



UNITED NATIONS JOINT PROGRAMME ON GENDER EQUALITY

ANNUAL REPORT

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¹ The start date is the date of the first transfer of funds from the MDTF Office as Administrative Agent.

² All activities for which Participating Organizations are responsible under an approved MDTF programme have been completed. Agencies are to advise the MDTF Office.

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Executive Summary

The UNJP on Gender Equality is a collaboration of eleven (11) participating UN organizations (PUNOs) (i.e.FAO, ILO, UNCDF, UNDP, UN Habitat, UNHCR, UNICEF, UNFPA, UN OHCHR, UN Women and WHO) with the Government of Uganda (Government Agencies) and civil society with an initial funding commitment of GB£14,900,000 (approximately US\$ 24,767,313) from the Department for International Development (DFID)-UK for five years (2009 – 2013). The Joint Programme uses a pass-through funding modality and the Participating UN Organizations (PUNOs) have selected UNDP/Multi-Donor Trust Fund Office (MDTFO) to act as Administrative Agent (AA) for the Joint Programme. Project activities effectively started on 12 April 2010 upon the transfer of funds from the MDTF Office to the PUNOs. In 2011, due to a change in priorities of DFID and their impact assessment of the programme, funding is being reduced to US\$ 17,151,015.

This is the first Annual Report for the UNJP on Gender Equality in Uganda, which covers the activities from January to December 2010. The Report is structured in two Parts: the Narrative Report and the Financial Report. The Narrative Report is divided into seven (7) sections:

Section 1: The Purpose – outlines the programme goal and the four (4) programme outcomes in relation to the UNDAF.

Section 2: Resources – Gives an account of the financial and human resources (for coordination)

Section 3: Implementation and Monitoring Arrangements – describe the policy making, management, technical and advisory committees.

Section 4: Results – provides a summary of programme progress in relation to the Outcomes and Outputs.

Section 5: Future Work Plan – The Four Year Results Matrix for 2011-2014.

Section 6: Indicator Based Performance Assessment: provides a summary of progress against the programme indicators.

Section 7: Annexes: These comprise the Management Structure, the Terms of Reference of the Steering Committee and the Gender Reference Group.

The Financial Report has been produced by the AA and it contains eight (8) Standard Tables describing the Financial Overview (Table 1), Donor Contributions (Table 2), Transfers/ Net Funded Amount by Participating Organization (Table 3), Financial Delivery Rate (Table 4), Total Expenditure by Category (Table 5.1), Financial Delivery Rate by Participating Organization (Table 5.2), Expenditure by Participating Organization, with breakdown by Category (table 5.3), and Received Interest at the Fund and Agency Level (Table 6).

Between April and December 2010, significant progress was made in at least three strategic areas. First, operational governance mechanisms¹ were constituted for the JP, namely: the Joint Programme Steering Committee (SC), was constituted as the policy and decision-making body, composed of all heads of agencies of the 11 participating UN organizations, key government

¹ See Annex 1 for the Joint Programme Management Structure

agencies led by the Ministry of Gender, Labour and Social Development (MGLSD), civil society organizations represented by the Uganda Women's Network (UWONET), and the donor – DFID. The Gender Reference Group, was established as a technical advisory body composed of the MGLSD, the National Planning Authority, the Ministry of Finance, Planning and Economic Development (MoFPED), Uganda Bureau of Statistics (UBOS), the Office of the Prime Minister (OPM); representatives of the seven (7) priority sectors; civil society organizations (UWONET, FOWODE and CEDOVIP) and representatives of the 11 participating Agencies. The Core Management Team, as the coordinating body for UN Agencies' technical inputs into the JP, was also initiated. These mechanisms have met regularly and provide support and guidance for the implementation of the programme and to UN Women as the coordinating agency of the JP.

Second, there has been a participatory process in formulating and finalizing the programme documents to ensure strategic focus and ownership among the stakeholders. The programme documents consist of the Four-Year Results Matrix (2011-2014), the Monitoring and Evaluation Framework, and the Indicative Budget (2011-2014). The programme documents define the focus of the strategies of the Joint Programme on Gender that is strongly responsive to gender priorities outlined in the Uganda Gender Policy (UGP) and the National Development Plan (NDP), to which the UN Development Assistance Framework (UNDAF) responds. The revised programme documents reflect a results and human rights-based approach. The Results Matrix shows internal coherence in the hierarchy of results. It defines the niche of the JP in relation to other ongoing gender related programmes including other UN Joint Programmes. Its strategies integrate and start with generating evidences through mapping surveys, baseline researches, meta-analysis of available data, reports, publications, policy reviews and gender audits to fully understand issues, capacities and gaps such that these can inform follow up strategies and programming.

Third, programme implementation based on the 2009 Annual Work Plan (implemented in 2010) has gained momentum and has demonstrated results in terms of good practices, joint processes, and outputs in policy, capacity building and service delivery.

Good Practices

In the area of international treaty obligation reporting, the JP Gender contributed to the final stages of the CEDAW reporting process where government agencies (led by the MGLSD) and civil society (led by UWONET) collaborated with at least three UN agencies to update Uganda's reporting obligations to the CEDAW Committee from preparation to presentation to the CEDAW session of the Combined 4th, 5th, 6th and 7th Periodic reports. The JP supported the Uganda Women's Network (UWONET) in producing the CSO Alternative Report.

There have been concerted efforts at capacity building on the ILO Participatory Gender Audit (PGA) methodology to bring about shared organizational analysis and learning on gender equality and women's empowerment among national government agencies (MGLSD and the 7 priority sectors), ten selected local governments and the 11 UN agencies. A total of thirty (36) PGA facilitators were trained (24 are government gender focal persons, 10 of who are UN programme officers, and 2 are with academia) and are collaborating to do the peer gender audit of their respective agencies in the first half of 2011.

There were policy reviews and lobbying activities, such as on the National Employment Policy, the review and drafting process of which was led by the MGLSD in consultation with relevant stakeholders (employers and labour unions); the policy has since been approved by the Cabinet. Similarly, activities addressed the women NGOs' position paper by NACWOLA as a legislative

advocacy instrument to integrate the rights of women living with HIV into the HIV/AIDS Bill; and the study on 'A Gender-Responsive Review of the National Land Policy completed by Makerere University with the support of the FAO.

There has been joint technical assistance by three UN agencies in the development and implementation of a Training of Trainers on Gender, Gender-Based Violence (GBV) and Child Protection with the Uganda Police Force (UPF). The JP provided partial funding of the fees of an international police training consultant and the rest was met from agency resources. This start up activity paves the way for the integration of gender modules into the basic police curriculum and for continuing UN support in other specialized areas of gender application such as in police investigation work of GBV cases.

Capacity building on advocating against gender-based violence included the conduct of the National GBV Survey, the development of training materials by the World Health Organization and the Ministry of Health and the initial training of health workers. Two training manuals for health workers were completed and are ready for publication.

Other publication-ready materials that are produced from Joint Programme-supported projects include the CSO Alternative Report to CEDAW, the National Employment Policy, the National GBV Survey, the Conference Reports on Victim and Witness Protection, and the Police Training Manual on Gender, Gender-Based Violence and Child Protection.

There are both internal and external challenges that persist and are being dealt with in the process of programme implementation. There were initial delays to start implementation of the programme due to bureaucratic processes such as signing of the programme documents (original signatures are required and some Agency signatories are non resident), the procurement procedures and the revision of the programme documents that partly explain the low fund utilization rate. The JP partners still have to harmonize procedures that will clearly demonstrate reduced transaction costs and efficiency savings in the 'jointness' of planning, implementation and monitoring while respecting Government procedures, UN processes and mandates of civil society. Given the national elections in February 2011, implementation of some project components dealing with government will have to be delayed until the second quarter of the year.

Abbreviations and Acronyms

AWP	Annual Work Plan
CCT	Coordinating Centre Tutors
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CP	Country Programme
CSOs	Civil Society Organisations
CEDOVIP	Center for Domestic Violence Prevention
DFID	Department for International Development – UK
FAO	Food and Agriculture Organization of the UN
FFLS	Farmers' Field and Life Schools
FIDA	Federacion Internacional de Abogadas
FOWODE	Forum for Women in Democracy
GBV	Gender-based violence
GoU	Government of Uganda
GRB	Gender Responsive Budgeting
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immune Deficiency Syndrome
IDP	Internally Displaced Persons
ILO	International Labour Organization
JLOS	Justice, Law and Order Sector
JPGE	Joint Programme on Gender Equality
LOA	Letter of Agreement
MAAIF	Ministry of Agriculture, Animal Industry and Fisheries
MDGs	Millennium Development Goals
MDTF	Multi-Donor Trust Fund
MDTFO	Multi-Donor Trust Fund Office
M&E	Monitoring and Evaluation
MoES	Ministry of Education and Sports
MoFPED	Ministry of Finance, Planning & Economic Development
MoGLSD	Ministry of Gender, Labour and Social Development
MoH	Ministry of Health
MoJ	Ministry of Justice
MoLG	Ministry of Local Government
MOU	Memorandum of Understanding
MUK	Makerere University of Kampala
MTR	Mid-Term Review
NAADS	National Agriculture Advisory Services
NACWOLA	National Community of Women Living with HIV/AIDS in Uganda
NAPW	National Action Plan for Women
NDP	National Development Plan
NPA	National Planning Authority
NUSAF	Northern Uganda Social Action Fund
NGOs	Non-Government Organization(s)
OHCHR	Office of the High Commissioner for Human Rights
OPM	Office of the Prime Minister
PEAP	Poverty Eradication Action Plan
PRDP	Peace, Recovery and Development Plan
PUNO	Participating UN Organization
SC	Steering Committee
SCR	Security Council Resolution
SGBV	Sexual and Gender Based Violence
SIDA	Swedish International Development Agency
SWP	Sector Wide Approach
TA	Technical Assistance

UBOS	Uganda Bureau of Statistics
UDHR	Universal Declaration on Human Rights
UHRC	Uganda Human Rights Commission
ULRC	Uganda Law Reform Commission
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCDF	United Nations Capital Development Fund
UNCT	United Nations Country Team
UNICEF	United Nations Children's Fund
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNGEI	United Nations Girls' Education Initiative
UN Habitat	UN Human Settlements Programme
UNHCR	UN High Commissioner for Refugees
UNIFEM	United Nations Development Fund for Women
UN Women	United Nations Entity for Gender Equality and Women's Empowerment
UPF	Uganda Police Force
USD	United States Dollars
UGX	Uganda Shillings
UWONET	Uganda Women's Network
UWOPA	Uganda Women's Parliamentary Association
WASH	Water, Sanitation and Hygiene
WFP	World Food Programme
WHO	World Health Organisation

PART I: NARRATIVE REPORT**I. Purpose**

The United Nations Joint Programme in Gender Equality of Uganda addresses the national priorities for gender equality as outlined in the 2007 Uganda Gender Policy, the National Development Plan and the MDG targets.

The programme documents outlined six (6) outcome areas under an interim work plan approved in 2009. A series of consultation with UN agencies, government and civil society stakeholders from August to November 2010 reviewed the outcome statements and came out with the following revised results matrix and outcome statements against which progress are being reported:

Programme Goal: Enhanced gender equality in access to services and opportunities

Outcome 1: Government institutions, systems and procedures are strengthened to ensure gender equitable protection of rights and service delivery

Outcome 2: Civil society has enhanced capacity to demand and secure accountability from government for women's rights and equitable service delivery

Outcome 3: Improved economic empowerment of women

Outcome 4: UN partners deliver effective, strategic and efficient support for gender-responsive governance

These outcome areas are aligned with the UN Development Assistance Framework (UNDAF), 2010-2014 and contribute to the following UNDAF Outcomes:

UNDAF Outcome 1: Capacity of selected government institutions and civil society improved for good governance and realization of human rights that lead to reducing geographic, socio-economic and demographic disparities in the attainment of the MDG by 2014.

UNDAF Outcome 2: Vulnerable segments of the population increasingly benefit from sustainable livelihoods and in particular improved agricultural systems and employment opportunities to cope with the population dynamics, increasing economic disparities, economic impacts of HIV/AIDS, environment shocks and recovery challenges by 2014.

UNDAF Outcome 3: Vulnerable populations in Uganda, especially in the north, increasingly benefit from sustainable and quality social services by 2014.

II. Resources

The Department for International Development (DFID) initially committed GB£14,900,000 (approximately US\$24,767,313.17) for 2009-2014 to be paid in tranches. 80% of the first tranche of US\$3,893,123, i.e. US\$3,085,675 was paid in December 2009.

Funds were received from the MDTF0 without delay after submission of the signed MOU by UN Agencies in April 2010.

A good practice was the participatory process in developing the programme documents to ensure national ownership.

DFID undertook an assessment of the programme in November 2010 and reduced its financial commitment to U\$ 17,151,015. Funding of Outcome 3 was withdrawn and the allocation to Outcome 4 considerably reduced due to changing priorities in DFID.

Human Resources:

National Staff: UNDP and ILO recruited staff to support operations and programme implementation respectively. UNFPA also recruited a full time coordinator for the Karamoja region to provide technical assistance and coordination for gender based violence activities.

International staff: A Joint Programme coordinator was recruited by UN WOMEN in June 2010.

III. Implementation and Monitoring Arrangements

The JPGE provides for a Steering Committee (SC) composed of heads of agencies of the participating UN Agencies, senior representatives from government sectors key to the JPGE (viz. Ministry of Gender, Labour and Social Development, Ministry of Finance Planning and Economic Development and the National Planning Authority), the donor (DFID), and a civil society representative (UWONET). (See Annex 1 for Management Structure) The SC has adopted Terms of Reference which call for quarterly meetings to review quarterly, mid year and annual progress reports, consolidated financial and narrative reports of the DA and approval of budgets among others. This is to ensure effective follow up on progress and timely interventions to address problems. (See Annex 2)

A Gender Reference Group consists of the technical staff of the participating UN agencies, 8 government sectors (beneficiaries) and civil society representatives (working on GRB, GBV and coordination). There is a Gender Management Team composed of UN lead agencies of the outcome areas and a UN Gender Team composed of the technical staff of all the participating UN agencies.

The Gender Reference group has developed draft TORs to ensure national ownership and technical inputs from sectors in the programme implementation. (See Annex 3)

- Procurement procedures: UN procedures for procurement are followed.
- Monitoring systems: Agencies are expected to report on the outputs of their activities as

indicated in the M&E Plan. Agency narrative reports are viewed against the aforementioned. They are also requested to provide documentary evidence of the results. Joint Monitoring is also part of the monitoring system; no joint monitoring was undertaken during this start-up phase but such activities are planned for 2011.

IV. Results: Summary of Programme Progress in relation to Outcomes and Outputs

Outcome 1: Government institutions, systems and procedures are strengthened to ensure gender equitable protection of rights and service delivery

Output 1.1. MGLSD has enhanced capacity to provide strategic leadership and coordination for gender mainstreaming across government

- a. A National Employment Policy (NEP) was approved by the Cabinet in October, 2010 after 17 years in the making. JP Gender supported the gender review of the NEP by a task force chaired by MGLSD and with technical support by ILO.² The Policy acknowledges gender disparity in wage employment (only 12% of women are in wage employment compared to 25% men, and 50% of women in employment are in the lowest paying 3 sectors – agriculture, household work and mining and quarrying compared to 33% men in the same sectors). Consequently one of the priority areas of the Policy is employment of vulnerable groups and the promotion of gender equality with clearly defined strategies.
- b. The National SGBV Survey was completed with the collaboration of MGLSD, the Uganda Bureau of Statistics and UN Women. Findings and recommendations from the survey fed into a draft National Action Plan and Policy on SGBV that is awaiting validation and adoption.
- c. A mock session for the government delegation who will present Uganda's Combined 4th, 5th, 6th and 7th Periodic Report to CEDAW was held on September 30, 2010. Since none of the members of the delegation had ever presented to the CEDAW before, the session proved to be a valuable preparation to sharpen their responses and their handling of possible questions. The 2010 Concluding Observations to the Uganda report was printed and disseminated to government agencies, civil society, academia and donors as the latest benchmark for gender and rights-based programming. OHCHR coordinated the joint technical support that also involved UNICEF, UNFPA, UN Women and other bilateral agencies.
- d. Formal and informal training of gender focal points from MGLSD and NPA was supported to enhance the capacity for gender-responsive planning and budgeting. Two participants, one each from the MGLSD and the National Planning Authority, completed the training on Gender and Macroeconomics at the Levy Institute. The Gender Focal Person of NPA also attended a 2-week training on Gender and Development at the East Anglia University in UK.
- e. Twelve (12) participants from 8 government agencies (MGLSD, NPA, MoFPED,

² Refer to Case Study 1 in the Annexes for the process and gender results of the policy review.

UBOS, MoES, MOA, MOJ, MPS) completed the Gender Mainstreaming Course in the ILO Training Center in Turin, Italy on October 4-15, 2010. Four of the participants were from the MGLSD. Those trained include gender focal points of the key sector ministries who will also pave the way for gender mainstreaming support for their sectors.

- f. This was followed by a Participatory Gender Audit (PGA) facilitators' training in November 2010 where twenty (20) government officers were equipped to do peer gender audits among government agencies. The MGLSD will lead and coordinate the gender audit of the seven priority sectors and selected local governments. The PGA methodology will facilitate collective learning on gender mainstreaming within each government agency and across the 7 sector agencies. It will generate an organizational diagnosis with a gender lens and update the gender mainstreaming plans of audited agencies. Preparations for the gender audits are underway for the seven priority government sectors to be undertaken in 2011; JLOS will be first among the government agencies to undergo a PGA in April as preparation to influence its Strategic Investment Plan due by end of May 2011.

Output 1.2. Priority issues on gender equality and women's empowerment (GEWE) are identified and addressed in sector plans, budgets and programme implementation (the 7 priority sectors are agriculture, education, health, justice, law and order sector (JLOS), local government, social development, and water & environment)

- a. Regional workshops on victim & witness protection mechanisms for women & children (boys & girls) in formal and informal justice processes were conducted by OHCHR. A national conference on victim and witness protection was held on 13-14 September 2010. It engaged government officials (representing the administration of justice and relevant national commissions such as the Uganda Law Reform Commission, and civil society) on key issues pertaining to the development of a formal witness protection framework for Uganda. It was followed by a high level expert seminar on witness protection in Kampala on 9-10 November 2010 that featured experiences and lessons learned on witness protection from other African countries as well as an analysis of the particular considerations that need to be made for women and children's participation in these processes. A road map for future collaboration was drawn out from the expert seminar. In particular, the ULRC has set deadlines for its work in terms of research and consultations for the development of Uganda's own specific framework for witness protection and possible establishment of an interim protection structure.
- b. Support for integrating gender in the police curriculum and developing a gender policy was provided through the joint recruitment of an international former police officer as a consultant for three months using pooled JP resources and Agency resources. In collaboration with the UPF Child and Family Protection Unit, a Training of Trainers on Gender, GBV and Child Protection will be conducted in February 2011.
- c. The construction and rehabilitation of family and child protection units of the

Uganda police in 2 districts (Lira and Kitgum) has proceeded with procurement of contractors. Completion of construction is targeted by May 2011.

- d. Gender-responsive and integrated medical care for SGBV survivors has been strengthened and scaled- up from five hospitals and five health centres. A total of 90 health workers trained in the clinical management of SGBV survivors were trained in a series of 5 district-level trainings in Soroti and Kaberamaido; Hoima and Kiboga; Mukono and Kayunga; Amudat and Kapchorwa. These health workers came from 8 hospitals and 24 health centres as identified by the Ministry of Health and World Health Organization. Two updated manuals with strong elements of gender and rights were produced and ready for printing upon the release of the 20 % funds receivable.
- e. Supported the formation, implementation and monitoring of the 10 UNGEI (UN Girls' Education Initiative) district activities and the GEM activities through the Ministry of Education & Sports (MOES) and the Forum for African Women Educationalists (FAWE). Support was to developing an UNGEI work plan for 2010-2014. A total of 20 trainers underwent a Training of Trainers (ToTs) workshop to develop manuals on mainstreaming Gender in Education within the Gender Policy Framework. They will train a total of 240 Coordinating Centre Tutors (CCTs) and 11 Deputy Principals (DPs), and will have an outreach to 11 selected Teacher Training Colleges in Western and Central Uganda. The project will also disseminate the Gender in Education Policy and Gender handbooks for the training of CCT's and DPO's.
- f. Access for boys and girls to safe sanitation and hygiene has been provided in 5 primary schools in Kyegegwa district in Western Uganda. The district has very low WASH indicators with the pupil stance ratio estimated at 80:1, as against the national requirement of 40:1. Girls are most affected by the absence of safe sanitation, which in the end adversely affects their attendance in school. A total of 10 latrine blocks (50 stances) were constructed and are being used in 5 schools; and 5 school health clubs were formed/ trained on hygiene education and promotion. 2,500 girls and boys are as a consequence practicing good sanitation and hygiene.
- g. Technical support was provided for the development of environment and cost-effective local materials for menstruation management in primary schools. These are now commercially produced for wider distribution. A total of 2,700 kits of AFRIPAD were procured and distributed in Bududa, Katakwi & Amuria districts to Primary Leaving Examinations (PLE) candidates.
- h. One shelter/protection house in Nakivale refugee settlement at the Base Camp was constructed for survivors of GBV by UNHCR.

Output 1.3. Local government institutions have strengthened capacity in gender responsive planning and budgeting

- a. Gender focal points of the districts local governments of Buliisa, Katawi, Mukono, Nwoya, Oyam joined the participatory gender audit facilitators' training conducted by the ILO Training Center in Jinja on November 22-26. They are part of the PGA pool which can be tapped into by MGLSD when the gender audit of local governments will be done. They can also apply their new skills immediately with their respective district.
- b. MGLSD and UNCDF collaborated with the Makerere University in the curriculum and module development of a course on Gender and Local Economic Development which was approved by the University and will be launched in January 2011 with its first set of students. Selected gender focal points and programme officers in local governments will be supported to enroll in the course.

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

- a. The first ever national survey on Gender Based Violence was completed and validated as a collaborative effort between MGLSD and the Uganda Bureau of Statistics (UBOS) with the help of an international consultant.

Output 1.5. Effective dialogue mechanisms between government, women's organisations, parliamentarians and CSOs to influence key policy forums and monitor progress in GEWE.

- a. Key representatives of government agencies, civil society organizations and donor agencies were involved in the validation workshops of the government and CSO reports to CEDAW before these were submitted.

Outcome 2. Civil society has enhanced capacity to demand and secure accountability from government for women's rights and equitable service delivery.**Output 2.1. Women in targeted districts demand accountability and access to equitable services within the health, and justice, law and order sectors (JLOS)**

- a. The Uganda Women's Network (UWONET) submitted the CSO Alternative Report to CEDAW, a product of consultations with various stakeholders and validated in a national forum. The CSO Report offered additional data, alternative analysis and recommendations for the CEDAW Committee to consider in its dialogue with the government delegation.³

³ Case Study 2 in the Annex Section highlights the strategies, outputs, lessons and recommendations on CSO Alternative Reporting.

- b. For the 2010 comprehensive 16-day E-VAW campaign took a youth-oriented approach using football to drive home these key messages, focusing on teenage pregnancy, HIV/AIDS and STIs and peace building within homes. Nine (9) CSOs operating in 26 districts were awarded grants to deliver prevention services for gender based violence. These grantees implemented actions ranging from ‘theatre for development’ in Moroto to legal aid services for the most vulnerable in Northern Uganda.
- c. Reproductive rights are being promoted in 12 districts through the Church of Uganda which has been contracted as an implementing partner. A meeting with the house of bishops developed a draft resolution for mainstreaming gender and reproductive rights in their work.
- d. A total of 5,500 radios have been procured for allocation to women Village Health Teams in 8 districts of Uganda. The radio units will be utilised for a radio campaign on reproductive rights which will be undertaken for three years. A company called Communication for Development Foundation will promote reproductive rights in an integrated manner focusing on adolescent reproductive rights, prevention of HIV/AIDS and also preventing and responding to GBV.

Output 2.2. Civil society has increased capacity to advocate and demand accountability from government for delivery on gender responsive laws, policies and strategies

- a. “A Gender Responsive Review of the National Land Policy” was completed by the Makerere University with the support of FAO. The study informs the development of a gender-responsive land policy and training module on women and property rights. The research report and recommended training module are to be presented in a national forum with government and civil society organizations in the first quarter of 2011.

The women’s position paper to the HIV/AIDS Prevention and Control Bill was completed after two validation workshops attended by at least 100 persons representing the National Community of Women Living with HIV/AIDS (NACWOLA), the National Network of Persons living with HIV, other CSOs and UN agencies. The paper opposed mandatory testing and disclosure without consent which violate human rights and defy the international standards, which require HIV/AIDS testing to be confidential, accompanied by counseling and to be conducted with voluntary and informed consent. They are now mobilizing themselves to submit the position paper and lobby with the Parliamentary Committee on Social Services which is reviewing the Bill.

Output 2.3. Civil society has increased capacity to advocate and demand for accountability for gender responsive budgets and plans at the national and local levels

1. Consultative meetings and trainings with women’s groups were completed in the districts of Amuru, Apac, Gulu, Katakwi, Kitgum, and Serere to engage national government programmes such as NUSAF on making it accessible and responsive to women’s needs and gender equality issues. Their recommendations were

presented to the Ministry of Agriculture, and of Land, Water and Environmental Resources, and NUSAF officials.

Outcome 3. Improved economic empowerment of women

- a. A revised Farmer Field and Life Schools (FFLS) curriculum to enhance employment and livelihood, and integrate GBV awareness, is being implemented in 4 districts (Adjumani, Amuru, Gulu and Kitgum) in Northern Uganda; and in 3 districts in Eastern Uganda (Amuria, Katakwi, and Soroti). A total of 48 participants were trained, 12 of whom are women extension workers. Currently, there are only few women employed as local government extension workers. Their capacity to conduct similar training with other farmers has also been strengthened.
- b. A total of 90 women farmers in Amuru, Northern Uganda were trained and had follow-up mentoring on the use of ICT (mobile phones and community radio cassettes) to access market and enhance income from trading their farm produce. A center was established as a hub to facilitate the market information exchange.
- c. Thirty (30) trainers have completed the ILO Get Ahead Entrepreneurship Skills Training Module. Among them are local Community Development officers, Gender officers, District commercial officers, and participants from CSOs, private business sector, vocational training institutes and faith-based organizations. Since the trainers speak Kupsabiny, the local language of communities where the Female Genital Mutilation (FGM) cutters are from, they will facilitate the roll-out of enterprise skills training for the circumcisers (all women) and women's groups in the first quarter of 2011.

Outcome 4. : UN partners deliver effective, strategic and efficient support for gender-responsive governance

- a. The following documents were finalised and were approved in principle by the Steering Committee: the four-year Results Matrix; the M & E Framework and the Activity Plan and Budget for 2011-2014.
- b. Operational management systems are in place and reporting systems established. The Steering Committee has met twice, and the Gender Reference Group and the Gender Management Team meet regularly as and when necessary.
- c. An international staff was recruited as Joint Programme Coordinator effective June 2010 to support the coordination mechanisms. The recruitment has facilitated coordination and reporting.
- d. Eight (8) programme staff from UN agencies trained in Gender Mainstreaming and Participatory Gender Audit with the ILO in Turin. They comprise the pool of gender audit facilitators who will undertake peer gender audits of UN agencies.

V. Future Work Plan

UN Joint Programme on Gender Equality - Uganda Four-Year Results Framework (2011 – 2014)			Supports Uganda NDP objectives: 1, 2, 4, 7 Supports the Uganda Gender Policy Outcomes 1, 2, 3, 4, 5 Supports UNDAF Outcomes 1, 2, 3 (2010-2014)			
	Results Indicator	Baseline	2011	2012	2013	2014 (UNDAF Targets)
Goal: Enhanced gender equality in access to services and opportunities	1. Proportion of women in the population below the poverty line	60.7 % in Northern Uganda				30 % Reduction
	2. Incidence of Domestic violence	48 % of ever married women reported physical violence by spouse or former spouse				30 % DV incidence in ten districts ¹
	3. Primary completion rates for girls	48 % in 2009				100 % (MDG target 2015)
	4. Teenage pregnancy rate	25%				20%
	5. % of population accessing public services by sex, sector and location (10 districts) a) access to justice b) education c) health d) agriculture	No baseline data ; to be established in the 2011 from the annual reports of JLOS, MoES, MoH, and MAAIF and district gender profiles				Sex-disaggregated data available on access to public services by sector and districts (10)

V. Future Work Plan

	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
Outcome 1 Government institutions, systems and procedures are strengthened to ensure gender equitable protection of rights and service delivery	% of recommendations/ actions emerging from 2010 Concluding Observations of CEDAW, Maputo Protocol and the National Action Plan on SCR 1325, SCR 1820 and Goma Declaration implemented	GoU to present its Combined 4 th , 5 th , 6 th and 7 th Progress Report in Oct. 2010; National Action Plans (NAP) on SCR 1325 & 1820 and Goma Declaration produced but are not yet implemented	Benchmark established; Updated National Action Plan for the implementation and monitoring of the 2010 Concluding Observations of CEDAW; and the provisions of the Maputo Protocol and SCR 1325;	20 % of the number of recommendations from Concluding Observations of treaty bodies implemented Reports on the implementation of NAP to SCR 1325, 1820 submitted;	30 % of the number of recommendations from Concluding Observations of treaty bodies implemented	40 % of the number of recommendations from the Concluding Observations of treaty bodies implemented
	% allocation of GAD budget to the 7 priority sectors ²	To be established (GAD budget included in Budget Call circular. Limited GAD review of Budget Framework Papers undertaken.)	Review of BFPs of 7 priority sectors to establish baseline of budget gaps on gender	GRB unit of MoFPED is operational to review budget frameworks, mentor and monitor GRB implementation of agencies; 5 % increase(from the base year) in GAD budget allocation of priority sectors	10 % increase from base year	15 % increase in budget from base year (2011)

² The priority sectors are: 1) Agriculture, 2) Education, 3) Health, 4) Justice, Law and Order Sector, 5) , Local Government, 6) Social Development and 7) Water and Environment

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
Output 1.1 MGLSD has enhanced capacity to provide strategic leadership and coordination for gender mainstreaming across government	1 % of priority sectors implementing GAD plans and gender responsive budgets	No standard national framework for gender mainstreaming in place. GAD focal points not institutionalized.	1. A clear framework for coordination, accountability and responsiveness to gender mainstreaming developed 2. Gender focal points (GFP) appointed and trained for 7 priority sectors	1 Gender-responsive M & E framework developed 2 Guidelines for GAD planning, implementation and reporting applied in 30 % of sectors and local governments	A national gender resource centre under the MGLSD is operational ³	80 % of the priority sectors implementing GAD plans and gender-responsive budgets ⁴
	2. Number of gender indicators included in the performance evaluation of programme sectors and individual officers	MGLSD staff do not have adequate technical knowledge of other sectors to support sector-specific gender mainstreaming	1. Internal assessment generated by participatory gender audit 2. Guidelines/ technical papers for GAD planning, implementation and reporting developed	Sector plans and budget identified and addressed	Evidence that inputs of GFP have been integrated into sector plans	At least one gender indicator is among the key performance areas of programme sectors and individual staff
	3. Number of policy recommendations from sectors, local governments, CSOs taken up by MGLSD for national policy making	To be established by the gender audit of key sector agencies and selected local governments	Gender audit reports of key sectors and local governments	Key issues and policy recommendations presented in district and sector –level		At least one major policy recommendation for each of the seven priority sectors are included in the MGLSD agenda.

³ The Gender Resource Centre for Uganda will host a database of national policies, action plans, reports on international instruments, tools, researches, statistics, directory of resource person and CSOs on key gender that will web-accessible to advocates, field workers, academe, technical specialists, governments, donors and researchers.

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
Activities:						
1.1.1.	Provide technical assistance to MGLSD, one (1) international institutional development and gender expert for two years and two (2) national gender experts for 4 years and short term expertise, as and when required to support institutional reforms in MGLSD, and strengthening of the national gender machinery					
1.1.2.	Implement an institutional and staff capacity building plan based on the gender audit, the role of the MGLSD in GM, and internal assessment (currently identified skills for staff development include gender responsive planning and budgeting, monitoring and evaluation, policy analysis, leadership and negotiation skills) and expertise in the following focus areas: gender and macro -economics, climate change, agriculture, education, health, water and sanitation and justice.					
1.1.3.	Assess and support MGLSD's logistical needs for effectively coordinating the national gender machinery.					
1.1.4.	Enhance government capability to address issues of gender equality and women's empowerment. Focus on building capability and promoting accountability; structure and mandate capacity: people and systems internal coordination.					
1.1.5.	Assess technical and logistical needs of sector and district gender focal points in 10 districts					
1.1.6.	Provide training for sector gender focal points (7 target sectors) and training and logistics for district gender focal points in the 10 target districts (training to focus on gender concepts, gender responsive planning & budgeting, monitoring and evaluation etc.)					
1.1.7.	Establish a central data base, a web-based accessible resource centre for all gender-disaggregated data (GDD), statistics, information, reports on international instruments, policies, researches, action plans and resource persons on key gender areas to support national policy making, planning, budgeting and reporting					
1.1.8.	Establish a multi-sectoral framework, for monitoring and reporting on national, regional and international commitments on GEWE (e.g CEDAW, Maputo Protocol and National Action Plan for SCR 1325 & 1820 and Goma Declaration)					
1.1.9.	Design a gender-oriented research agenda and commission research to inform policy and programming					
1.1.10.	Create strategic alliances with Office of the Prime Minister, Ministry of Finance Planning and Economic Development, National Planning Authority, Ministry of Public Service, Ministry of Local Government and Parliament to effect compliance in gender mainstreaming					
1.1.11.	Building the capacity of the Equal Opportunities Commission to promote gender equality and rights					

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
Output 1.2. Priority issues to promote GEWE identified and addressed in sectoral plans, budgets and programme implementation ⁵	This is almost similar to the outcome indicator hence suggestion to delete this row					
	1. % of execution of sector plans and budgets addressing priority ⁶ gender issues	To be established No harmonised GRB training curricula among government agencies, CSOs and academe	GRB unit set up in MFPED. Harmonised curriculum for GRB developed Guidelines for gender assessment of sector and local government budgets developed.	20 % execution of sector plans and budgets for 7sectors UMI starts training on GRB using harmonised curriculum	40 % execution of sector plans and budgets for 7sectors	60 % execution of sector plans and budgets for 7sectors
	2. % increase in number of new clients utilizing RH services in target districts ⁷	To be established	10%	20%	30%	40% cumulative increase from 2011 (at 10 % annually)
	3. Number of GBV cases disposed of by the courts in Kampala and in the ten target districts	To be established	System of disaggregating GBV cases from the court caseload established 10 % progress in case flow from base year	20 %	30%	40 % of cases from the base year (2011)

⁵ JLOS, Agriculture, Health, Education, Energy, Water and Sanitation and Local Government;

⁶ Priorities to be determined by MGLSD in collaboration with the sectors

⁷ Disaggregated by type of service: FP, MH, YFS, GBV, HIV/AIDS)

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
Activities:						
1.2.1.	Recruit one (1) international consultant on gender and macro economics for one year and (1) high level national expert for 2 years for MFPED.					
1.2.2.	Support the establishment of GRB Unit in MFPED.					
1.2.3.	Conduct annual gender assessments of prioritized sector' budget framework papers (BFPs) and follow up for responsive action.					
1.2.4.	Support harmonisation and introduction of GRB curriculum for training of technical officers in government and CSOs.					
1.2.5.	Support UMI to implement GRB training for government officers (Directors, HoDs, Principal Officers, Senior Officers, CAOs and Planners).					
1.2.6.	Train targeted Parliamentary Committees and UWOPA in monitoring budgets for gender responsiveness.					
1.2.7.	Recruit one (1) international UNV for 3 years and 1 senior national expert for 4 years for NPA and support internal capacity building on gender.					
1.2.8.	Support NPA to engage sectors (7) to develop indicators to monitor their commitment of GEWE.					
1.2.9.	Support the Uganda Law Reform Commission and First Parliamentary Counsel to mainstream gender standards and rights in legislation and regulations.					
1.2.10.	Review annual sector plans in 7 priority sectors for gender mainstreaming.					
1.2.11.	In service training of relevant JLOS staff handling GBV cases (magistrate, child protection units, police, local council court etc) including in systematically documenting/reporting on GBV cases					
1.2.12.	Strengthen victim and witness protection and participation including women and children					
1.2.13.	Fast tracking of GBV cases through special courts / court sessions					
1.2.14.	Establish four (4) regional forensic laboratories for analysis of specimens to support police medical reports and court evidence					
1.2.15.	Community mobilization around girls' education issues in enrolment, retention, completion, literacy and numeracy achievement, safe schools, etc.					
1.2.16.	Roll out the Girls Education Movement (GEM) clubs nationally					
1.2.17.	Provide technical and financial support for the development of gender-responsive water and sanitation facilities including the development of local materials for menstruation management in primary schools					
1.2.18.	Support the social mobilization for reproductive rights through the village health teams (VHT).					

V. Future Work Plan

	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
<p>Output 1.3</p> <p>Local government institutions have strengthened capacity in gender responsive planning and budgeting</p>	% of execution of local government (LG) plans and budgets addressing priority ⁸ gender issues	To be established <i>(No criteria for gender assessment of local government programmes)</i>	Local government assessment teams trained in gender-responsive planning and GRB	20 % execution of LG plans and budgets for 10 districts UMI starts training on GRB using harmonised curriculum	50 %	80 %
<p>Activities</p> <p>1.3.1 Support MoLG to establish a gender responsive data-base to track local economic development (LED) actions</p> <p>1.3.2 Train and mentor Local Government Assessment Teams (national and district) in gender planning, budgeting and auditing</p> <p>1.3.3 Support the Department of Gender and Women Studies (DGWS) of Makerere University of Kampala (MUK) to deliver a Diploma on Gender and Development practice</p> <p>1.3.4 Support MFPD and MoLG to carry out gender audit of DDPs</p> <p>1.3.5 Support MUK to develop Gender modules for courses in Law, Statistics, Education, Agriculture, ICT and Medicine.</p> <p>1.3.6 Strengthen capacities of community development officers (CDOs) in 10 target districts on implementation of GRB</p>						
<p>Output 1.4</p> <p>National statistical systems collect, analyze and disseminate reliable and up-to-date gender-disaggregated data (GDD)</p>	1.% of UBOS survey reports that include gender analysis	Limited gender analysis of sex-disaggregated data done by UBOS	UBOS staff and seven (7) sectors trained on gender statistics.	Ten (10) target districts trained on gender statistics. Gender statistics and analysis of sector issues published and disseminated to stakeholders;	5 district gender profiles produced	60 % of UBOS national reports include gender analysis 10 district gender profiles produced

⁸ Priorities to be determined by MGLSD in collaboration with the sectors

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
	2. Number of districts with district gender profiles used in local planning	District gender profiles not available	Baseline established	At least 3 of ten districts use their gender profile in local planning	6 out of ten districts use their gender profile in local planning	All 10 districts have gender profiles as basis for local planning
	3. Availability of GDD on time use	None; to be established	Training on data gathering tools using time-use survey	Time-use survey introduced for data on women's labour.		Time-use survey data published
<p>Activities:</p> <p>1.4.1. Recruit one (1) international UNV gender statistician for 2 years and 1 senior gender statistician for 2 years</p> <p>1.4.2. Strengthen the capacity of the national statistical system (including statistical units of sectoral ministries) in generation of GDD and gender analysis, including on VAW</p> <p>1.4.3. Develop capacity in collection, analysis and publication of data on time use to inform national accounting systems, and planning and budgetary processes</p> <p>1.4.4. Analyse, repackage and disseminate the UDHS National Household Survey and Service Delivery Survey and coming population and housing census</p> <p>1.4.5. Build capacity of District Statisticians to generate GDD and do gender analysis</p>						
<p>Output 1.5</p> <p>Effective dialogue mechanisms between government, women's organisations, parliamentarians and CSOs to influence key policy forums and monitor progress in GEWE</p>	1. Number of recommendations from the gender policy forum taken up in national policies	To be established; No gender forum in existence for GoU consultations with CSOs on policy issues	MGLSD launches bi-annual gender forum 3 sectors establish gender policy fora with CSOs and other relevant stakeholders.	MGLSD conducts at least one Gender Forum 7 sectors establish gender policy fora; Recommendations from the fora are incorporated into policy briefs	7 sectors regularly conduct gender policy dialogues MGLSD holds two gender fora Recommendations from the fora are incorporated into policy briefs	<i>One policy for each of the 7 priority sectors approved and enforced with provisions from the various fora</i> MGLSD has institutionalised the bi-annual gender fora

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
Activities:						
1.5.1	Support 7 priority sectoral ministries in establishing and/or sustaining key policy forums on: Gender Policy; Agriculture policy; Land rights, Health gender policy, Education gender policy; water gender policy; Employment policy; Microfinance policy ; SME policy; and Food and Nutrition policy					
1.5.2	Bi-Annual Gender Forum for Government, Development Partners CSOs Academia and Parliamentarians					
1.5.3	Dialogue meetings/sessions with UWOPA, selected parliamentary Committees and participation in regional and international meetings/ conferences					
Outcome 2:						
Civil society has enhanced capacity to demand and secure accountability from government for women's rights and equitable service delivery	1. Number of gender-specific laws enacted in line with international standards on women's rights	Legislative bills pending on Marriage and Divorce, HIV/AIDS Prevention and Control, Qaddi's Bill, Sexual Offences bills	Policy briefs produced by CSOs on the pending bills	One CSO policy dialogue with UWOPA and with lead political party on the pending bills	Parliamentary sessions taking up the bills	Four (4) legislative bills reached final stage of the legislative process.
On Gender-based Violence						
Output 2.1. Women in targeted districts demand accountability and access to equitable services within the health, and justice, law and order sectors (JLOS)	1. Number of cases of GBV reported to relevant authorities	A) To doctors: 1.3 % women; 4% men B) To police: 5.5 % women; 11.9 % men; C) To lawyer: 0.2 % women; 0.2 % men D) To Social Service Organization: 17.8 % women; 23.3 % men	CSOS negotiate with government for establishment of CSO led GBV survivor centres in government health facilities.	One GBV survivor centre established	Two GBV survivor centres operational	Two (2) GBV survivor centres fully operational; A: 5 % women, 10 % men B: 15 % women; 20 % men C: 2 % women; 2 % men D: 25 % women; 30 % men

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
	2. Number of women accessing services of the GBV centres	To be established	CSO advocacy strategy for Reproductive health rights developed	10 % increase from 2011 as base year	20 % increase	30 % increase
Activities:						
2.1.1 Technical assistance to develop an advocacy agenda to demand accountability and equitable access to services						
2.1.2 Support the development and functionality of two (2) civil society-led integrated GBV survivor centre as a pilot, based on the International Rescue Committee (IRC) Rainbow Centre concept in West Africa						
2.1.3 Provide support to GBV survivors to enable them to access justice						
2.1.4 Strengthen victim and witness protection and participation including children, women including research and documentation of GBV survivors n accessing justice and health)						
2.1.5 Community mobilisation and sensitisation for demand and use of reproductive health services						
Output 2.2. Civil society has increased capacity to advocate and demand accountability from government for delivery on gender responsive laws, policies and strategies	1. CSO networks (on GRB and Rights) have the relevant human resource and institutional capacity for effective advocacy	Weak institutional and HR capacity of lead CSOs	An institutional assessment of lead NGOs done. CSOs develop a joint work plan and implementation modalities for JP Lead CSOs trained on GoU processes	Institutional strengthening of lead CSOs. Policy advocacy dialogues with national stakeholders	CSO monitoring report on GoU implementation of gender legislations, policies and development programmes in 3 sectors and 5 districts.	CSO monitoring report on GoU implementation of gender legislations, policies and development programmes in 7 sectors and 10 districts.

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
	2. Number of government policies in specific sectors influenced by researches and policy inputs of CSOs	Laws on DV and FGM recently passed has yet to be translated into policy guidelines	Technical working group representing government, CSOs, academe draft the guidelines	Policy Guideline 1 finalized and publicly disseminated	Policy Guideline 2	CSO input to policy review on efficacy of guidelines
<p>Activities:</p> <p>Add: Participatory gender audit facilitators' training for trainers of key CSO networks</p> <p>2.2.1 An assessment of the capacity needs of key CSO networks on coordination, access to justice, HIV/AIDS, economic empowerment and GBV</p> <p>2.2.2. Support capacity enhancement (technical and institutional) of key CSO networks based on the recommendations of the assessment.</p> <p>2.2.3 Training and institutional support to women's CBOs in 10 target districts</p> <p>2.2.4 Support to UWONET for effective networking and coordination of CSOs under the Joint Programme on Gender</p> <p>2.2.5 Training/sensitisation of CSOs to understand Government processes for effective monitoring and demand for accountability from Government for implementation of development programmes</p> <p>2.2.6. Capacity building for CSOs in policy analysis, lobbying and monitoring of implementation of laws, policies and development programmes</p> <p>2.2.7. Conduct training for media on gender-balanced presentation and reporting (intervention for editors, journalists and checklist on sensitive reporting on gender issues;. extend intervention to the schools of journalism) and advocate for a code of conduct for gender responsive reporting</p> <p>2.2.8. Conduct dialogues with the Uganda artists association to foster gender sensitive productions on topical gender issues.</p>						

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
Output 2.3. Civil society has increased capacity to advocate and demand for accountability for gender responsive budgets and plans at the national and local levels	1. Improved capacity of CSOs on GRB at sector and district levels	Only one recognised CSO on GRB (FOWODE) conducts limited gender budget reviews.	5 CSOs trained and certified in GRB as a resource pool for training and budget reviews Women ⁹ in 5 districts trained in gender planning and budgeting	Gender budget reviews in 5 sectors Provision of alternative budget formulation to sectors Women CSOs in 10 districts trained in gender planning and budgeting.	Gender budget reviews of 7 sectors and 5 districts	Improved budget execution and transparency from annual budget review Provision of alternative budget formulation to sectors and districts
	2. Number of recommendations by CSO budget reviews taken up by sector agencies and local governments	To be established	CSO recommendation on the annual conduct of budget forum with key 7 sectors and ten districts approved.	At least 20 % of the CSO alternative budget formulation to 7 sectors taken up	At least 20 % of the CSO alternative formulation to 10 districts taken up.	At least 50 % of the CSO budget formulation adopted by sectors and local governments
Activities: 2.3.1 Support five (5) national NGOs to undertake GRB training at UMI, which will thereafter train more women at the community level. 2.3.2 Training of women's groups, CBOs from target districts to participate in planning and monitoring of budget processes 2.3.3 Gender budget audits of national and selected district budgets 2.3.4 Develop policy briefs for strategic advocacy meetings based on the gender audits(serialized) 2.3.5 Conduct strategic meetings with government ministries and departments on budgeting and aid effectiveness 2.3.6 Participation ¹⁰ in international and regional forums on GRB to learn and promote good gender budgeting practices						

⁹ The women will be from women organizations, and CBOs

¹⁰ Participation of lead NGOs

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
<p>Output 2.4.</p> <p>Enhanced ability of women to participate effectively in political processes and to exercise transformational leadership</p>	<p>1. % of women getting competitive seats in parliament after 2011</p>	<p>Baseline to be established after the 2011 elections</p> <p>30.7% women in parliament is due to reserve seats (2008)</p>	<p>Gender assessment of the winning party manifesto done.</p>	<p>CSOs publish 1st report on implementation of gender commitments in election manifesto of ruling party.</p>		<p>Score card of women parliamentarians' legislative performance esp. Legislative agenda supported</p>
	<p>2. % of women's political agenda / manifesto supported by lead political parties</p>	<p>To be established (after Manifestos for 2011 elections are published)</p>	<p>Advocacy strategy for winning party to adopt women's political agenda developed.</p> <p>Strategic alliance of CSOs with UWOPA established for a women's political agenda for 2011 – 2014</p>	<p>Advocacy strategy for winning party to adopt women's political agenda developed.</p>	<p>10 % of gender commitments in election manifesto implemented</p>	<p>At least 25% of commitments implemented.</p>

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
Activities: <ul style="list-style-type: none"> 2.4.1. Train women at district and national level (parliament and district councils) on their roles and responsibilities including G.E.W.E 2.4.2. Advocacy for proportional representation in the political party structures 2.4.3 Support internal and external best practice learning for women in politics and leadership 2.4.4. Mobilize women to participate in political parties and democratization process including campaigns to stem election related violence 2.4.5 Monitoring compliance of government and political parties commitments on common women's agenda (tool can be developed during the first year and CSOs identified and trained in use of tools. Monitoring, reporting and documentation could be done in subsequent years) 2.4.6 Conduct dialogues with the different political parties and government on progress on commitments on common women's agenda developed by the women organizations 2.4.7 Mid-term assessment of women's participation in politics. 2.4.8 Refresher training addressing the challenges identified during the assessment 2.4.9 Document women's experiences in the 2011 elections. 2.4.10 Conduct public dialogues on current gender inequality issues with selected stakeholders 						
Outcome 3 Improved economic empowerment of women	1. Number of enterprises owned by women in the target districts	To be established	Benchmark established through survey and gender analysis of enterprises included in the district profiles;	Dialogues conducted with local governments and sector agencies on policy, credit, market linkages and support	20 % increase in enterprises	50 % increase in enterprises
	2. % of NUSAF, NAADS resources going to women's groups in 10 districts	To be established	Baseline established from Gender audit of NUSAF and NAADS Women's groups trained and organized to	At least 20 % project proposals per district submitted by women to NUSAF and NAADS approved for funding	50 % increase in budgets invested in projects for women from 2011 baseline data	100 % increase from baseline data

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
			formulate proposals to NUSAF and NAADS			
	3. Government policy in place on the minimum social protection for domestic workers (minimum wage, working hours, leave benefits, etc)	No policy in place	Baseline established through survey and policy review	Policy review and consultations on domestic work with CSOs, employers, government ; Draft bill filed in parliament	Parliamentary proceedings of discussions on the issue	Existence of law on domestic work and complaints mechanisms
Output 3.1. Livelihood options for women increased	% of women beneficiaries in government programs: NUSAF, NAADS, PRDP	To be established; no systematic study done	Baseline established; Training provided; 5 % increase	10 % increase	15 %	20 % increase from base year (2011)
<p>Activities:</p> <p>3.1.1. Conduct training and provide support to women's groups to enhance their capacity to benefit from government programmes such as NUSAF, NAADS and the PRDP.</p> <p>3.1.2 Provide training, farm inputs and support on value addition for women farmers who graduated from farmer field schools in Northern Uganda using the integrated gender curriculum to increase agricultural production for sustained livelihoods.</p> <p>3.1.3 Simplify, translate and popularize the East African Common Market protocol and Labour Laws.</p> <p>3.1.4 Promote workers rights and social protection in the informal service sector (domestic workers in urban areas) where women are a big percentage of the labour force</p> <p>3.1.5. Provide technical assistance to the private sector to develop economic investment opportunities for women in 'green jobs'.</p>						

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
<p>Outcome 4: UN partners deliver effective, strategic and efficient support for gender-responsive governance</p>	<ol style="list-style-type: none"> 1. % of UN partners jointly supporting the priority gender interventions of government 2. % of funds from total budgets allocated by UN agencies to gender related actions 	<p>11 out of 20 UN agencies are signatories to the JP on Gender; UN agencies have separate MOUs with GoU agencies in common programme areas</p> <p>To be established;</p>	<p>Baseline updated with gender audits on at least 4 UN agencies;</p> <p>GoU agreements with lead UN agencies at national level</p>	<p>Coordinated programmes among UN agencies and partners at the district level</p>	<p>Coordinated monitoring and reporting of gender equality results among UN agencies and partners at national and district levels</p>	<ol style="list-style-type: none"> 1. UN agencies have a coordinated plan and agreement with the GoU to sustain and scale up the gains from the JP Gender 2. At least 30 % of funds allocated to gender-related actions indicated in UN agency reports.
<p>Output 4.1. UN agency capacities on gender mainstreaming enhanced.</p>	<ol style="list-style-type: none"> 1. Number of UN agencies reporting gender equality results on at least one of their key performance criteria for each programme portfolio 2. Number of UN agencies 	<p>To be established by gender audit</p>	<p>Gender audits conducted for all participating agencies in JP- Gender.;</p> <p>UN Agencies develop strategies and work plans to implement the findings of the gender audit, to include:</p> <ol style="list-style-type: none"> 1. GAD capacity development plan for the staff 	<p>UN Agencies report on the implementation of gender audit recommendations ;</p> <p>60% of UN agencies have trained gender focal points and gender mainstreaming strategies in place</p>	<p>At least 70 % of the staff of all UN agencies have completed at least one gender training that builds on GAD previous knowledge.</p> <p>At least 70 % of all UN programme staff and work units report on gender equality</p>	<ol style="list-style-type: none"> 1. All UN agencies report on the implementation of their GAD plans and budgets; 2. All UN agencies report on gender equality results vis-a-vis their key results areas

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
	implementing a gender mainstreaming action plan as a result of the gender audits	To be established by gender audit	2. Agency GAD plan and budget 3. Gender indicators for the performance assessment of the staff		results as part of their performance assessment	
Activities:						
4.1.1 Conduct participatory gender audit of UN agencies						
4.1.2 Based on the results of gender audits, undertake joint capacity development for UN staff who will ensure support for gender mainstreaming in development assistance with government and CSOs						
Output 4.2. Strengthened capacity of the UN System in Uganda to deliver-as-one for gender equality and women's empowerment	1. Number of Joint UN initiatives on GEWE (beyond the JP) 2. Number of Joint reports of the UN System in Uganda on their activities on GEWE	To be established (UN agencies have parallel programmes on gender with GoU agencies)	All PUNOs participated in AWP review and planning and complied with standard operational guidelines for UN JP partners: <ul style="list-style-type: none"> • Joint Results Framework • Joint Annual Work Plan and Budget • Joint M & E System and Tools with performance indicators • Joint communication and media strategy and plan Quarterly and annual JP reports submitted in a timely manner	Bi-annual meetings; Quarterly reports; Mid-term review of the JP Gender completed; Coordination mechanism defined and functional at sector and district levels Quarterly and annual JP reports submitted in a timely manner	Findings and recommendations of the Mid-term review implemented All UN agencies agree to undergo participatory gender audit at least once in the four-year UNDAF cycle. 100 % fund utilization rate; Joint resource mobilization plan in place and operational	1. Additional partners and resources mobilized for follow-up and scaled up application of JP lessons on evolving and emerging gender equality challenges 2. All UN Joint Programmes report on gender equality results

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
<p>Activities:</p> <p>4.2.1. Support coordination mechanisms</p> <p>a) Recruitment of one (1) international programme coordinator and one (1) national programme specialist for 5 years based at UNIFEM (UN WOMEN) to support the coordination and implementation of the joint programme</p> <p>b) Logistics for JP office</p> <p>4.2.2. Joint annual review and planning, regular meetings and joint field monitoring of results</p> <p>4.2.3. Collectively devise and implement efficiency savings in joint programme implementation on gender that will reduce transaction and reporting costs between UN participating agencies and government and CSO partners</p>						
<p>Output 4.3</p> <p>Community of practice and knowledge management in gender mainstreaming and women's empowerment established</p>	<ol style="list-style-type: none"> Number of UN staff actively sharing knowledge on gender issues in the COP Number of UN agencies participating actively in the COP Number of knowledge products on gender jointly developed by UN agencies accessible to the public 	Baseline: (0)	<p>Monthly e-bulletin of JP programme activities uploaded in UNCT-Uganda website</p> <p>Two (2) technical fora conducted with JP partners on gender application in various areas of development practice</p> <p>Technical papers (e.g. guidelines and tip sheets) on JP Gender experiences printed, published and / or web-uploaded to national and international UN and gender websites</p>	<p>An on-line knowledge hub for JP Gender partners operational and accessible</p> <p>Two technical fora with broadened participation of national and local partners among GOs, NGOs and academe</p> <p>At least two technical gender papers JP experiences and lessons published;</p>	<p>On-line knowledge hub regularly updated with increased number of materials contributed;</p> <p>At least two technical fora conducted;</p> <p>At least two technical papers disseminated</p>	<ol style="list-style-type: none"> At least 30 % of UN programme staff contribute to on-line discussions and interactive fora All UN agencies contribute at least one gender technical paper per agency on their programme sector Knowledge fair and programme synthesis conference among UN, agencies and partners on theories and

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	Results Indicator	Baseline	Milestones			
			2011	2012	2013	2014
						practical tools from the JP programme. 4. Joint Country Gender Assessment undertaken by majority of UN agencies and other development partners to feed into the Common country Analysis for the next UNDAF cycle.
<p>Activities:</p> <p>4.3.1 Organize peer learning groups / community of practice in Uganda on key gender practice areas</p> <p>4.3.2 Knowledge product development, publication, promotional materials, including formal launch.</p> <p>4.3.3. Establish with support from the ITC-ILO an online Intranet system accessible to UN Staff, Government, DFID and CSOs involved with the programme, and containing all documentation related to the programme: guidance notes, studies and other knowledge products, various documents and reports</p>						

VI. INDICATOR-BASED PERFORMANCE ASSESSMENT

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance (if any)	Source of Verification	Comments (if any)
Outcome 1 Government institutions, systems and procedures are strengthened to ensure gender equitable protection of rights and service delivery							
Output 1.1 MGLSD has enhanced capacity to provide strategic leadership and coordination for gender mainstreaming across government	Indicator 1.1.1 % of priority sectors implementing GAD plans and gender responsive budgets	One out of 7 priority government sectors has operational gender budget guidelines	80 % of the priority sectors	None	Delay in programme start and the procurement of technical advisors	Gender audit report of MGLSD Technical assistance progress report; Staff training reports MGLSD Technical papers National database on GEWE	MGLSD Staff completed international trainings: one (1) on Gender and Macro-Economics to provide technical support; four (4) gender mainstreaming concepts and tools at ILO-Turin; and 9 on Participatory Gender Audit
	Indicator 1.1.2 Number of gender indicators included in the performance evaluation of programme sectors and individual officers	Zero. Weak capacity and lack of resources for coordination of sectors.	At least one gender indicator is among the key performance areas of programme sectors and individual staff	None	Delay in the procurement of technical advisors	MGLSD progress reports JP progress reports Sector GAD plans and budgets Performance assessment	Participatory gender audit of MGLSD and priority sectors to start off the process of diagnosis and evaluation

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance (if any)	Source of Verification	Comments (if any)
						reports of sectors	
	<p>Indicator 1.1.3</p> <p>Number of policy recommendations from sectors, local governments, CSOs taken up by MGLSD for national policy making</p>	MGLSD staff do not have adequate technical knowledge of other sectors to support sector-specific gender mainstreaming	At least one gender indicator is among the key performance areas of programme sectors and individual staff	National Employment Policy (NEP) approved; gender provisions included in the policy		<p>MGLSD Report Local</p> <p>Government report</p> <p>CSO Report</p>	<p>Need to publish and popularize the NEP for implementation and sustained advocacy</p> <p>Draft GBV policy and action plan for validation and approval.</p>
<p>Output 1.2</p> <p>Priority issues on gender equality and women's empowerment (GEWE) are identified and addressed in sector plans, budgets and programme implementation (the 7 priority sector are JLOS – Justice, Law and Order, agriculture, health, education, local government, and energy/water)</p>	<p>Indicator 1.2.1</p> <p>% of execution of sector plans and budgets addressing priority gender issues</p>	To be established by gender budget audits	60 % execution of sector plans and budgets for 7sectors	None	Delayed bureaucratic procedures for recruitment of advisors	<p>Sector Reports</p> <p>MoFPED Report</p>	Gender focal points form eight sectors completed the Gender Mainstreaming Course in ILO-Turin.
	<p>Indicator 1.2.2</p> <p>% increase in number of new clients utilizing RH services in target districts ¹</p>	To be established	40% cumulative increase from 2011 (at 10 % annually)	None	Capacity building activities still ongoing; data monitoring still have to be in place	<p>CSO gender budget reviews</p> <p>JLOS Progress Report</p>	<p>90 health workers trained from 8 hospitals and 24 health centers;</p> <p>Campaign on reproductive health in 12 districts by the Church of Uganda</p>
	<p>Indicator 1.2.3.</p> <p>Number of GBV</p>	To be established	10 % progress in case flow from base year	None		Reports of Local Government Assessment	System of disaggregating GBV cases from the

¹ Disaggregated by type of service: FP, MH, YFS, GBV, HIV/AIDS)

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance (if any)	Source of Verification	Comments (if any)	
	/sanitation	cases disposed of by the courts in Kampala and in the ten target districts				Teams NDP monitoring framework CSO Reports	court caseload established	
Output 1.3.	Local government institutions have strengthened capacity in gender responsive planning and budgeting	% of execution of local government (LG) plans and budgets addressing priority ² gender issues	To be established <i>(No criteria for gender assessment of local government programmes)</i>	80 %	None	Delay due to national and local elections in February 2011	Reports of Local Government Assessment Teams NDP monitoring framework CSO Reports	Curriculum on Gender and Local Economic Development approved at Makerere University to offer scholarship support to local government programme staff by early 2011
Output 1.4	National statistical systems collect, analyze and disseminate reliable and up-to-date gender-disaggregated data (GDD)	% of UBOS survey reports that include gender analysis	Limited gender analysis of sex-disaggregated data done by UBOS	60 % of UBOS national reports include gender analysis 10 district gender profiles produced	National GBV survey and situation analysis completed	UBOS Survey reports & Statistical Abstracts Report on time-use survey District gender profiles	National statistician being recruited to provide technical assistance to UBOS.	
Output 1.5	Effective dialogue mechanisms between government,	Number of recommendations from the gender policy fora taken up in national policies	To be established/ No regular forum	One policy for each of the 7 priority sectors approved and enforced with provisions from	Multi-sectoral consultation held for the validation of the latest periodic report to CEDAW in	Various studies have yet to be completed for presentation in the policy forum	JP progress reports MGSLD Reports on Bi-annual gender fora	The CEDAW Concluding Comments will be used as basis for updating government action

² Priorities to be determined by MGLSD in collaboration with the sectors

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance (if any)	Source of Verification	Comments (if any)
women's organisations, parliamentarians and CSOs to influence key policy forums and monitor progress in GEWE			the various fora; MGLSD has institutionalized the bi-annual gender fora	September 2010.		CSO reports Sector reports on on key policy fora UWOPA reports Media reports	plans.
Outcome 2 Civil society has enhanced capacity to demand and secure accountability from government for women's rights and equitable service delivery							
Output 2.1 Women in targeted districts demand accountability and access to equitable services within the health, and justice, law and order sectors (JLOS)	Indicator 2.1.1 Number of cases of GBV reported to relevant authorities	A) To doctors: 1.3 % women; 4% men B) To police: 5.5 % women; 11.9 % men; C) To lawyer: 0.2 % women; 0.2 % men D) To Social Service Organization: 17.8 % women; 23.3 % men	Five (5) GBV survivor centres fully operational; A: 5 % women, 10 % men B: 15 % women; 20 % men C: 2 % women; 2 % men D: 25 % women; 30 % men	None	Advocacy and capacity building activities are still taking place; Database and management information system has yet to be harmonised across government agencies and CSOs.	UDHS	The GBV National Survey indicated baseline records up to 2008 only.
	Indicator 2.1.2 Number of women accessing services of the GBV centres	To be established	30 % increase	None	GBV centers have yet to be established; will be done in 2011		

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance (if any)	Source of Verification	Comments (if any)
	Indicator 2.1.3. % of GBV cases disposed of by the courts in Kampala and in the ten target districts	To be established	40 % of cases from base year (2011)	None	Capacity building and technical infrastructure has to be set in place.	JLOS Progress Report	Gender audit of JLOS to be conducted in 2011 Training and forensic laboratory has yet to be established starting 2011
Output 2.2 Civil society has increased capacity to advocate and demand accountability from government for delivery on gender responsive laws, policies and strategies	Indicator 2.2.1 CSO networks (on GRB and Rights) have the relevant human resource and institutional capacity for effective advocacy	Weak institutional and HR capacity of lead CSOs	CSO monitoring report on GoU implementation of gender legislations, policies and development programmes in 7 sectors and 10 districts.	Some of the CSO recommendations in the Alternative Report to CEDAW presented to CEDAW in 2010 are reflected in the Concluding Observations to the government.		CSO Alternative Report to CEDAW by UWONET	Some of the CSO issues and recommendations are included in the Concluding Observations to the CEDAW Report
	Indicator 2.2.2 Number of government policies in specific sectors influenced by researches and policy inputs of CSOs	Laws on DV and FGM recently passed has yet to be translated into policy guidelines	Number of laws with CSO input to policy review on efficacy of guidelines	National Employment Policy based on consultations with social partners – trade unions and private sector		Report on training and institutional support to CSOs	Ongoing CSO inputs to laws and pending legislative bills in terms of: <ul style="list-style-type: none"> • Gender-responsive review of land policy • Women’s position paper on HIV/AIDS bill
Output 2.3. Civil society has increased capacity to advocate and	1. Improved capacity of CSOs on GRB at sector and	Only one recognised CSO on GRB (FOWODE)	Improved budget execution and transparency from annual budget review	None	Agreement among partners to first harmonize the curriculum on	CSO Gender Review of Sector and District services and	

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance (if any)	Source of Verification	Comments (if any)
demand for accountability for gender responsive budgets and plans at the national and local levels	district levels	conducts limited gender budget reviews.	Provision of alternative budget formulation to sectors and districts		gender-responsive Budgeting (GRB) among partners	budgets	
	2. Number of recommendations by CSO budget reviews taken up by sector agencies and local governments.	To be established	At least 50 % of the CSO budget formulation adopted by sectors and local governments	None	Agreement among partners to first harmonize the curriculum on gender-responsive Budgeting (GRB) among partners	CSO policy briefs Partner progress reports	CSO to collaborate with MoFPED, MGLSD, Makerere University
Output 2.4. Enhanced ability of women to participate effectively in political processes and to exercise transformational leadership	1. % of women getting competitive seats in parliament after 2011	Baseline to be established after the 2011 elections 30.7% women in parliament is due to reserve seats (2008)	Score card of women parliamentarians' legislative performance esp. Legislative agenda supported	None	To be undertaken after the national and local elections in February 2011	Uganda Electoral Commission reports	
	3. % of women's political agenda / manifesto supported by lead political parties	To be established (after Manifestos for 2011 elections are published)	At least 25% of commitments implemented.	None	To be undertaken after the national and local elections in February 2011	Uganda Electoral Commission reports	
Outcome 3: Improved economic empowerment of women							
Output 3.1. Livelihood options for women increased	3.1.1. % of women beneficiaries in government programs:	To be established; no systematic study done	20 % increase from base year (2011)	None	Capacity building still ongoing	NUSAF and NAADS reports MGLSD Report	FAO supported the consultations of Women's organizations in 6 districts to engage

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance (if any)	Source of Verification	Comments (if any)
	NUSAF, NAADS, PRDP						and advocate with NUSAF and other national agencies.
	3.1.2. Government policy in place on the minimum social protection for domestic workers (minimum wage, working hours, leave benefits, etc)	Zero / no policy in place	Existence of law on domestic work and complaints mechanisms	None		MGLSD Report	
Outcome 4: UN partners deliver effective, strategic and efficient support for gender-responsive governance							
Output 4.1. UN agency capacities on gender mainstreaming enhanced.	4.1.1. Number of UN agencies implementing a gender mainstreaming action plan based on the recommendations participatory gender audits	To be established by gender audit	All UN agencies report on the implementation of their GAD plans and budgets;	None		UN agency reports	Other UN agency programmes still have to undergo gender audit
Output 4.3 Community of practice (COP) and knowledge management in gender mainstreaming and women's empowerment established	4.1.2. Number of knowledge products on gender jointly developed by UN agencies with implementing partners are accessible to the public	To be established	At least two technical papers jointly produced and published	Two training manuals (trainers and trainees) on gender-responsive SGBV medical management trainer/trainees are produced and soon to be published	In progress	Gender materials uploaded on UN Uganda and relevant websites Published technical papers	Draft baseline studies, policy papers and training manuals for national validation, editing and publication

**PART II:
FINANCIAL REPORT OF THE ADMINISTRATIVE AGENT FOR THE PERIOD
12 APRIL TO 31 DECEMBER 2010**

1. Source and Use of Fund

During 2009, the total amount of funding received from DFID by JPGE through the pass-through funding mechanism amounted to US\$ 3.23 million. In addition, the fund earned an interest income of US\$17,000. In December 2009, the amount received and interest income had a total of US\$ 3.24 million. This amount was carried forward and disbursed in April 2010.

This information is summarized below.

Table 1. Financial Overview (US\$ Thousands)

	Prior Years as of 31 Dec 2009	Current Year Jan-Dec 2010	TOTAL ¹
Sources of Funds			
Gross Donor Contributions	3,231	-	3,231
Fund Earned Interest Income	7	9	17
Interest Income received from Participating Organizations	-	-	-
Refunds by Administrative Agent (Interest/Others)	-	-	-
Other Revenues	-	-	-
Total: Sources of Funds	3,239	9	3,248
Use of Funds			
Transfer to Participating Organizations	-	3,086	3,086
Refunds received from Participating Organizations	-	-	-
Net Funded Amount to Participating Organizations	-	3,086	3,086
Administrative Agent Fees	32	-	32
Direct Costs	-	-	-
Bank Charges	-	-	-
Other Expenditures	-	-	-
Total: Uses of Funds	32	3,086	3,118
Balance of Funds Available with Administrative Agent	3,207	(3,076)	130
Net Funded Amount to Participating Organizations	-	3,086	3,086
Participating Organizations' Expenditure	-	1,453	1,453
Balance of Funds with Participating Organizations	-	1,633	1,633

Out of the total amount of US\$ 3.24 million available, US\$3.086 million was transferred to the partner organizations, and US\$32,000 (being 1% of the donor contribution received) was apportioned to the AA. Interest of US\$17,000 was received in the account resulting in a balance of US\$130,000 with the AA.

By 31 December 2010, 100% of the donor contribution received in 2009 was transferred to JPLG partner organizations, leaving only the interest income amounting to US\$130,000 as the balance of funds available.

¹ Due to rounding, totals in the tables may not add up.

2. Donor Deposits

In 2009, DFID, the sole contributor to the JPGE through the pass-through mechanism, gave a total of US\$ 3.23 million. Table 2 provides a summary of this information.

Table 2. Donor Contributions (US\$ Thousands)

Donor	Prior Years as of 31 Dec 2009	Current Year Jan-Dec 2010	TOTAL
DFID	3,231	-	3,231
Total	3,231	-	3,231

3. Transfer of Funds

All contributions received through the pass-through mechanism are apportioned to the JPGE partner organizations in the allocation approved by the JPGE steering committee, based on each partner organisation's budget as drawn from the approved annual joint work plan.

In 2010, UN Women received the largest share of pass-through funding, taking 44 % of total contributions received. UNDP received 15%, UNFPA received 14 %, FAO received 6 %, UNICEF received 6 %, WHO received, 5 %, UNCDF received 5%, ILO received 4 %, OHCHR received 2 % , UN Habitat received 2 % and UNHCR received less than 1 %. Details of the total amounts received by each partner organization are provided in Table 3 below.

Table 3. Transfers/ Net Funded Amount by Participating Organization (US\$ Thousands)

Participating Organization	Prior Years as of 31 Dec 2009		Current Year Jan-Dec 2010		TOTAL	
	Approved Amount	Net Funded Amount	Approved Amount	Net Funded Amount	Approved Amount	Net Funded Amount
FAO	-	-	193	193	193	193
ILO	-	-	122	122	122	122
OHCHR	-	-	73	73	73	73
UNCDF	-	-	21	21	21	21
UNDP	-	-	468	468	468	468
UNFPA	-	-	419	419	419	419
UNHABITAT	-	-	60	60	60	60
UNHCR	-	-	7	7	7	7
UNICEF	-	-	191	191	191	191
UNWOMEN	-	-	1,370	1,370	1,370	1,370
WHO	-	-	162	162	162	162
Total	-	-	3,086	3,086	3,086	3,086

4. Delivery

Of the total amount of US\$3.086 million transferred to partner organizations, 47 % (US\$1.453 million) had been spent as of 31 December 2010. Some projects involving training and collaboration with government at national and local levels were deferred because of the election campaigns that were already ongoing for the national and local elections in February 2011. Recruitment of technical assistants to government Agencies was also delayed due to the transition process in UN Women that affected new recruitments.

Table 4. Financial Delivery Rate (US\$ Thousands)

Joint Programme	Net Funded Amount	Expenditure			Delivery Rate (%)
		Prior Years as of 31 Dec 2009	Current Year Jan-Dec 2010	Total	
JP Uganda Gender	3,086	-	1,453	1,453	47.09
Total	3,086	-	1,453	1,453	47.09

5. Expenditure

All expenditure reported for the year 2010 was submitted by the headquarters of the participating UN organizations through the MDTF Office reporting portal. They were then extracted, analyzed and summarized by the MDTF Office and verified by the country office AA with delegated authority. A summary of the reported expenditure is given in Table 5.2.

Tables 5.1, 5.2 and 5.3 reflect expenditure and 5.1 and 5.3 further reflect expenditure as categorized in the UNDG approved 6-category expenditure format. The highest percentage of expenditure was on contracts (41.67%). Second highest expenditure was on personnel (38%) and third, on 'Supplies, Commodities, Equipment' (12.55%). Training of counterparts and other direct costs made up 5 % and 3% respectively, of total expenditure. A total of 11.84 % of the total expenditure for indirect support costs was slightly above the 7% range specified in the JPGE MOU due to undisbursed resources for which indirect costs had been paid. This will level out with increased disbursements in 2011.

Table 5.1. Total Expenditure by Category (US\$ Thousands)

Category	Expenditure			% of Total Programme Costs
	Prior Years as of 31 Dec 2009	Current Year Jan-Dec 2010	Total	
Supplies, Commodities, Equipment and Transport	-	163	163	12.55
Personnel	-	496	496	38.19
Training of Counterpart	-	63	63	4.86
Contracts	-	541	541	41.67
Other Direct Costs	-	35	35	2.72
Programme Costs Total	-	1,299	1,299	100.00
Indirect Support Costs	-	154	154	11.84
Total	-	1,453	1,453	

Table 5.2. Financial Delivery Rate by Participating Organization (US\$ Thousands)

Project No and Project Title	Participating Organization	Total Approved Amount	Net Funded Amount	Total Expenditure	Delivery Rate (%)
00074789 JP UGA Gender Equality	FAO	193	193	127	65.92
00074789 JP UGA Gender Equality	ILO	122	122	68	55.57
00074789 JP UGA Gender Equality	UNCDF	21	21	-	0.00
00074789 JP UGA Gender Equality	UNHABITAT	60	60	64	106.23
00074789 JP UGA Gender Equality	UNFPA	419	419	419	100.00
00074789 JP UGA Gender Equality	OHCHR	73	73	73	100.00
00074789 JP UGA Gender Equality	UNHCR	7	7	7	100.00
00074789 JP UGA Gender Equality	UNICEF	191	191	161	84.09
00074789 JP UGA Gender Equality	UNWOMEN	1,370	1,370	152	11.08
00074789 JP UGA Gender Equality	WHO	162	162	161	99.47
00074789 JP UGA Gender Equality	UNDP	468	468	223	47.56
00074789 JP UGA Gender Equality		3,086	3,086	1,453	47.09

Table 5.3. Expenditure by Participating Organization, with breakdown by Category (US\$ Thousands)

Participating Organization	Net Funded Amount	Total Expenditure	Expenditure by Category							% of Programme Costs
			Supplies, Commodities, Equip & Transport	Personnel	Training of Counterparts	Contracts	Other Direct Costs	Total Programme Costs	Indirect Support Costs	
FAO	193	127	1	61	25	22	17	125	2	1.51
ILO	122	68	6	43	12	-	3	63	4	7.00
OHCHR	73	73	-	5	-	63	-	68	5	7.00
UNCDF	21	-	-	-	-	-	-	-	-	0.00
UNDP	468	223	2	88	-	132	1	223	-	0.00
UNFPA	419	419	132	246	-	-	14	392	27	7.00
UN Habitat	60	64	-	-	-	59	-	59	4	7.00
UNHCR	7	7	0	5	-	1	-	6	0	7.00
UNICEF	191	161	9	1	-	140	-	150	11	7.00
UN Women	1,370	152	-	13	-	49	0	62	90	144.16
WHO	162	161	13	36	27	75	-	150	11	7.04
Total	3,086	1,453	163	496	63	541	35	1,299	154	11.84

An analysis of each participating UN organisation's expenditure against the individual amounts allocated to each of the participating organization (as summarized in Table 3) through the pass-through mechanism shows that UNFPA had the highest delivery of 100 % against the amount of US\$392,000 which it received in 2010. UNDP spent 48% with the amount of US\$ 223,000, WHO spent 99.5 % at U\$ 161,000; UNICEF spent 84 % at U\$161,000; UN Women spent 11 % at U\$152,000; FAO spent 66 % at U\$ 127,000; OHCHR spent 100 % or U\$ 73,000; ILO spent 56 % at U\$68,000; UNHCR spent 100% of its 7,000; and UNCDF has no expenditure reported.

6. Interest Earned

The fund earned a total of US\$17,000 as of December 2010, of which US\$7,000 was in December 2009 and an additional US\$9,000 was in December 2010.

Table 6. Received Interest at the Fund and Agency Level (US\$ Thousands)

	Prior Years as of 31 Dec 2009	Current Year Jan-Dec 2010	TOTAL ²
Administrative Agent			
Fund Earned Interest Income	7	9	17
Total: Fund Earned Interest Income	7	9	17
Participating Organization (PO) Earned Interest Income			
Total: Interest Income received from PO	7	9	17
TOTAL			

² Due to rounding, totals in the tables may not add up.

7. Accountability and transparency

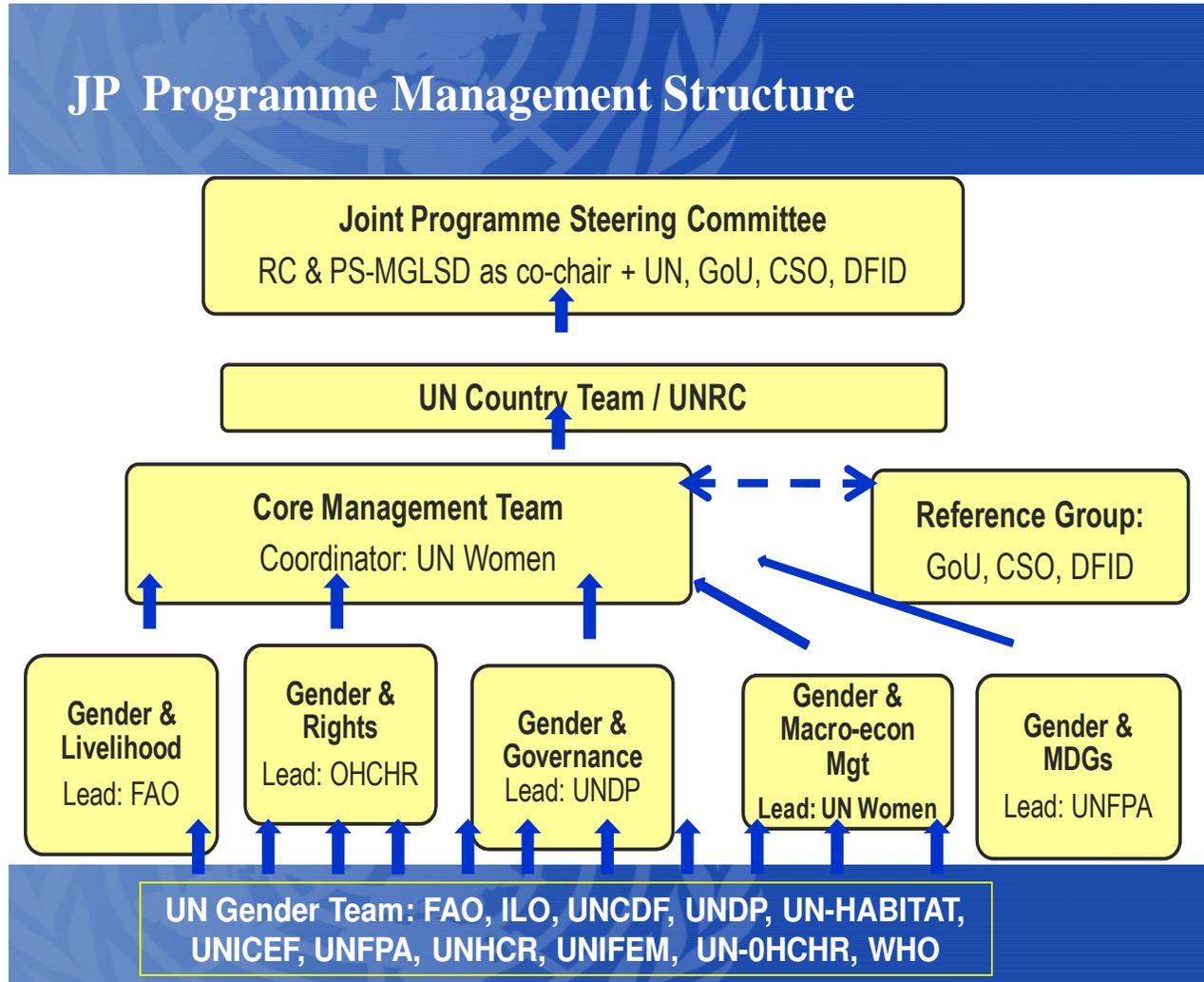
In 2010, the MDTF Office officially launched the MDTF Office GATEWAY (<http://mdtf.undp.org>). It is a knowledge platform providing real-time data from the MDTF Office accounting system, with a maximum of two-hour delay, on financial information on donor contributions, programme budgets and transfers to Participating Organizations. It is designed to provide transparent, accountable fund-management services to the United Nations system to enhance its coherence, effectiveness and efficiency. Each MDTF and JP administered by the MDTF Office has its own website on the GATEWAY with extensive narrative and financial information on the MDTF/JP including on its strategic framework, governance arrangements, eligibility and allocation criteria. Annual financial and narrative progress reports and quarterly/semi-annual updates on the results being achieved are also available. In addition, each programme has a Factsheet with specific facts, figures and updates on that programme.

The GATEWAY provides easy access to more than 5,000 reports and documents on MDTFs/JPs and individual programmes, with tools and tables displaying related financial data. By enabling users in the field with easy access to upload progress reports and related documents also facilitates knowledge sharing and management among UN agencies. The MDTF Office GATEWAY is already being recognized as a ‘standard setter’ by peers and partners.

The most current information on the Guatemala Rural Development Joint Programme can be found in the Guatemala Rural Development Joint Programme website of the GATEWAY.

Annexes

Annex I



Annex 2**TERMS OF REFERENCE****The Joint Programming on Gender Steering Committee (SC)****1.0 The Steering Committee is the coordination mechanism for the joint programme.****2.0 Objective of the Steering Committee**

To facilitate the effective and efficient collaboration between the Participating UN Organizations and the host Government for the implementation of the Joint Programme;

3.0 The Composition of the Steering Committee

Joint Programme Steering Committee will be constituted of all of the signatories to the Joint Programme Document, i.e. the 11 participating UN Agencies, representatives of the Government of Uganda viz., the Ministry of Gender Labour and Social Development, the Ministry of Finance Planning and Economic Development and the National Planning Authority; a representative of the contributing donors, currently DFID and a representative of women's civil society organisations, viz. the Uganda Women's Network (UWONET). The Director of Gender of the Ministry of Gender Labour and Social Development or his/her representative will have observer status.

The members of the Joint Programme Steering Committee shall be senior management personnel of all signatory agencies to the joint programme document with similar level of decision-making authority. UN Agencies will be represented by the Head of Agency, Government by the Permanent Secretary and UWONET by the Executive Director.

3.1 Chair and Co-Chair

- The Chair of the SC will be the UN Resident Coordinator, and the Permanent Secretary of the Ministry of Gender Labour and Social Development will be the Co-Chair.
- UNIFEM (now part of UN WOMEN) will be convener and assume responsibility for organisation of meetings and secretarial support.

- However, all Steering Committee members retain the right to request convening of the Steering Committee through the Chair.

4.0 Responsibilities of the Steering Committee:

- Review and approve the joint programme document, including M&E framework & implementation plan, as provided by the Core Management Team
- Approve in writing all disbursements of the Programme funds from the Joint Programme Account held by UNDP acting as the Administrative Agent in accordance with the signed MOU with the participating agencies and in line with the Joint Programme Document.
- Review quarterly and annual progress Reports from the Core Management Team, the Mid Term Review (MTR) to be conducted after two to three years and review progress of implementation of the programme.
- Discuss implementation progress and identify solutions to any problems which might be raised by any of the programme partners
- Review and approve consolidated financial and narrative reports submitted by the designated authorities, viz. UNDP (Administrative Agent) and UNIFEM (coordinating Agency and on behalf of the Core Management Team) respectively.
- During the life of the joint programme, review proposals from UN agencies or implementing partners for major budget re-allocation such as major savings or cost increases, or for use of funds for significantly different activities
- Review evaluation findings related to impact and effectiveness of the joint programme for appropriate communication and future planning
- Advocate with donors for additional support for the Results Matrix.

5.0 Frequency of meetings:

The SC will meet at least three times a year; in January, July and October to review and approve annual work plans and budgets and to review progress reports – quarterly, six-monthly, annual or mid Term Review. Other decisions could be taken by consensus through joint memos, e.g. revisions to budgetary allocations.

Annex 3

TERMS OF REFERENCE**Gender Reference Group for the Joint Programme**

1.0 The Gender Reference Group (GRG) is the technical advisory group for the UN Joint Programme on Gender Equality.

2.0 Functions of the GRG

The Gender Reference Group will serve the following functions:

- a) Provide technical leadership and operational guidance to the programme implementation of the JP on Gender Equality.
- b) Review and harmonize annual work plans and budget.
- c) Review and provide inputs to the quarterly and year-end reports on Joint Programme implementation consolidated by the JP Coordinator,
- d) Review and provide input to all publication arising from out of the JP-funded programmes/projects; esp. branding ; circulate to Reference group members
- e) Facilitate the mobilization of operational support from government and civil society sectoral partners in the application of gender mainstreaming strategies supported by the JP Gender Programme.
- f) Participate in the joint monitoring activities of the programme.

3.0 The Composition of the Gender Reference Group

The GRG is composed of the Ministry of Labour, Gender and Social Development, the National Planning Authority, the Ministry of Finance, Planning and Economic Development, the Uganda Bureau of Statistics, the Office of the Prime Minister, representatives of the priority government sectors - Justice, Law and Order Sector (JLOS); Ministry of Agriculture, Animal Industry (MAAIF); Ministry of Education and Sports (MOES); Ministry of Local Government; civil society organizations – Forum for Women and Democracy (FOWODE) and Center for Domestic Violence Prevention (CEDOVIP); and representatives of the eleven (11) participating UN agencies.

3.1. Chair and Co-Chair

The GRG will be co-chaired by the designated representative of the Ministry of Gender, Labour and Social Development, to represent government, and by the UN Women (to represent the UN agencies).

4.0 Frequency of meetings:

The GRG shall meet quarterly.