I wish to congratulate all of us for organising a very successful E-Conference on the role of Quality statistics in National Development and Post COVID-19 Recovery in Uganda. I can attest that you all exhibited cooperation and teamwork as underpinned in our organizational values. The E-Conference continued to showcase our new organizational culture of being Evidence based. I applaud Dr. Imelda Atai Musana, DED/SPD together with the Communication and Public Relations team for ensuring the success of this event. The teams that went to the different regional centres of Soroti, Nebbi, Lira, Mbarara and Kabarole, also did us proud. We shall ensure to incorporate the feedback from the regions as we role our PNSD III framework. It was timely and necessary that we harness technology solutions to stay ahead and in control of the changing statistical needs of our country in this era of the COVID-19 pandemic.

I can only assure you that this is just the beginning. More such conferences, engagements and fora are in the pipeline with even more representation in the different 15 statistical sub regions. I wish to urge you to continue implementing them with utmost resolve and dexterity like you have exhibited.

Allow me to continue our series in regard to understanding what our UBOS household stands for. Last week, we looked at our Values; allow me to now explain more about our strategic goals in this Issue.

A goal is a desired result that an individual or organization sets. Goals help us to define our purpose, to grow and act as a measure of our progress. When good goals are set, they can stir commitment and motivation among all employees and thus lead to increased performance and attainment of organizational objectives. This explains why UBOS in its Sector Strategic Plan for Statistics has set three strategic goals to guide in execution of her duties.

Our strategic goals are:

**GOAL 1: Strengthened Development and production of quality statistics.**
Under this, the Bureau will:
- Expand the scope of the social and economic statistics production.
- Strengthen human resource management and development for statistical production and management.
- Strengthen ICT systems and infrastructure for support statistical production
- Enhance support services for UBOS operations

**GOAL 2: Enhanced Coordination, Cooperation and Partnerships in statistical production and management.**
The need for statistics as an enabler of achieving Sustainable Development Goals cannot be overemphasized. The following will be critical to building a stronger statistical system in order to fully exploit the role of data in development.

There is need to fully align the national data system to the national and global development frameworks to ensure progress reporting, impact analysis and comparability. At the core of this should be a shift from national and regional averages towards ensuring that data is disaggregated by the different dimensions such as ethnicity, sex, age, geographical areas, disability, among others, in order to support more targeted action. The ongoing efforts to update the National Standard Indicator framework in line with the third National Devel-
Development Plan and the SDGs is highly plausible, but its finalization should be expedited as a first step towards reducing the current data gaps.

Given the ever-evolving data ecosystem, **continuous capacity building at the national and sub-national levels** remains a pre-requisite. These initiatives should be local-driven, sustainable and managed collectively by those who benefit from them. In this vein, I applaud the Uganda Bureau of Statistics for its continued partnership with the UN Department of Economic and Social Affairs and being a key beneficiary of our capacity building programmes. Another example of this partnership is the current FAO-UBOS partnership on Agricultural Statistics Development through the AGRISURVEY.

Since 2018, FAO has been providing technical and financial support to UBOS to strengthen its statistical capacity and to improve the competencies of national statisticians in collecting, analyzing and disseminating agricultural data. In particular, FAO is assisting UBOS to:

1. Develop its capacity to carry out the Annual Agricultural Surveys (AAS),

2. Support the harmonization and integration of the sampling methodology by linking the Annual Agricultural Surveys and the Uganda National Panel Survey samples. As result, the two survey programmes will adopt the same agricultural questionnaires, allowing UBOS to alternate the field operations of the two surveys, improve cost-efficiency and harmonise the results. Despite this support, I call upon other development actors to complement ongoing efforts. We need to create an **open national data portal** that presents data in simple formats that can be interpreted and meet the needs of potential users. Data consumers must be helped to make sense of the overwhelming volumes of data and information through increased collaboration across actors such as policy makers, planners, media, civil society and the public to enhance their data literacy.

Lastly, we need to **appreciate and fully explore synergies and partnerships with the private sector, academia and civil society** for new and more innovative forms of data to supplement the traditional data generation methods. In several countries, public-private partnerships are enabling the use of big data and other non-traditional data sources in policy making by mainstreaming their use in official statistics. This is made possible through various arrangements, such as in-house production of statistics by data providers, direct transfer of private data to end users, the transfer of private data to a trusted third party and the outsourcing of certain functions. Since some of these innovations may come with risks and institutional, it will be imperative to improve data governance and quality assurance frameworks.

I invite you to engage the UN Pulse Lab in Kampala, the first data innovation lab in Africa with a team of data scientists, engineers, partnership specialists, academics and technical experts who create high impact tools to address local and regional challenges.
Members of the National Statistical System (NSS) have renewed their commitment to producing timely and quality statistics. The different players deliberated on the requisite and emerging statistical needs at the inaugural E-conference on Thursday, August 27, 2020.

Speaking at the maiden E-Conference on the Role of Statistics in National Development and post COVID-19 recovery in Uganda, Dr. Chris N. Mukiza, UBOS Executive Director compared quality statistics to clean water.

“Statistics is a public good. Governments are obliged to provide it to all citizens like they provide water and roads,” Dr. Mukiza explained.

H. E Rosa Malango, the UN Resident Coordinator reiterated the need for statistics as an enabler of achieving Sustainable Development Goals.

“I appeal to the public to cooperate with us and give us true information otherwise inaccurate information will lead to planning,” Dr. Mukiza emphasized. He requested Ugandans to use scientifically collected data and desist from using emotions in decision making.

“The COVID-19 pandemic has already had far reaching effects on businesses and greatly impacted on our development targets. Going forward, comprehensive and demand driven statistics will more than ever be essential in correcting the already evident economic shocks to support recovery during and the post pandemic era,” Dr. Mukiza added.
“There is need to fully align the national data system to the national and global development frameworks to ensure progress reporting, impact analysis and comparability,” H.E Malango noted.

Prof. Ben Kiregyera, a renowned International Statistics Consultant called for inclusiveness of all stakeholders in the implementation of the Plan for National Statistical Development III and aligning it to the National Development Plan.

“Statistics is a development issue, no development can take place minus statistics,” Prof. Kiregyera told participants in the E-Conference. He added that “If you don’t know them, you cannot plan for them.”

Dr. Sam Mugume, Principal Statistician from Ministry of Finance Planning and Economic Development applauded UBOS for the statistics it provides that have been critical in the implementation of different government programme.

“We need statistics now more than ever to tell us if we are making progress especially in the Programme Based Budgeting. If a justification for a survey is made, then funds can be found,” Dr. Mugume assured participants.

Dr. Gideon Badagawa, ED Private Sector Foundation Uganda thanked UBOS for coordinating the NSS. He noted that the Bureau involves stakeholders in its work.

“The functions of planning, prioritization and budgeting and implementation of programmes and projects are really anchored on the availability of quality and vital statistics,” Dr. Badagawa noted. He routed for collaboration to use the statistics produced by different actors to make decisions that can help society.

Dr. Michael Atingi-Ego, Deputy Governor Bank of Uganda appealed for the use of Information Technology in the collection and production of statistics in real time.

Ms. Adekemi Ndieri, The Deputy Country Representative for UN Women reechoed the need for gender disaggregated data saying it will help in identifying and closing the gender gaps. She noted that her organisation was looking at all the 18 sectors of government as noted in the NDP III to ensure that they develop targets that are gender responsive and those that will help in measuring progress in the years ahead.

The conference ran on for four hours and attracted participants from all over the country. Dr. Mukiza in his concluding remarks thanked all participants for sparing their time to attend and promised more close collaboration between users and producers of statistics.
The strategy to intensify the dissemination and use of statistics in the country shall be guided by the theme of the Plan for National Statistical Development III (PNSDIII), which is “Innovation, Modernization and Transformation of the National Statistical System (NSS)”.

There is a realization that uptake and use of statistics produced is still very low in the country. The Bureau, through the Division of Communication and Public Relations under the framework of PNSD III is coming with strategies to enhance dissemination and increase uptake of Statistics.

Data, and by implication Statistics, has been described as “the new oil” under the Fourth Industrial Revolution. People will need access to statistics as a public good for them to be fully involved in tapping into this “new oil”. The Bureau and the NSS produces a lot of statistics but little of this is easily accessed and utilised by the users. This limited access and use diminishes the value of statistics. As mentioned in the Bible, Mathew 5:14-16, people do not light a lamp and put it under a basket, but on a stand, for it to give light to all in the house. In the same vein, the Bureau shall ensure that all quality statistics produced are easily accessed by the intended users and put to good use.

The following strategies shall be deployed to strengthen dissemination and scale up use of statistics:

1) Utilizing innovative approaches to dissemination by taking advantage of the digital and ICT revolution. The Bureau shall embrace digital dissemination to ensure users access data in a timely manner from wherever they shall be. The channels shall include:
   - Website,
   - Data Portals,
   - Social media – Twitter, Facebook, WhatsApp, You Tube; etc,
   - SMS,
   - Digital billboards,
   - Mobile Apps,
   - Wikipedia and Blogs

2) Entering into strategic partnerships with key Stakeholders to engage and involve them along the entire statistical value chain. These include but are not limited to:
   - Media,
   - Policy Makers – Parliament,
   - The Executive – Presidency and Cabinet,
   - Development Partners,
   - MDAs
Local Governments,
Faith Based organizations,
Civil Society,
Private Sector, Research and Training Institutions, Cultural Institutions; etc

3) **Segmenting stakeholders and preparing specific simplified versions of statistical reports** “fit for purpose”. This shall involve targeted popular versions of the reports in form of leaflets, brochures, monologues, that suit specific segments of the stakeholders.

4) **Implementing statistics education programmes** to increase the competency of stakeholders to make good use of statistics. These shall be tailor made for different group of users and shall be developed and implemented starting from Schools to popularise the statistics profession at an early age and raise an evidenced based society.

5) **Teaming up with Uganda Statistical Society** in promoting the Statistics profession and enforcing quality and ethical standards in the dissemination of statistics. This will aim at guarding society from consuming poor quality statistics that are not generated following the professional standards.

6) **Disseminating and implementing the UBOS Client/Stakeholder charter** that guarantees the nature of our engagement with our clients and how we can work with them to avail quality statistics they need. The client charter outlines our promises, standards and service guarantees that we use to evaluate our service to our customers.

The Bureau shall during the next 5 years of PNSD III make sure that the profile of statistics in the country is elevated through improving access and utilisation. We shall take advantage of the digital era to reach our statistics users in real time and respond to their needs as quickly as possible. Statistics education shall be intensified by providing basic knowledge and skills on how to make good use of statistics in decision making at individual, household, community, local government and national levels. The Bureau shall take advantage of the government established structures right from village up to national level to make sure nobody is left behind in sharing this “new oil”.

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*L-R Mr. Keith Ahumuza –Statistician with Chief Administrative Officers from the Districts of Mbarara, Rukungiri and Buhweju who were among the panelists and participants from the Mbarara Centre during the E-Conference.*
By Nkoobe Oscar, Information Officer/Archives

We congratulate all staff who recently graduated at the virtual 18th Graduation Ceremony at the Uganda Management Institute on Friday, August 28, 2020. We wish them all the best in all their further endeavors.

As part of capacity building and professional development, the Bureau has continued to sponsor staff to undertake further studies in order to further widen the existing skill set and keep tabs on the emerging statistical and development challenges. Majority of the UBOS graduating staff benefited from the Institution’s training Fund. Traditionally, UBOS staff have history of excelling in UMI programmes which is a reciprocal justification of the Bureau as an unrivalled global center of excellence.

In the same vein, our staff i.e Ms. Linda Kaleebi – Information Technology Officer and Mr. Ivan Mafigiri Kanyeheyo – Information Officer / Protocol & Customer Care graduated with a First class Post Graduate Diplomas in Information Management Systems and Public Administration and Management respectively.

See full list of UBOS staff who graduated below:

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<th>NO.</th>
<th>NAME</th>
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<td></td>
<td>AKANKUNDA BARBRA</td>
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<td></td>
<td>IVAN MAFIGIRI KANYEHEYO</td>
<td>INFORMATION OFFICER/PROTOCOL</td>
<td>D/C&amp;PR</td>
<td>PGD PUBLIC ADMINISTRATION AND MANAGEMENT</td>
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<td>BETTY NAWOOVA</td>
<td>SENIOR STATISTICIAN</td>
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<td>PGD PROJECT PLANNING</td>
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<td>NAKIRYA MARGARET</td>
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<td>NAKIMBUGWE BERNADETTE</td>
<td>STATISTICAL ASSISTANT</td>
<td>DSES</td>
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<td></td>
<td>BRIAN SANYA</td>
<td>OFFICE ASSISTANT</td>
<td>HR</td>
<td>PGD PUBLIC ADMINISTRATION AND MANAGEMENT</td>
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District leaders in Eastern Uganda echoed the need for parish based statistical indicators. In the NDP III, the Parish is central to local development. The parish developmental model avails ‘organic’ statistics on what government needs to offer the citizens as it rolls government programmes.

This was revealed by Luke Lokwi Lukuda, the Chief Administrative Officer (CAO) of Soroti District as he made his input at the UBOS regional e-conference under the theme: “The role of statistics in national development and post COVID-19 recovery in Uganda” at Soroti Hotel.

He further reiterated that regional local governments are committed to supporting statistical data collection systems and methods as clearly enshrined in the PNSD III.

Lukuda noted that data on environment, geo-spatial information, health indicators, and education statistics among others can assist the districts in effective planning.

Dr. Imelda Atai Musana, Deputy Executive Director, Statistical Production and Development, in her address and submission underlined the importance of quality indicators to planners which she said, can help transform the communities by responding to the rightful needs of the populace.

She urged stakeholders to strengthen the use of digital technology to support reporting of different statistical indicators to planners including commonly used indicators such as price statistics, population figures, agriculture indicators, health data, and education statistics among other relevant statistical indicators.
On Thursday, August 27, 2020 - the ‘world stopped’ to catch a glimpse of UBOS’ maiden E-conference under the theme: The Role of Quality Statistics in National Development and Post Covid-19 Recovery in Uganda. The conference that was telecast live on the three major national televisions i.e Uganda Broadcasting Corporation (UBC), NBS TV and NTV ran from 10.00am to 2.00pm and had a regional touch on the ground. At the regions, and in strict observance of the COVID-19 Standard Operating procedures (SOPs), some selected CAOs physically followed proceedings to put into context the emerging statistical needs in the higher local governments. In particular, the CAOs of Kabarole, Hoima and Kasese represented the teams in the Tooro and Bunyoro regions.

On the other hand, the UBOS team was captained by Mr. Bernard Justus Muhwezi (Manager, Geo Information Services) who led both teams (UBOS & Regional District Leadership) through the proceedings of the e-conference at the Mountains of the Moon Hotel in Kabarole. On the sidelines of the E-conference, Mr. Muhwezi and the regional leaders addressed Journalists. Mr. Amis Masereka (Kasese CAO), while submitting live on television during the e-conference, underlined the importance of availing disaggregated statistics up to parish level to enable all inclusive planning. The teams also conducted radio talk shows at the leading regional radio stations to further engage the public on the current statistical developments more so, the impact of COVID-19 on household and business sectors.

The regional leaders applauded UBOS’ initiative and called for many more fora of the same nature into the future. The leaders pledged their continuous support in building a formidable National Statistical System necessary to avail quality statistical indicators necessary to fuel the National Development Plan III. Quality indicators are also vital if the country is to achieve a fundamental shift from a peasantry society to a modern middle class economy.
Radio listeners in the West Nile region have asked for more statistical literacy from the Uganda Bureau of Statistics. This was expressed during a radio talk show held on Pakwach FM following the E-Conference organized by UBOS with a center in Nebbi District.

“We want to know what statistics are, how they are collected, how to tell authentic from false statistics and generally how to use them in our daily life,” noted one caller on Pakwach FM.

UBOS, in its quest to fulfill its mandate of being the principal data collecting, processing, analyzing and disseminating agency responsible for coordinating and supervising the National Statistical System more especially during the COVID-19 era organized an E-Conference televised on three TVs namely; UBC, NBS and NTV.

The maiden e-conference on the plan for National Statistical development was held under the theme; “The Role of Quality Statistics in National Development and Post Covid-19 Recovery in Uganda.” The conference was aimed at increasing awareness and advocacy for production and use of quality statistics.

Nebbi Satellite Hotel One graciously hosted the conference of the Nebbi centre. This was coordinated by a team from UBOS that included: Mr. James Muwonge- Director Professional Service’s Unit, Mr. Charles Adriku- Senior GEO-Information Officer and Ms. Carolyn Namagembe -Senior Information Officer. Participants included Mr. Kabugo Deo—Ag.CAO Koboko Mr. Bimbona Simon -CAO Nebbi, and members of the press. Out of the 20 participants only one was a female.

“Data from these surveys is useful in informing policy formulation and overall development planning. The data is required for measurement of human development and monitoring social goals with particular focus on the measurement of poverty and unemployment for the Sustainable Development Goals and the National Development Plan III,” noted Mr. Muwonge. He was explaining the relevance of the Uganda Panel Survey and Uganda National Household Surveys.

He added that these play a big role in showing trends and providing information on what is happening between censuses. They further show dynamics to the household indicating what is changing, where the areas of improvement are and by so doing guide decision making at national and subnational levels and also fill gaps that censuses cannot answer.

On his part Mr. Kabugo Deo, Ag.CAO Koboko appreciated UBOS for engaging Local Governments. He mentioned that statistics are critical for management of Local government and service delivery. In his presentation he pointed out the primary data sources that are generated both daily and monthly that UBOS
should analyze and interpret for better service delivery. These data sources include primary enrolment where majority of learners enroll in Primary One and Primary two but reduce eventually at other levels, Projects under Office of the Prime Minister (OPM) for example the Northern Uganda Social Action Fund (NUSAf) that requires gender balancing.

He explained that women participation in the different local development agenda such the Koboko transformational agenda has been hindered by their lack of control over land and inability to make independent decisions. Mr. Bimbona requested that UBOS conducts baseline surveys that can be analyzed for better planning.

“We would like government to look into the issue of self-settled refuges that are competing for the little social services in the different districts with refugee settlements,” Mr. Bimbona requested.

Mr. Muwonge addressed the press and informed them that the e-conference was one of the ways UBOS was trying to see how to collect the relevant statistics, improve dissemination and how to use technology in promoting quality statistics especially during the COVID-19 pandemic.

Radio talk shows were held on Rainbow FM in Nebbi and Packwach FM in Packwach district. Listeners requested that UBOS conducts more outreaches to sensitize the masses about statistics, their use, and accessibility. It was clearly seen that there is thirst for more statistical information.
The UBOS maiden e-conference attracted technocrats and policy players from across sectors, discussed the importance of Statistics towards supporting national and international development agenda.

At the Lira Centre, Mr. Patrick Okello (Director, Agriculture and Environment Statistics –UBOS) underscored the importance of exploiting technology to revolutionize statistical production and dissemination during and in the post COVID-19 era.

The Lira centre also had in attendance, Chief Administrative Officers (CAOs); Mr. Ogwang Robert Charles - Kitgum, Mr. Aliau Paul - Apac and Mr. Okello Francis who represented our host CAO in Lira. Regional journalists from the leading media houses also attended the event. The UBOS team also included Dickens Ocen (Statistician) and Joshua Mubulire (Information Officer).

Mr. Ogwang, ACAO Kitgum who spoke on behalf of all other CAOs present, appreciated UBOS for the relentless effort laid in the processing of data and resultant dissemination which has immensely helped in drawing a road map for the district operations. He however pointed out a few challenges especially with data that is not aligned to the area specifics;

“One of the challenges is that you collect data from villages and sub counties, but you compile National reports and deprive us a chance of getting information pertaining to our specific areas. We thus implore you to generate area specific reports to ease our planning”, Ogwang said.

At the end of the conference, Mr. Okello addressed the media emphasising that most of UBOS operations might get a new look with a blend of technology due to less personal interactions dictated by the COVID-19 pandemic. He gave an example of the recent COVID-19 impact assessment that was conducted through phone calls.

Mr Okello also informed participants that UBOS has planned to undertake various other surveys and censuses next year including the Uganda Census of Agriculture, The Uganda Demographic and Health Survey (UDHS), the National Service Delivery Survey (NSDS), the Uganda Business Inquiry (UBI) and that the National Population and Housing Census (NPHC) is expected in 2022.
The Annual Headline Inflation for the year ending August 2020 declined to 4.6%, as compared to 4.7% that was realised in July 2020.

While presenting the findings today in the Statistics Conference hall, Mrs. Aliziki Kaudha Lubega said that the decrease was due to the Annual Energy Fuel Utilities (EFU) Inflation that decreased to 4.3% for the year ending August 2020 compared to 6.6% in July 2020.

The decrease in EFU inflation was driven by Solid Fuels Inflation that decreased to 13.4% in August 2020 compared to 20.6% in July 2020. The charcoal Inflation declined to 13.6% in August 2020 compared to 20.9% recorded for the year ended July 2020.

The Annual Food Crops and related Items Inflation increased to -5.4% for the year ending August 2020 compared to -5.5% recorded in July 2020. Annual Fruits Inflation increased to -12.3% in August 2020 compared to -12.6% for July 2020.

The Monthly Headline Inflation for August 2020 rose by 0.3% compared to 0.1% rise recorded in July 2020. Increase mainly due to Monthly Food Crops and Related Items Inflation that rose by 1.2% in August 2020, compared to minus 4.9% in July 2020. Monthly Fruits Inflation increased by 4.6% in August 2020, compared to 3.7% drop for July 2020.

On the side of fuels, the Monthly Energy Fuel and Utilities Inflation dropped by 0.3% during August 2020 from the 1.0% drop recorded in July 2020. Monthly Core Inflation increased by 0.2% in August 2020; (0.9% rise in July 2020).

The highest inflation was registered amongst the Kampala Middle income people, with 5.5% inflation in August compared to the 4.8% registered in July. Jinja and Masaka inflation was registered at 5.4% in August compared to 5.2% in July while FortPortal registered 3.1%.
In delivering our service promises, we need to be aware of the power and dynamics of face-to-face communication while dealing with our clients. For instance, when talking face-to-face, your tone of voice, facial expression and posture should be a perfect medium of communication between you and your client. Your sense of posture should be able to convey that you are sincerely interested in their thoughts, feelings and/or conversation. You can take notes, and even say their words back to them to confirm that you have heard and/or understood them.

Adding the “personal touch” of face-to-face communication is much more important to us as an Institution since we deal with multiple outside clients and stakeholders. A sense of “community” comes with the ability to interact and socialize. This sets the foundation for trust, and ultimately creates a better working relationship.

While face-to-face communication may not always be an option more so in the COVID-19 “new normal”, it is important that we psychologically put it into perspective at all times. Whenever possible, take the time to interact with our clients face-to-face and enjoy the benefits.

**At UBOS, all of us should commit to genuinely deliver on our service promises to our clients and, in so doing, endeavor to:**

i) To Smile;

   ii) To Greet with courtesy everyone we meet during the course of our work;

   iii) To know Our Jobs and the Bureau that we represent;

   iv) To treat the clients’ concerns as our concerns;

   v) To treat our co-workers as we would the clients; and

   vi) To always remember that courtesy matters in communication.

**Whenever Clients communicate with us, they should find us:**

i) Courteous;

   ii) Willing to assist and be responsive to their needs;

   iii) Fair and professional;

   iv) Sensitive to diversity issues; and

   v) Accountable as well as adhering to sound business practices.

**When we perform services to and for our clients, we should:**

i) Explain our services and deliverables to them;

   ii) Aim to exceed their expectations;

   iii) Demonstrate technical and professional competence in providing statistical services; and

   iv) Respect as well as maintain customer confidentiality.

**As the UBOS family, we should ask ourselves a key question:**

We live in a world where we spend vast amounts of time communicating via e-mails, WhatsApp, text messages, phones, teleconferencing and social media to our seniors, colleagues, clients and customers. Whilst the digital age (including the dictates of the ‘new normal’) may enable us to connect more quickly with each other and make e-commerce and global contacts faster, has it cost us that very important face-to-face communication with another human being (who could be our valued client)?

The benefits of speaking with our clients, stakeholders, seniors or colleagues face-to-face, is our power to influence and build stronger, more long-lasting relationships. If you are able to read a person’s facial expression, body language and decipher meaning through their tone, you are far closer to developing that all-important trust and rapport necessary for any successful business relationship.
Remember, it takes at least two people to carry on a quarrel.

It’s difficult to remember in the heat of a disagreement that it takes two to quarrel. It may help to remember that no one can disagree with you while you are agreeing with them. This is not to suggest that you should compromise your principles. It is possible, however, to remain true to your beliefs while simultaneously searching for common ground that will enable you to work productively with others who may at first disagree with you. When others are upset with you or with a situation that involves you, let them know that you understand how they feel. Examine the problem from their point of view. What is the source of the conflict? How could it be resolved in a manner that would satisfy the interests of all involved? How have you contributed to the problem? When you try to find solutions instead of attempting to affix blame, others will almost always respond in kind.

COMMUNICATION TIP

Make sure you are understood.

Don’t blame the other person for not understanding. Instead, look for ways to clarify or rephrase what you are trying to say so it can be understood.

COVID-19 Safety Precautions

At UBOS, we care about health and safety
- Wash and sanitise your hands
- Wear a mask while in public
- Practise social distancing

Chris N. Mukiza (PhD)
Executive Director - UBOS

We live an Evidence Based Culture

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