships between Faith Based Organizations and UNFPA, including Catholic, Anglican, Muslim and Born again faiths. Support was provided to 60 pastoral agents in Mbarara and Masaka dioceses, to develop action plans and strategies to mobilise the church structures around GBV prevention and response. Through UNJPGE support, 3,120 catholic Catechists and their wives were selected and trained as model couples and promoters (champions) of domestic love in their different chapels (villages), within 52 parishes during an orientation on male involvement strategy. One hundred (100) were reached through consultative meetings that were held in the 9 implementing dioceses. Priests resolved that the bishops of Uganda should take extra concern on revitalization of the family life desk under the Pastoral Coordinating offices at all level right from national up to parish level and integrate teaching on GBV and safe families. Support was provided to the Archbishop of the Church of Uganda to publish articles in Newspapers concerning Gender Based Violence and teenage pregnancy. His Grace Appealed to the married concerning HIV prevention. Emphasis was put on gender based violence and the purpose was to share facts on GBV versus HIV among the married and the challenges youth and married couples face in this era.

Health system strengthening for GBV service delivery is on course mainly through skilling local health workers in case management and procurement of required logistics. During 2014, WHO facilitated the Ministry of Health to support health facilities including hospitals with colposcopes, microscopes, computers and sexual assault (Rape) kits which are used to enable the health workers effectively examine, investigate document and manage clients of SGBV. The sexual assault (Rape) kits are used to collect and store for evidence materials which can be used for further investigations to support further medical- legal processes. Procurement for the various training materials for health workers has been accomplished and distribution of the materials to

the programme districts has also been done. The materials include; SGBV trainee trainer manuals for health workers, SGBV supervision/quality improvement tools; information kits for local leaders on SGBV and health -translated; Client management tools (Medical history & examination forms, SGBV exam consent forms, Police forms-3,3A,24&24A Medical exam certificates for Child & Adult). The materials have enabled districts to train more health workers, orient administrative, political and other leaders on SGBV clinical management while networking at district level. The information kits are used by local leaders to orient the community and advocate for health services on SGBV. Police Forms have been used to orient health workers on proper filling up and documentation of clinical findings for medical-legal purposes. Medical examination certificates, history and examination client forms and consent forms have been used to improve documentation and clinical care for the clients.

Local health personnel from different programme districts have been provided with International exposure on forensic medicine to improve medical-legal service delivery for SGBV survivors. This was through a training by forensic experts from KwaZulu Natal University. The training which lasted 8 active days benefitted a total of 62 health care service providers. Though the training was initially planned for 30 health workers and tutors, due to the high demand, the training targets were revised to increase the beneficiary group. A total of 125 health care service providers were trained on Sexual and Gender Based Violence and Clinical management in five (5) UNJPGGE districts including Kween, Pallisa, Kaabong, Kitgum and Nebbi. The knowledge gained has been applied to improve the effectiveness of health workers response to SGBV clients. The improvements are seen along examination, evidence collection, court witness support, documentation, and referral and networking with the partners responsible for the SGBV cases.

Four out of Five (4/5) regional hospitals except Lira have been supported financially directly from WHO which enabled them conduct total site training for health workers so as to increase service access points for SGBV services in the hospital; support supervision and mentoring in the lower health facilities, improving working environment to be client friendly with privacy, furniture, lockable facilities to keep confidential records, client files and forensic evidence. Discussions have been planned with the senior officials to sort out the critical issues of facilitation of medical teams for Police Form Three (PF3), the UNJPGGE supported printing, dissemination and capacity building of the users. The Form is used to capture data from Gender Based Violence Survivors filled by Police, medical doctor which acts as evidence for legal action against perpetrators. A basis has been laid for future interaction between health sector, justice and legal sector as well as police so as to continue to harmonize payments for health workers and court proceedings. A plan to cascade trainings on forensic medicine for SGBV to regional level so as to include centers like Mbarara and Gulu has been finalized. This is in line with ensuring sustainability and scaling up of the intervention of learning forensic medicines to enable health workers to better manage SGBV cases. The Maternal and Child Health Cluster (Technical working group) where SGBV is housed has been updated on the activities of the integrated service delivery for SGBV. Approaches and standards for providing SGBV services are reviewed and discussed amongst partners such as Government Institutions, NGOs, UN Agencies and Private Sector working in the areas of reproductive health. Supervision and mentoring in

the 10 districts was carried out aimed at improving the quality of SGBV services being provided, documentation and reporting.

A total of 80 stakeholders including police, legal fraternity, health workers, NGOs, political leaders and Senior District Administration were equipped with knowledge and skills during an Integrated training on selected GBV topics which aimed at creating a joint learning environment to appreciate the different needs of the survivors, roles of the different players and discuss the challenges faced by the individual groups so as to create a strong networking relationship with a common understanding of the service delivery for SGBV. Continuous medical education for 101 health facilities was conducted in all the 10 UNJPGE districts in an effort to build capacity for prevention and quality management of SGBV/GBV cases. 246 health workers were trained to provide medical services to the SGBV survivors.

Legal assistance and counselling

602 cases were received (134 Masaka, 394 Mbarara and 74 Moroto) out of whom 441 cases received legal support. (199 Mbarara, 134 Masaka and 108 Moroto). Out of this, 48 cases filed in court, 8 successfully closed, 1 withdrawn, none lost, 2 cases dismissed for lack of evidence and loss of interest. 33 witnesses and 24 survivors were pre-trained and facilitated to attend court sessions. At least 500 GBV survivors access medical, psychosocial and legal aid services-128 survivors accessed GBV services in Lira and Gulu;

Access to legal and counselling services has been enhanced through UNJPGE support to War Child Canada. A total of 1,524 (including 55 children, 643 men and 826 women) members of the community were reached with information on sexual gender based violence, with special attention to domestic violence, early marriage/ pregnancy, defilement, child neglect, and high school drop outs. Information provided was aimed at improving their understanding of and attitudes towards SGBV and its implications. The sessions also provided vital legal information as well as information on service availability, accessibility and affordability. More than 50,000 listeners were estimated to be reached through the radio panel discussions (www.statoids.com/uug.html). The 8 legal panel discussions conducted attracted 10 phone in calls. Callers sought legal advice, appreciating the program and others reporting human rights abuses in their communities. Radio King had technical /network challenges which affected phone –in calls. However, listeners were encouraged to call the office toll free line for further information, advice and legal support. Seventy-two public service announcements were broadcasted which increased publicity and reach to 50,000+ listeners.

Up to 221 (86 females and 135 males) community-based leaders/ duty bearers were engaged through reflection-based dialogue meetings on community-based SGBV prevention and response issues. The topics handled during these discussions are community driven with the most common issues highlighted being domestic violence, alcoholism, early marriage/ early pregnancy, school drop, theft of property, misconception on child rights and responsibilities among others. The dialogues derived some social contracts /Action points with participating community leaders committing themselves to fighting and appropriately responding to SGBV cases and rights abuse. This improved coordination and referrals with police at sub-county levels with

other notable outcomes including community leaders approaching schools and health centers to engage in awareness campaigns and inviting WCC to partner with them, as was experienced in Cet-kana primary School, Unyama and Koch nogaku sub-counties. Thirty six (36) participants (12 male, 24 females) participated in the 2 day CBO/volunteer training. By the end of the training there was increased basic knowledge on SGBV case management and improved understanding of referral. Partnerships between OHCHR and JLOS were formed to provide technical assistance in drafting the Witness Protection Bill. The aim is to ensure compliance by all duty bearers to the international human rights standards of non-discrimination and gender equality. The draft bill, which is gender sensitive and considers the needs of women and girl victims and witnesses of violence, is now tabled in the Cabinet awaiting approval. OHCHR also supported an assessment of Uganda's existing witness protection mechanisms and drafting of relevant recommendations. This report is tabled in the Cabinet together with the bill. UNJPGE further facilitated the development of the investigations manual for the Uganda Human Rights Commission (UHRC), to ensure human rights violations monitoring is practiced effectively and in a gender-sensitive manner. The review of the complaints handling procedure manual for UHRC was also completed, with emphasis on the incorporation of international human rights and gender equality perspectives.

UNJPGE has complemented the above efforts by providing technical support and follow up, on the integration of children's rights in the legal framework for ending violence against women. Community level initiatives in Acholi region, in partnership with the Gulu Regional Coordination Committee – led by District Coordination Committees, were implemented to generate recommendations and resolutions around children's rights, which were extracted, endorsed and circulated across the region for execution by Her Lordship Lady Justice Margaret Mutonyi. The Gulu RCC issued a circular to all District Local Governments in Acholi emphasizing their contribution to management of Gulu Remand Home with positive outcomes. Further, Gulu RCC planned and lobbied for funds from 'Defence for the Children International' to inspect and monitor children facilities in the region and follow up children from Acholi committed to Kampiringisa National Rehabilitation Center. At the request of JLOS, Justice for Children (J4C) provided lead in the design and provided resource persons to the JLOS led training of RCCs - (expected to be rolled out across the country).

Utilizing the Justice for Children coordinators provided by the project coordinators R/DCCs improved planning, lobbying, execution and monitoring results for children across the sites in the quarter. Equally, the RCC in Acholi were supported to review progress and generate forward looking resolutions to deepen results. Additionally, R/DCCs were supported to lobby for inspecting children facilities in Gulu from "Defence for Children International", lobbying effective case management of children cases at all levels through Sessions and regular case handling mechanisms such as in Gulu RCC. Equally, heightened innovations exhibited in the period under review to enhance services for children in most sites are a result of support from the field staff.

Outputs under Outcome 3

Output 3.1: Enhanced school policies and practices promote gender- fair education

National Strategy for Girls Education (NSGE); Increased awareness about gender in education was achieved, through district dialogue meetings, which created the momentum to revise the National strategy for Girls Education. The revised strategy was launched and disseminated during the Annual Education Sector review 2014/2015, in which key actors from government, Civil Society, Development Partners, Media and the private sector appreciated the need to combine efforts around the reduction of teenage pregnancies and child marriages, as key barriers to gender fair education. The role of parents in education of the girl child was also emphasized, coupled with the need to provide sanitary pads and design school feeding programmes.

The dissemination of the National Strategy for Girls' Education (2014-2019) was also conducted in the districts of Karamoja region, West Nile region and central region. During the three day dissemination exercises for every region, a 2 day training on gender awareness and Menstrual Hygiene Management was conducted for 50 participants from 50 schools in each of the three districts. The training included the district Centre Coordinating Tutors and district representatives who discussed issues for enhancing girl child education and also equipped the participants with knowledge on menstrual hygiene management, so that they can effectively support children, especially girls to stay in school and complete their education.

A set of sector reforms have been taken up by the Ministry of Education and Sports (MoES) based on the recommendations of the National Strategy for Girls Education (NSGE). The sector reforms include: the removal of barriers to girls' education and renewing the strategies to focus on reducing teenage pregnancies and child marriages. This was based on the evidence presented at the Girl Child Summit that took place in London, 2014, where a Ugandan Study on the prevalence of child marriages and teenage pregnancies was presented to Government and CSO partners, with support from DFID in partnership with UNICEF and MGLSD. The study highlighted the constraints to girls' education at household, community and school levels.

The Gender in Education Policy (GEP) was designed in line with the 10 Year Education Sector Strategic Plan (ESSP 2007-2015) and provides a framework for the implementation and monitoring of a gender sensitive and responsive education system in Uganda. In addition several emerging challenges have hindered the retention, transition and completion of boys and girls at the various levels of education. These include child labour, teenage pregnancies, child marriages, social cultural negative practices such as circumcision and female genital mutilation. With such emerging challenges for the sector therefore, it embarked on the review of the Gender in Education policy, to ensure key strategies for the challenges are embedded within the policy.

The new Sustainable Development Goals and the key focus of Uganda's National Development Plan II (2016-2020) guided the revision process of the Gender in Education Policy (GEP) and thus the revised policy, will be anchored in the identified indicators and targets of these critical development frameworks. In order to guide the policy review processes, the Education and Sports sector organized consultative workshops in 2 out of the 10 districts in the UNJPGE programme, with key stakeholders across the country to assess the status of implementation of the policy. The process report and issues paper was disseminated at a workshop in November 2015 to get consensus on key issues and strategies for a revised policy.

The field work and validation workshops included participation from Pallisa and Kween, district local government officials, centre coordinating tutors, teachers, religious and cultural leaders, the police, members of School Management Committees and officials from the Ministry of Education, Science, Technology and sports.

The previous Gender in Education Policy (GEP) was not disseminated and had not been widely used either and thus the revised GEP will have a specific communication strategy with clear guidelines for a successful implementation. The revised GEP document is now ready for dissemination to the different working groups in the sector for validation, ownership and adoption and this process begun in February 2016. The revised GEP will be comprehensive with both indicators and targets to measure progress.

Survey on the re-entry of pregnant girls and child mothers was completed and disseminated. The MoESTS commissioned a study to correlate Teenage pregnancy and drop out and the study findings indicated that the main drivers cited by the girls for their school dropout were financial constraints, followed by pregnancy. Overall, 43% of girls who had dropped out of school described financial constraints (lack of money for scholastic materials, food at school, or no money for fees) as the main reason for their dropping out of school. Twenty one percent of the girls who had dropped out of school cited pregnancy as the main reason.

Overall, the percentage of school drop-outs that are due to pregnancy among girls of 14 to 18 years of age is 21.3% and ranging from 6.4% in Karamoja to 42.8% in eastern Uganda. The percentage of school drop-outs that are due to pregnancy are 30% in rural areas and 21% in urban settings. This study was validated by Central & Regional stakeholders in November 2015 and will be the basis for development of a policy on teenage pregnancy especially for a policy on re-entry of pregnant girls and child mothers into school or non-formal education.

Actionable knowledge on the gender dimensions of female teacher recruitment, deployment, training and retention has been generated to inform the Education Sector Strategic Plan (2015 – 2020). This is a follow up on the Female Teachers Research Study. In 2008, a review of rural primary school teacher's pay roll found that approximately two thirds (66%) of Uganda's rural primary school teachers were male and only a third (33%) were female. This prompted the Ministry to conduct a study on the training, deployment and retention of female teachers. Findings of this study have been used to inform the recent deployment of teachers across the country. Recently in Nebbi district, the district resolved to deploy at least one female teacher per school.

Evidence-based policy advocacy on re-entry of child mothers and pregnant girls has been enhanced through partnerships between Civil Society Organizations and relevant government ministries. This is partly attributed to the findings and recommendations generated from a Survey on the re-entry of pregnant girls and child mothers, which were disseminated in 2014. Specifically, the study sought to assess the situation of pregnancy in primary and secondary schools and to collect and compile data on views of different stakeholders on re-entry policy and how it should be effected at local, regional and national level. The study generated practical recommendations based on concrete data, for drafting of a re-entry policy for pregnant girls and

lactating adolescent mothers. At the national level, the debate has informed the development of a national strategy on child marriages and teenage pregnancy by the Ministry of Gender, Labour and Social Development.

Menstrual Hygiene Education

Incentives in the form of knowledge transfer and technical skilling on Menstruation Hygiene Management have been provided to relevant actors including pupils, teachers and parents. The development, launch and dissemination of the Menstrual Hygiene Reader was completed and it attracted the attention of policy makers within government, with the aim of designing programmes that can address hygiene related challenges that affect girls' completion and retention rates. In December 2014, the parliament of Uganda specifically discussed the issue of Menstruation Hygiene Management and tasked MoES to develop a circular for all schools and other education institutions. The circular was developed and published in the local newspapers and circulated accordingly. As a result of the publication of the circular, a lot of media campaign and advocacy has been going on in both print and electronic modes. Other non-governmental actors involved in disseminating the knowledge include Plan Uganda and Save the Children, who have taken the initiative to translate the reader into local languages for the benefit of communities, schools and households located in the UNJPGE supported districts. This has been out-scaled to the regional and international level, where MoES in partnership with SNV organized the 1st Menstrual Hygiene conference in Kampala (2014), which attracted participants from India, Zambia, Zimbabwe and Geneva. The theme for this conference was **“Break the Silence on Menstruation and Keep the Girls in School”**. Through this conference, a lot of advocacy and awareness was raised both at national and international level which prompted the Parliamentary Committee on Water and Sanitation (WASH) to move a motion on Menstrual Hygiene in schools. Discussions are underway between SNV and MoES to support the development of a comprehensive guideline on menstruation management in schools.

A combination of the policy frameworks and relationships built through capacity development has resulted into an increase in budgetary allocation to the gender unit at the ministry of Education, from 165 million in FY 2014/2015 to 195 million UGX for 2015/2016. The aim is to strengthen the monitoring capacities of the gender unit so that gender disaggregated information on participation, completion and retention in school is readily available for evidence based programing and intervention that delivers change in the school completion and achievement rates of girls.

Following analysis of issues, discussions, trainings and advocacy processes, two gender specific undertakings were included in the Education Sector aide memoir 2013 of the 20th Education and Sports Sector annual review. The undertakings will be monitored and reported on by the Education Sector Consultative Committee. In 2014, the Education and Sports Annual review agreed on two undertakings with the operationalization of the revised National Strategy for Girls Education as a priority for the sector.

Capacity for monitoring gender in education

Monitoring capacities around gender and education had been promised by the MoES in FY 2014/2015. For a long time, MoES has been collecting sex disaggregated data and not social cultural issues data for girls which lead to drop out. With funding from the UNJPGGE, MoES has developed a monitoring tool which captures information on the social cultural issues that affect the education of the girl child. The tool has been used to collect data for use in community engagements on issues of teenage pregnancy, child marriage, sanitation and hygiene as well as violence against children during district dialogues. The members of the community have been able to appreciate the issues and devised district specific strategies to address them. Some of the districts and sub-counties have come up with ordinances such as banning video halls and discos that were distracting the young people and leading to a high dropout from school (A case in point is Nebbi district).

The data has also provided the analysis needed to prepare policy briefs that aid decision making around the development and revision of gender and education indicators. The Terms of reference for the consultancy to develop the indicators were developed and shared with the Monitoring and Evaluation working group of the Ministry. These will be integrated in the EMIS and reported on annually. The development of the indicators will strengthen advocacy work on teenage pregnancy and child marriages.

Through the Gender responsive M&E training and the ‘**Gender eye**’, **quarterly** newsletter and updating of the MoESTS website with gender responsive information, gender is now firmly on the agenda of the Ministry of Education, Science, Technology and Sports. This is reflected in the Budget framework papers and annual work plans of the sector. This achievement is a contribution to the joint ness of the several education partners that are always raising the gender flag. Copies of the several issues of the Gender Eye were compiled and shared widely.

The District Dialogue meetings have been conducted in Northern region and in West Nile (Nebbi District). These meetings have highlighted girl’s education issues and have been supported by parents, political and technical leaders, who are appreciating their roles in supporting education programmes more. Through the dialogues, districts have been able to come up with local solutions to ensure support for the girl child. Recently, Nebbi district resolved to deploy at least one female teacher per primary school not only as role models for the girls but also to support them in issues around growing up and sexual maturation which contribution is highly attributed to the joint programme.

The coverage of water and sanitation facilities in schools has been increased as part of the initiative to ensure girls participation and retention. The Pupil Stance ratio per district, as per the gender monitoring report in the 10 districts, is currently 55:1 from the baseline average of 37:1.

Outputs under Outcome 4

Output 4.1: Civil Society has increased capacity for gender responsive monitoring through gender budget audits/analysis

The Ministry of Local Government and the District Local Government Gender team trained over 500 CSOs, Women groups, political leaders, other LG staff and the private sector in gender

responsive budgeting and role of women, CSOs and private sector in local development. At the end of the training, the stakeholders created platforms to enhance participation. Over 10 interim sector specific clusters were formed consisting of LG staff, CSO's, women groups and private sector to enable quarterly joint planning, monitoring and implementation of LG and CSO plans. The clusters are based on the sectors and it is hoped that these will bridge the coordination gap and effectively provide platform for CSOs, CBOs, private sector and women groups to fully engage with LGs on issues of GEWE. To ensure that this practice is institutionalized and happens in all LGs in Uganda, the Permanent Secretary Ministry of Local Government issued a ***Circular No. ADM/233/331/01 dated 8th of July 2014*** to all the 133 local governments to provide a platform for Civil Society, private sector, women groups and communities to engage with local governments in planning, implementation, monitoring and evaluation of government programs.

The Ministry of Local Government in partnership with FOWODE developed a GRB training manual for CSO/CBOs at local level which was shared with over 40 CSOs in the 10 UNJPE target Districts. The manual was designed in the context of local government, planning, implementation monitoring and evaluation process. The District Community Development Officers (DCDOs) and Gender Focal Point Persons from the 10 UNJPGE programme area Districts were trained in partnership with Makerere University School of Women and Gender Studies in the use and application of the manual as ToTs. Up to 400 copies of the GRB manual were printed and each of the 10 LGs received 35 manuals each. Over 50 CSOs and private sector actors in the 10 LGs received the manuals.

CSO has capacity to lobby/advocate on GEWE

Coordination among CSOs advocating for GEWE under the JPGE has been enhanced. For instance in 2014, an engagement meeting to explore windows for further engagement was held on 24th October, 2014 with UNDP, UN Women, NPA and CSOs were coordinated around the Post 2015 development agenda which resulted into: - Common Africa Women's position statement on the post 2015 development agenda, and Civil Society Gender issues paper on NDP II.

A second (2nd) national women's week was organized. This was initiated in 2012 under UNJPGE as a platform for coordination, knowledge building and information sharing among CSOs and other actors on gender equality and women empowerment issues. In 2014, the parallel sessions during the week were premised on pillars of the Beijing Platform for Action and the outcomes informed the 59th Session of Convention on the Status Women (CSW). One of the Sessions of the Second Women's Week focused on reviewing the implementation of UNSCR 1325 ahead of its global review.

In an effort to jointly disseminate initiatives by the various Civil Society on Gender Equality and Women's Empowerment, annual GEWE newsletters were produced and widely disseminated among relevant stakeholders. This has helped to share important policy information and strategies and best practices. The various Civil Society Organizations were coordinated under

thematic blocks to develop alternative papers and this was consolidated into a civil society alternative report to the CEDAW Committee. The report is being finalized and will be submitted in Geneva by Mid-April 2015.

Capacity enhancement of district partners in Gulu and Pallisa on specific areas was undertaken. Gender resource centers have been opened up to ease access to a wide range of information-for-evidence based advocacy. Capacity enhancement of media on gender responsive reporting was undertaken. An assessment of how the media in Uganda covers gender issues was undertaken in 2012 which revealed that women's voices were hardly visible in stories on politics, economics, energy, and sports – areas that are considered a male domain. Instead, they were more visible in stories on gender-based violence, child issues, health, beauty, and lifestyle which are, in turn, considered female domains. The assessment, which covered two daily newspapers – New Vision and Bukedde- established that men, on the other hand, were portrayed in a wide range of roles. In many stories, women were hardly quoted as experts; in crime stories women were mainly portrayed as being victims while men were mostly portrayed as the aggressors.

Capacity of media personnel

As a response to the study findings, the ILO has been working with Vision Group to address the identified gaps. In 2013, 64 senior editors and producers for the various platforms were trained as trainers in gender mainstreaming of media content so that they can train journalists under their supervision. These have trained over 180 journalists to ensure that the media content they produce promotes gender equality. Although the intervention has not yet reached all the journalists in the Vision Group, anecdotal evidence shows that there is an effort to cover story angles that would not have been covered before the training. For example, during the launch of the Human Development Report by UNDP in Kampala last July 2014, it is only the New Vision that raised the issue of gender inequality in their coverage of the event (see attached newspaper cuttings for coverage of the event by the two national English papers that is attached).

Further, there was a designated place at Mandela National Stadium, Namboole where mothers with babies could leave them home to attend the NRM National Executive Committee conference in Dec. 2014. It is only the *New Vision* which covered such an important provision that made it easier for mothers to participate in a political process. (See Press cutting attached).

As part of the CSOs capacity building in gender and macroeconomics during the GEPMI training and GRB mentoring programme, there was increased/enhanced capacity of CSOs to analyse and challenge economic policies from a gender perspective, as a result, CSOs developed 4 policy briefs for the agriculture, education, trade and industry and social development sectors. The policy briefs revealed whether or not and to what extent the different groups such as women and girls will benefit from the services provided by these sectors. The issue briefs were shared with decision, policy and law makers to ensure resources in these sectors are allocated in an equitable and gender responsive manner.

Capacity for Gender budget advocacy

Capacity enhancement of CSOs to analyze policies and conduct gender budgets has been strengthened. There is an evident ability of CSOs to analyze macro-economic policies from a gender perspective and increased ability of CSOs to engage in gender budgeting issues. CSOs have demonstrated an improved capacity to engage with respective sectors, legislators from different sectors for prioritization of gender in national and sectoral policies and budgets. Due to CSOs' demand for gender responsive policies and budgets their recommendations have been adopted in national policies. For instance, the recommendation to scrap UGX 200 kerosene tax for the National budget 2014/15 was adopted. Parliament on 15th Sept 2014 Scraped

200/= excise duty on kerosene though the decision was revoked by the President of Uganda. Parliament scrapped 18% Value Added Tax (VAT) on agricultural inputs and equipment for FY 2014/15 thus benefitting farmers especially women in terms of reducing the tax burden. It is worth noting that most people engaged in agricultural production and kerosene consumption in Uganda are women.

To ensure MDAs adhere to the Budget Call Circular's directive on Gender and Equity Budgeting CSOs in collaboration with other actors such as MGLSD, EOC, UWOPA, Gender Responsive Budgeting Champions (Members of Parliament), vehemently advocated for the a Gender and Equity Certificate in the Public Finance Bill 2012. The Public Finance Bill, 2012 was a very important proposed legislation for effective, fair and equitable management of public finances for the benefit of citizens of Uganda. The CSOs recommendation was adopted in the Public Finance and Management Act 2014 under Clause 9 (6): *The Minister in consultation with the EOC shall issue a certificate: Certifying that the budget frame work paper is gender & equity responsive and Specifying measures taken to equalize opportunities for women, men, PWDS and other marginalized.*

As a result of CSOs budget advocacy work, gains have been registered by the establishment of the Women's Economic Empowerment Fund that is yet to roll out. There was a presidential pronouncement on the International women's Day on 8th March 2015. CSOs welcomes this government's initiative to economically empower women and girls in Uganda and will monitor the implementation of this fund to ensure this fund is effectively managed and reaches is intended beneficiaries.

