



Strategy for the Development of Gender Statistics 2018/19 – 2019/20



Theme:

*Illuminating the path towards
Gender Equality in Uganda*

March, 2018





THE REPUBLIC OF UGANDA

Strategy for the Development of Gender Statistics 2018/19 – 2019/20

Theme:

Illuminating the path towards Gender Equality in Uganda



March, 2018

Strategy for the Development of GENDER STATISTICS 2018/19 – 2019/20

Theme:

Illuminating the path towards Gender Equality in Uganda

Published 2017

Published by: Uganda Bureau of Statistics

Address: Plot 9 Colville Street
P. O. Box 7186, Kampala- Uganda.

Tel: (+256) 414 256 706 000

Fax: (+256) 414 256 237 553

Email: ubos@ubos.org

Website: www.ubos.org

Copyright ©2016 Uganda Bureau of Statistics (UBOS),

The material in this document may be freely reproduced provided due acknowledgement is made to the publisher and source.

With technical and financial support of:

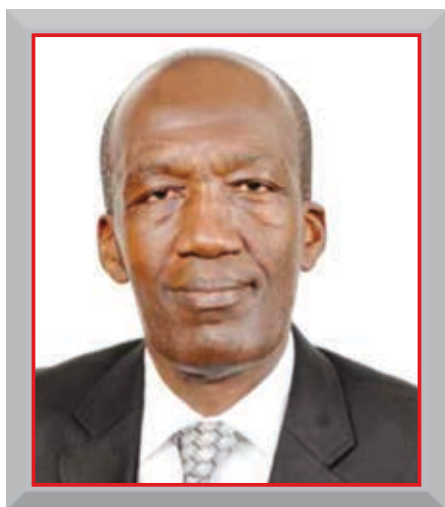
UN Women Uganda

UKaid

ISBN: 9789970594238



Preface



The adage of ‘leaving no one behind’ of the Sustainable Development Agenda 2030 underscores inclusiveness of all humans in service delivery across all sectors. Uganda has ratified and continues prioritise requirements of the Agenda 2030 through production and use of gender statistics. These provide data and information addressed towards the attainment of equity and equality in policy formulation, planning and decision making processes; as well as measuring performance and designing interventions by government and other organisations. The Government of Uganda developed the National Priority Gender Equality Indicators (NPGEIs) to guide the production of comprehensive gender statistics addressed to the requirements of the National Development Plan (NDP II) and the Sustainable Development Goals (SDGs).

The Uganda Bureau of Statistics (UBOS) has developed a “Strategy for Development of Gender Statistics” to guide the production of the NPGEIs and to improve the production and use of gender statistics in general. The publication presents strategic objectives addressed to the requirements of the NDP II and the SDGs necessary for the institutionalisation of gender statistics in Uganda. The strategy elaborates the implementation and financing plan which translates the strategies into compatible actions to be accomplished to improve the production and availability of gender statistics. In addition, the plan presents proposed dissemination techniques and higher promotional mechanisms in the use of gender statistics.

The strategy is addressed to five strategic goals. The goals are (i) Strengthening Coordination and management of gender statistics production and use; (ii) Human resource capacity for production and use of gender statistics; (iii) Production and use of gender statistics; (iv) Enhancing advocacy and dissemination of gender statistics; and (v) Improving resource mobilisation for gender statistics production and use. The implementation of this plan consists of translating the strategies into actions which will be implemented to reach the goal “A model Gender Responsive National Statistical System”.

I would like to appreciate the contribution of our Development Partners. Specifically, I acknowledge the United Nations Women’s Organisation (UN Women) and the United Kingdom (UK) Department for International Development (DFID) that supported the development of this Strategy for Development of Gender Statistics. I wish to also extend special appreciation to the key partner institutions and members of the Gender Statistics Technical Advisory Group (GSTAG) and Sub-Committee as well as to UBOS for the strategic leadership. I, therefore, encourage and appeal to all key stakeholders, particularly the planners, policy and decision makers, programme developers and implementers responsible for institutionalisation of gender statistics in Uganda to make use of this valuable information.

I hope that the strategy will be useful to planners, administrators, policy makers and development partners to develop appropriate programmes and policies for gender equality. Meanwhile, suggestions and comments for further improvement of this publication in future are most welcome.

Ben Paul Mungyereza
EXECUTIVE DIRECTOR
UGANDA BUREAU OF STATISTICS

Contents

Preface.....	iii
List of Acronyms	vi
Chapter One	1
Introduction	1
1.1 Background	1
1.2 Objectives.....	3
1.3 Process of developing the Strategy	3
1.4 Organisation.....	3
Chapter Two.....	4
Situation Analysis.....	4
2.1 Stakeholders Analysis of gender statistics	4
2.2 Priority Areas of Gender Statistics	4
2.3 Status of Gender Statistics production	5
2.3.1 Coordination and Management of gender statistics production and use.....	5
2.3.2 Human Resource Capacity for the production and use of gender statistics.....	5
2.3.3 Production and use of gender statistics	5
2.3.4 Advocacy and Dissemination of gender statistics.....	5
2.3.5 Resource mobilisation mechanisms	5
2.4 SWOT Analysis.....	6
2.5 Challenges	6
2.5.1 Weak coordination among players	6
2.5.2 Weak policy and legal framework.....	7
2.5.3 Inadequate capacity to produce and use gender statistics	7
2.5.4 Poor quality data.....	7
2.5.5 Limited resources	7
2.5.6 Advocacy and dissemination	7
Chapter Three.....	8
Strategic Framework for Development of Gender Statistics	8
3.1 Overview	8
3.2 Vision	8
3.3 Mission	8
3.4 Strategic Goals and Objectives.....	8
3.5 Core Values and Principles	8
Chapter Four:.....	9
Strategies for Improving Gender Statistics.....	9
4.1 Strategic Goal 1: Strengthening coordination and management of gender statistics production and use	9
4.2 Strategic Goal 2: Strengthening the human resource capacity for production and use of gender statistics	10

4.3	Strategic Goal 3: Strengthening the production and use of gender statistics	10
4.4	Strategic Goal 4: Enhancing advocacy and dissemination of gender statistics.....	12
4.5	Strategic Goal 5: Improving resourcing mobilisation for production and use of gender statistics	12
Chapter Five		14
Implementation and Financing Plan		14
5.1	Introduction	14
5.2	Institutional Arrangement	14
5.2.1	Uganda Bureau of Statistics (UBOS)	14
5.2.2	MDAs and HLGs	14
5.2.3	Civil Society Organisation/Research Organisations	14
5.2.4	Gender statistics Sub-Committee	15
5.2.5	Gender Statistics Advisory Committee.....	15
5.2.6	Inter- Agency/ Inter-District Committees.....	15
5.3	Key Actions	15
5.3.1	Engendering current surveys and Conduct Special Surveys	15
5.3.2	Advocacy and Communication to promote gender statistics	16
5.3.3	National level perspectives	16
5.3.4	Sub-national level perspectives:	16
5.3.5	Update the National Priority Gender Equality Indicators	16
5.3.6	Creation of a gender statistics database and web-enabled resource center	17
5.3.7	Flagship Report of Women and Men in Uganda-Facts and Figures (bi-annual)	17
5.3.8	Drafting District Gender Profiles	17
5.3.9	Updating the Gender Statistics Profiles for the Priority Sectors (MDAs)	18
5.3.10	Capacity Building Training.....	18
5.3.11	Development of Qualitative data on Gender Statistics	18
5.3.12	Aligning to the Global Innovative Initiative of gender Statistics	18
5.3.13	Providing gender data for the SDG monitoring Report	18
5.4	Financial Resources	18
5.5	Risks and Mitigation.....	19
5.6	Monitoring Plan	19
5.6.1	Develop the theory of change for gender statistics strategy.	19
5.6.2	Identify the desired results and establish their linkage with the objectives as well as performance indicators.	19
5.6.3	Develop performance indicators across all the levels of the result chain.....	19
5.6.4	Establish baselines for the targets from which progress can be measured.....	19
5.6.5	Conduct annual reviews on implementation of the strategy.....	19
5.6.6	Compile Quarterly monitoring reports on the progress of implementation.	19
5.6.7	Conduct the terminal evaluation of this strategy.	19
Annexures.....		21
Annex 1: Logical Framework		21
Annex 2: Planned Activities of Gender Statistics for next three years		31
Annex 3: Summary Budget for the Development of Gender Statistics (UGX '000)		37
Annex 4: Acknowledgements		38

List of Acronyms

BPfA	Beijing Platform for Action
CSOs	Civil Society Organisations
DSCS	Directorate of Statistical Coordination Services
GBV	Gender Based Violence
GoU	Government of Uganda
HLGs	Higher Local Governments
MDAs	Ministries, Departments and Agencies
MGLSD	Ministry of Gender, Labour and Social Development
MIS	Management Information System
MoFPED	Ministry of Finance, Planning and Economic Development
MoWE	Ministry of Water and Environment
MUK	Makerere University, Kampala
M&E	Monitoring and Evaluation
NDP	National Development Plan
NPGEIs	National Priority Gender Equality Indicators
NSS	National Statistical System
PFMA	Public Finance Management Act
PNSD	Plan for National Statistical Development
SDGs	Sustainable Development Goals
SWGS	School of Women and Gender Studies
SWOT	Strengths, Weaknesses, Opportunities and Threats
UBOS	Uganda Bureau of Statistics
UGP	Uganda Gender Policy

Introduction

1.1 Background

Gender Statistics is an area that cuts across traditional fields of statistics to identify, produce and disseminate statistics that reflect the realities of the lives of women and men, and policy issues relating to gender (UBOS, 2013¹). Gender statistics is central for evidence based policy, planning and decision making. There are several international and regional declarations promoting the production of gender statistics including the Beijing Platform of Action (BPfA, 1995), the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs), the Agenda 2063-the Africa We Want, the African Charter on Human and People's Rights (1981) and African Union Solemn Declaration on Gender Equality in Africa (2004), among others.

The BPfA, emphasises the centrality of gender statistics in its strategic objective, "Generate and disseminate gender disaggregated data and information for planning and evaluation (H.3)". The declaration underlines the specific imperative actions to be implemented by national and international statistical agencies, in order to achieve the above objective. The actions include collecting data on roles and responsibilities of women and men in society, developing an appropriate list of gender indicators, coordinating and strengthening gender statistics programmes, improving data collection in different thematic areas through adoption of international standard concepts and classification of work, improving dissemination of statistics and meeting user needs.

The 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs) adopted by world leaders in 2015, embody a roadmap for progress that is sustainable and leaves no one behind. Within the SDGs, Gender Equality and the Empowerment of Women and Girls is both upheld through a standalone goal (Goal 5), and mainstreamed throughout the other sixteen goals. Gender statistics is critical for monitoring progress on gender equality and ensuring successful implementation of the entire SDG agenda. The Inter-Agency Expert Group on SDGs (IAEG-SDGs) included an overarching principle of data disaggregation, where relevant, by income, sex, age, race, ethnicity, migratory status, disability and geographic location, and/or other background characteristics, in accordance with the Fundamental Principles of Official Statistics (General Assembly resolution 68/261).

The Government of Uganda (GoU) ratified these declarations and subsequently developed policies and frameworks to support the production, dissemination and use of gender statistics. These national policies and frameworks include the Vision 2040, National Development Plan (NDP), Uganda Gender Policy (UGP) and the Plan for National Statistical Development (PNSD) among others. These policies and frameworks re-echo the principles of inclusiveness and the notion of leaving no one behind.

The Second National Development Plan (NDP II) recognises the achievement of gender equality and empowerment of all women and girls as one of the international, regional and national obligations of the country. It is also noted that the absence of clear indicators for monitoring and evaluation of gender mainstreaming, as well as limited availability of gender statistics for effective programme design has made it difficult to assess the impact attributable to gender mainstreaming efforts. The NDP II, therefore, emphasises the mainstreaming of gender (as one of the crosscutting issues alongside HIV/AIDS, climate change, and environment) in planning and budgeting. It also acknowledges the increased

¹ *Compendium of Concepts and Definitions on Gender Statistics*

institutionalisation of gender planning in all sectors and increased collection of gender statistics and information through research.

The UGP (2007), acknowledges the collection, analysis, reporting and dissemination of data and information through the already established periodic surveys, censuses, participatory poverty assessments and other related activities as well as sector Management Information Systems (MIS) as critical entry points and opportunities for generating gender statistics and sex disaggregated data and information for Monitoring and Evaluation (M&E) on gender equality. The UGP has a dedicated strategy of ensuring the collection, retrieval, compilation, packaging and dissemination of gender statistics, and calls upon all Ministries, Departments and Agencies (MDAs) to disaggregate all data and information that informs planning and decision-making by all levels where applicable. The disaggregation is by sex, gender, age and other socioeconomic characteristics such as disability.

The PNSD is a comprehensive framework for strengthening statistical capacity in the country, and establishing structures, as well as institutional frameworks and arrangements that bridge producers and users of statistics in the National Statistical System (NSS). It specifically features the need, and provides for the development of gender responsive statistics to monitor progress on gender equality and empowerment of women and girls.

Notable progress has been made in the production and use of gender statistics - and this has raised the profile of gender statistics within the country and beyond. This is partly attributed to the establishment of structures for development of gender statistics. The structures include the Gender Statistics Unit ((GSU) at the Uganda Bureau of Statistics (UBOS), nomination of Gender Focal Persons in the MDAs and Higher Local Governments (HLGs), establishment of the Gender Statistics Technical Advisory Group (GSTAG), the Gender Statistics Sub-Committee of the PNSD Inter-Agency Committee (IAC). In addition, increased financing, partnerships and strategic interventions have also contributed to the development of gender statistics. Today the Public Finance and Management Act (PFMA), 2015 compels MDAs to develop gender and equity responsive budgets. This requires integration of gender statistics in the planning, budgeting and resource allocation processes. The National Priority Gender Equality Indicators (NPGEIs) were also established to provide a framework for the production of indicators, for measurement of Gender Equality and Women's Empowerment (GEWE).

However, the country is still faced with a number of challenges in the production and use of gender statistics:-

- i. Limited production, dissemination and publication of gender statistics;
- ii. Inadequate capacity (technical and human resource) to produce, disseminate and use of gender statistics in the National Statistical System (NSS);
- iii. Duplication of efforts and working at cross purpose in the production of gender statistics (weak linkages among players); and
- iv. Financial constraints for gender statistics activities.

The rationale for development of this strategy is to address challenges constraining the production and use of gender responsive statistics in Uganda. The strategy provides mechanisms for production of quality gender statistics in the NSS.

1.2 Objectives

The overall objective of this strategy is to strengthen the production and use of gender statistics in Uganda. The specific objectives are to:

- i. Strengthen coordination and management of gender statistics production and use;
- ii. Strengthen the human resource capacity for production and use of gender statistics;
- iii. Strengthen the production and use of gender statistics;
- iv. Enhance advocacy and dissemination of gender statistics; and
- v. Improve resource mobilisation for gender statistics production and use.

1.3 Process of developing the Strategy

A participatory approach was used in the development of this strategy. The process was spearheaded by UBOS and involved consultations with the PNSD implementing MDAs, the Gender Statistics Sub-committee, Gender Statistics Technical Advisory Group and Development Partners.

Specifically, the following steps were undertaken:-

- i. Relevant documents were reviewed to identify the national priority areas of gender statistics.
- ii. Assessment tools were developed.
- iii. A rapid assessment was conducted in selected MDAs.
- iv. The information collected was analysed to inform development of the strategy.
- v. The strategy for development of gender statistics was drafted.
- vi. Consultations were conducted with the PNSD contact persons, GFPs and other technical experts in MDAs to validate and refine the draft strategy.

The process entailed a wider acceptance of the strategy among the major implementing agencies and development partners.

1.4 Organisation

The strategy comprises five chapters and annexes. Chapter One is the introduction, and contains the background, mandate and gender issues in Uganda; objectives, the process and organisation of the plan. Chapter Two follows with an in-depth analysis of the stakeholders of gender statistics, priority areas for gender statistics mentioned in the policy documents, the status of gender statistics production and finally the Strengths, Weaknesses, Opportunities and Threats (SWOT) in production and use of gender statistics, as well as the challenges faced there-in. Chapter Three examines the strategic framework which delineates the Vision, the Mission, Strategic Objectives and the Core Values and Principles in production and use of gender statistics in Uganda. Chapter Four details the strategies under the five strategic goals. Each strategy includes specific actions necessary for improved gender statistics production and use. Chapter Five is the implementation and financing plan of the strategy with institutional arrangement and financial outlays for the plan period, as well as the monitoring plan of the strategy.

Situation Analysis

This chapter contains the status of gender statistics production and use in Uganda. It presents a detailed analysis of the stakeholders, priority areas of gender issues mandated by the GoU as well as an analysis of the Strength, Weakness Opportunities and Threats (SWOT) and challenges faced in the production and use of gender statistics are also lime lighted here.

2.1 Stakeholders Analysis of gender statistics

S/N	Stakeholder	Role in gender statistics
1	MDAs	<ul style="list-style-type: none"> Production of national level statistics from regular administrative sources, surveys and censuses. Use of gender statistics for planning, budgeting and resource allocation. Capacity building in production and use of gender statistics.
2	CSOs	<ul style="list-style-type: none"> Use of gender statistics for planning, budgeting, resource allocation and M&E. Generation of programme specific/small area statistics. Advocacy for the production and use of gender statistics.
3	Development partners	<ul style="list-style-type: none"> Funding for production and use of gender statistics. Use of gender statistics for planning, budgeting, resource allocation and M&E. Advocacy for the production and use of gender statistics.
4	Academia and researches	<ul style="list-style-type: none"> Capacity building in production and use of gender statistics. Collaborative studies and research in gender statistics. Advocacy for the production and use of gender statistics.
5	Media	<ul style="list-style-type: none"> Dissemination of the gender statistics. Advocacy for the production and use of gender statistics.

2.2 Priority Areas of Gender Statistics

The national development framework documents mention some priority areas of gender where necessary gender statistics need to be produced as soon as possible. These include information on women in leadership and decision-making positions, women in labor force, ownership of land by women and control of assets, access to reproductive health services, Gender Based Violence (GBV), access to education by girl children and women in conflict situations, among others. In addition to the national level gender statistics, there are needs identified on gender issues and related data at district level. The GoU developed the NPGEIs to address both national and international concerns on measurement of the progress on gender equality and women's empowerment. The accompanying metadata was developed and indicator points captured for all existing levels of disaggregation in order to address sub-national gender concerns.

2.3 Status of Gender Statistics production

The status has been established based on the five (5) main objectives of developing this strategy. Those are:-

2.3.1 Coordination and Management of gender statistics production and use

UBOS is mandated to coordinate, monitor and supervise the NSS. There are several players in the production and use of gender statistics. However, there is a weak coordination mechanism for these players, and this has resulted into duplication of efforts and working at cross purpose in the production of gender statistics. In addition, some of the current statistics are not aligned to the priority areas of gender and/or the demands of users. They also sometimes do not use the statistics to address concerns of gender equality and women's empowerment.

2.3.2 Human Resource Capacity for the production and use of gender statistics

There exist structures for development of gender statistics in the NSS. There are provisions for the appointment of Gender Focal Persons in the MDAs and HLGs as well as planning/statistics units. However, not all these posts are filled and wherever they exist are characterised by high staff turnover especially in the hard to reach areas. A capacity building programme was developed and is being implemented in the MDAs and HLGs. However, gender statistics is still a fairly new concept and the technical competence to identify and address gender issues through statistics has not yet been fully mastered.

2.3.3 Production and use of gender statistics

UBOS is mandated as the principal agency for the collection, analysis and publication of integrated, relevant, reliable and timely statistical information. It executes this mandate through undertaking of censuses and surveys, and compilation of administrative data from the MDAs. There have been efforts to mainstream gender in the routine data production processes. This has led to the production of more gender responsive census and survey reports, gender analytical reports and specific gender surveys. The guidelines for production of gender statistics have also been developed. However, there is incompatibility in methodologies used in these surveys and censuses in comparison with the recommended practices in the production of gender statistics. For example, measurement of unpaid care work and time-use statistics necessitates thematic surveys on those gender issues which are at the moment not regularly undertaken.

2.3.4 Advocacy and Dissemination of gender statistics

There are initiatives for advocacy and dissemination of gender statistics. These include the advocacy and dissemination strategy for gender statistics, the media training in gender statistics, the high level meeting on gender statistics, the Annual Gender Statistics Forum, press releases, brochures, and many others. However, the packaging makes the information difficult to comprehend by gender statistics users. In addition, not all the information collected pertaining to gender statistics is published.

2.3.5 Resource mobilisation mechanisms

Production of gender statistics has been prioritised by the Government of Uganda (GoU), and has attracted support from Development Partners. A number of programmes have been supported, such as the Capacity Building Programme for Gender Statistics, Development of the Guidelines for production of gender statistics, Gender statistics profiles, Women and Men in Uganda-Facts and Figures, 2017 among others. However, the support by Development Partners is temporary and intermittent and this necessitates commitment to full funding by GoU.

2.4 SWOT Analysis

An analysis of the overall Strengths, Weaknesses, Opportunities and Threats (SWOT) in the production and use of gender statistics, are documented here as follows:-

Strengths	Weaknesses
<ul style="list-style-type: none"> Defined statistical priorities in the Plan for National Statistical Development (PNSD) and Sector and Local Government Strategic plans for Statistics (SPSS). Institutionalisation of gender statistics in the structure of the Bureau and the NSS. Integration of gender statistics requirements in some of the regular censuses, surveys and administrative data production programmes. Implementation of a capacity building programme on gender statistics. Existence of reference documentation for gender statistics. Existence of technical staff to support gender statistics 	<ul style="list-style-type: none"> Weak coordination among players. Silence about gender statistics in the UBOS Act (1998). Inadequate and intermittent resources allocation for gender statistics production. Inadequate capacity to generate, analyze, report on gender statistics. Inadequate capacity to package and disseminate gender statistics to the different categories of users. Limited awareness among policy makers, legislators and others on the use of gender statistics. Limited appreciation of concepts and methodologies for gender statistics among producers.
<ul style="list-style-type: none"> Government support and commitment to produce quality gender statistics. Existence of policy and legal frameworks with requirements for gender includes gender statistics (1995 Constitution, UGP 2007, PFMA 2015 etc.). Donor support. Increasing demand for gender statistics among various players in the NSS to monitor development results frameworks. Improved regional/global initiatives to guide innovative approaches in producing gender statistics. Existence of research and academic institutions. 	<ul style="list-style-type: none"> Cultural & Social constraints that affect collection of some gender sensitive data. (GBV, ownership of land etc.). Dynamic demands for gender statistics arising from evolving development framework requirements. Inconsistent use of the concepts and methodologies for gender statistics. Changing policies and priorities of development partners.

2.5 Challenges

The production of gender statistics in Uganda is faced with a number of challenges. These include:

2.5.1 *Weak coordination among players*

There is a weak coordination mechanism among the many players in the production and use of gender statistics. This has resulted into duplication of efforts and working at cross purpose. In addition, some of the current statistics are not aligned to the priority areas of gender and/or the demands of users. They also sometimes do not use the statistics to address concerns of GEWE.

2.5.2 Weak policy and legal framework

Production of gender statistics is guided by policy and legal frameworks; however, overtime these evolve resulting into dynamic demands and requirements for gender statistics. In Uganda, gender statistics is not explicitly reflected in the UBOS Act 1998 which governs statistical production. This has contributed to limited production of gender statistics in the NSS and is coupled with the non-existence of a gender statistics policy to guide MDAs and other actors to produce the required disaggregated data.

2.5.3 Inadequate capacity to produce and use gender statistics

Gender statistics is a fairly new concept which requires technical competence to identify and address gender issues. However, there is inadequate capacity to generate, analyze and report gender statistics. The existing capacity building programme has not been fully implemented to address the capacity gaps in the NSS.

2.5.4 Poor quality data

There are inconsistent and incomparable concepts, definitions and methodologies used in undertaking surveys and censuses as well as compilation of administrative data to produce gender statistics.

2.5.5 Limited resources

Resources to support gender statistics production are usually inadequate and unpredictable due to changing priorities of government and development partners.

2.5.6 Advocacy and dissemination

Advocacy is important for appreciation of gender statistics. However, there is inadequate capacity to package and disseminate gender statistics to meet user demands. In addition, there is limited awareness among policy makers, legislators and other users of gender statistics. This is coupled with the changing cultural and social constraints in the society, which affect collection of some of the required gender statistics.

A strategic approach is, therefore, required to address the challenges affecting the production of gender statistics in Uganda.

Strategic Framework for Development of Gender Statistics

3.1 Overview

This chapter presents the strategy, core values and principles for development of gender statistics in Uganda.

3.2 Vision

The vision for the development of gender statistics in Uganda is:-

“A model gender responsive National Statistical System”

3.3 Mission

The mission for development of gender statistics is:

“To provide quality, demand driven, gender responsive statistics in the NSS that support policy, planning, decision making, research and development initiative towards the achievement of gender equality.”

3.4 Strategic Goals and Objectives

The following strategic goals and objectives will be implemented to achieve the mission of the strategy.

Strategic Goal 1: Strengthen coordination and management of gender statistics production and use.

Strategic Goal 2: Strengthen the human resource capacity for production and use of gender statistics.

Strategic Goal 3: Strengthen the production and use of gender statistics.

Strategic Goal 4: Enhance advocacy and dissemination of gender statistics.

Strategic Goal 5: Improve resource mobilisation for gender statistics production and use.

3.5 Core Values and Principles

The following values and principles will guide the production and use of gender statistics:-

- i. **Quality:** Production of gender statistics in Uganda meeting the international standard.
- ii. **User Responsiveness:** Meet the user need of gender statistics for mainstreaming gender in policy planning.
- iii. **Inclusiveness:** Ensure inclusiveness by focusing the gender statistics production at the sub-national level and for the vulnerable and marginal groups, such as Persons With Disability (PWDs), indigenous/tribal women.
- iv. **Innovation:** Adoption of modern and new approaches in gender statistics production aligning with the regional/global initiatives.

Strategies for Improving Gender Statistics

This chapter presents the strategic goals, objectives, strategies and actions for improved production and availability of Gender Statistics in Uganda.

4.1 Strategic Goal 1: Strengthening coordination and management of gender statistics production and use

Coordination of the various players is central to the production of quality gender statistics. It promotes dialogue between stakeholders which is a pre-requisite for consensus building through establishment and operationalisation of intra and inter - institutional collaborations, partnerships and structures for integration of gender in statistical production and use in the NSS.

Issue

There is weak coordination among key players in the NSS which has resulted into duplication of efforts and working at cross purpose in the production of gender statistics. For example, some of the statistics are not aligned to the current gender priorities and/or user demands.

Strategic Objective 1: To Establish and operationalise coordination mechanisms for production of gender statistics.

Specific Actions

- 1.1 Re-constitute the Gender Statistics Committees (GSCs), the Gender Statistics Sub-Committee (GSSC) and Gender Statistics Advisory Group (GSAG) to increase dialogue between users and producers.
- 1.2 Participate in national, regional and international gender related fora.
- 1.3 Develop and implement a monitoring and evaluation plan for gender statistics production.
- 1.4 Conduct quarterly meetings for the Gender Statistics Sub-committee.

Strategic Objective 2: To develop and institutionalise the Data Management System (DMS) of Gender Statistics.

Specific Actions

- 1.1 Develop a central data repository for gender statistics.
- 1.2 Integrate in the gender statistics database into the existing IMIS at UBOS with special focus to NPGEIs.
- 1.3 Update the gender statistics web page on the UBOS website.

Strategic Objective 3: To enhance legal and institutional frameworks to support production and use of gender statistics

Specific Actions

- 1.1 Integrate gender in the MDA and HLG strategic plans for Statistics.
- 1.2 Advocate for amendment of Statistical Act (Fourth Schedule) to produce the regular gender statistics.

- 1.3 Support the integration of gender statistics in the gender and equity budgeting process.
- 1.4 Promote the utilisation of the rules and regulations for conducting surveys and censuses in the NSS.

4.2 Strategic Goal 2: Strengthening the human resource capacity for production and use of gender statistics

Human resource development is a cornerstone in the production of gender statistics. The production of gender statistics requires the recruitment, retention and training of appropriate staff. The training on concepts and methodologies in gender statistics should be regular to respond to the requirements of evolving frameworks. The limited use of gender statistics is partly attributed to the low capacity to analyse and interpret data.

Issue:

There is limited use of gender statistics due to the low capacity to analyse and interpret data. Although there are approved positions that are critical for the production of gender statistics in the MDAs and HLGs, not all these posts are filled. Besides, there is a high staff turnover, wherever they are filled. Moreover, inadequate skills for collection, analysis and reporting hinder the availability of gender statistics in the NSS.

Strategic Objective 1: To enhance capacity for production and use of gender statistics.

Specific Actions

- 1.1 Conduct regular capacity needs assessment for gender statistics producers in the NSS.
- 1.2 Develop an inventory of gender statistics resource persons to support development of gender statistics.
- 1.3 Review the capacity building programme for gender statistics.
- 1.4 Conduct regular training for stakeholder handling gender statistics in the NSS.
- 1.5 Lobby for the recruitment of staff to support gender statistics production in the NSS.
- 1.6 Procure equipment to support production of gender statistics.
- 1.7 Review and harmonise the roles of gender focal persons.

4.3 Strategic Goal 3: Strengthening the production and use of gender statistics

Production of demand-driven gender statistics requires strengthening the integration of gender issues in statistical production chain. This involves incorporation of gender concepts, definitions and methodologies in the planning and implementation of statistical programmes. This strategic goal encompasses the necessary actions to be undertaken for ensuring the availability of gender statistics which are necessary for policy, planning and implementation towards gender equality and women empowerment.

Issue

Some of the concepts, definitions and methodologies used in surveys and censuses differ from the internationally recommended practices for the production of gender statistics. Currently, the analysis and reporting does not adequately reflect gender issues. Quantitative surveys sometimes do not adequately capture gender issues and there is need for qualitative studies.

Strategic Objective 1: To standardise gender statistics production in accordance with national, regional and international guidelines and standards.

Specific Actions

- 1.1 Update and align the National Priority Gender Equality Indicators to SDGs, NDP II and related development frameworks.
- 1.2 Update the compendium of concepts and definitions on gender statistics.
- 1.3 Contribute to development of relevant questions for Tier II of the NPGEIs with required level of disaggregation.
- 1.4 Contribute to development of methodology to generate Tier III NPGEIs with required level of disaggregation.

Strategic Objective 2: To provide technical support for the production of gender responsive statistics in the NSS.

Specific Actions

- 1.1 Undertake a gender statistics user need assessment and profile strategic/priority areas of gender statistics.
- 1.2 Define gender indicators for potential surveys and censuses.
- 1.3 Incorporate gender requirements in the planning for census, survey and administrative data processes.
- 1.4 Integrate gender requirements in the methodology for undertaking surveys and censuses.
- 1.5 Develop gender responsive tools and instruments for conducting censuses, surveys and administrative data collection.
- 1.6 Support data analysis to produce gender responsive reports.
- 1.7 Support the integration of gender in Statistical Abstracts.
- 1.8 Integrate gender into district profiles.
- 1.9 Produce qualitative reports to complement qualitative surveys and undertake analysis on key gender issues at the national and sub-national level.

Strategic Objective 3: To increase the availability of gender statistics in the NSS

Specific Actions

- 1.1 Reprocess data to generate Tier I and II indicators of the NPGEIs with the required level of disaggregation.
- 1.2 Undertake in-depth analysis of existing survey and census data to produce gender responsive statistics.
- 1.3 Produce the flagship gender statistics report “Women and Men in Uganda: Facts and Figures”.
- 1.4 Compile selected sector gender statistics profiles.

4.4 Strategic Goal 4: Enhancing advocacy and dissemination of gender statistics

Statistics are produced for planning, policy, research, decision making, monitoring, development and management initiatives. It is therefore necessary to ensure that the information is readily available, accessible and user friendly. Advocacy is important for appreciation of gender statistics.

Issue

There is limited awareness of gender statistics among policy makers, legislators and other users. In addition, there are changing cultural and social constraints in the society that affect collection of some of the required gender statistics. Besides, there is inadequate capacity to package and disseminate gender statistics to meet user demands.

Strategic Objective 1: To increase awareness of gender statistics

Specific Actions

- 1.1 Develop an advocacy strategy to promote the production of gender statistics.
- 1.2 Identify key stakeholders for collaboration and partnership in promoting gender statistics.
- 1.3 Develop advocacy tools and materials on gender statistics to sensitise stakeholders.
- 1.4 Conduct regular gender statistics user forums.
- 1.5 Conduct regular gender statistics user visits.

Strategic Objective 2: To improve dissemination mechanisms for gender statistics.

Specific Actions

- 1.1 Develop a dissemination strategy to promote and use of gender statistics.
- 1.2 Develop content for dissemination.
- 1.3 Prepare tools and materials for categories of stakeholders.
- 1.4 Conduct dissemination workshops for categories of stakeholders.

4.5 Strategic Goal 5: Improving resourcing mobilisation for production and use of gender statistics

Implementation of gender statistics activities requires adequate, timely and regular technical support and funding at institutional or the national level. Hence the need for technical and financial assistance to support production of responsive statistics.

Issue

Resources to support gender statistics production are usually inadequate and unpredictable due to changing priorities of government and development partners. Moreover, Gender statistics being a relatively new concept, requires specialised skills and expertise which has high financial implications.

Strategic Objective 1: To design mechanisms for resource mobilisation.

Specific Actions

- 1.1 Develop a concept for resource mobilisation to support gender statistics.

- 1.2 Identify and profile a list of potential development partners for gender statistics.
- 1.3 Integrate gender statistics financial requirements in strategic plans, programmes, work plans and budgets.
- 1.4 Hold donor coordination meetings to discuss funding priorities and modalities.

Implementation and Financing Plan

5.1 Introduction

This chapter describes the implementation mechanisms that will be employed to achieve the strategic objectives. These include identifying the institutional arrangements, key actions to be undertaken, monitoring plan and the actors responsible for the implementation of the strategy.

5.2 Institutional Arrangement

The institutional arrangements for implementing this operational plan are aligned to the existing structures of the NSS. The structures involve public and private stakeholders at national and district levels. The structures include the Sector Statistics Committees (SSCs) and the District Statistics Committees (DSCs), the Gender Statistics Sub-Committees (GSSCs), the Gender Statistics Advisory Group (GSAG) and the Plan for National Statistics Development (PNSD) Inter-Agency Committee (IAC) and the PNSD Steering Committees. UBOS steers the coordination, supervision and monitoring of the implementation of gender statistics programmes and activities.

5.2.1 *Uganda Bureau of Statistics (UBOS)*

The Bureau has established and operationalised a gender statistics unit in the Directorate of Statistical Coordination Services (DSCS) to promote the production and use of gender statistics in the NSS. The unit is responsible for coordination and monitoring of gender statistics programmes and activities in the Bureau and the NSS. Gender focal persons have been nominated at directorate, MDA and LG levels to support development of gender statistics.

The specific roles and responsibilities of the Bureau will include:-

- i. Coordination and planning.
- ii. Resource mobilisation.
- iii. Monitoring and Evaluation.
- iv. Reporting and sharing information on the activities and programmes implemented.
- v. Provision of technical support in the NSS.

5.2.2 *MDAs and HLGs*

MDAs and HLGs under the PNSD will work closely with UBOS to implement the strategy. This will involve integration of gender statistics activities and programmes in their development plans and budgets to produce responsive statistics. The SSC and DSC committees will lobby for allocation of resources to support production of gender statistics. The gender focal persons, officers in charge of planning and PNSD contact persons in the MDAs and LGs will provide technical backstopping to the sector statistics committee and District Statistics Committee to produce gender statistics.

5.2.3 *Civil Society Organisation/Research Organisations*

The CSOs and research organisations will collaborate with UBOS, MDAs and HLGs to produce and use gender statistics. They will also advocate for and contribute to the production of qualitative gender statistics production and use of gender statistics in collaboration with UBOS and MDAs.

5.2.4 Gender statistics Sub-Committee

This comprises selected Ministries, Departments and Agencies (MDAs), academic and research institutions as well as Civil Society Organisations (CSOs) that produce and use gender statistics in the NSS. The committee is guided by the Terms of Reference (TORs) in Annex 4.

5.2.5 Gender Statistics Advisory Committee

This comprises representation of gender technical experts selected from key institutions that include UBOS, School of Women and Gender Studies Makerere University (SWGS-MUK), Ministry of Gender, Labour and Social Development (MGLSD), Ministry of Finance, Planning and Economic Development (MFPED), CSOs, Ministry of Water and Environment (MoWE). The TORs in Annex 4 guide the committee.

5.2.6 Inter- Agency/ Inter-District Committees

These comprise representation of contact persons from MDAs and Higher Local Governments (HLGs) implementing the PNSD. The TORs in Annex 4 guide the committees.

5.3 Key Actions

In order to institutionalise gender statistics in Uganda, as per the strategy for development of gender statistics, there is need to improve the availability, dissemination and promotion of gender statistics. The following major activities need to be accomplished as early as possible: identify the data need, review concepts and definitions pertaining to gender issues and statistics, build gender statistics skill, conduct workshops on gender statistics, produce surveys in thematic areas at national and sub national level, develop advocacy tool and strategy for promotion of gender statistics, conduct user-producer dialogue, enact law, establish linkages with partners and donor to develop gender statistics etc.

The outlines of the primary and key activities are included here and complete list of activities are contained in the Year wise plan in the annexure.

5.3.1 Engendering current surveys and Conduct Special Surveys

UBOS and MDAs have regular sample surveys which usually captures the data by sex. These survey results need to be engendered by scrutinizing the tabulation plan to ensure the status of women is fully manifested. Various surveys and censuses can be engendered within national statistical system. Those include population censuses and surveys, business censuses and surveys and administrative records. Each of these types of data collection can provide important gender-relevant information provided gender perspectives are integrated into relevant aspects of the collection. Statistical producers need to evaluate whether existing collections need improvement for gender statistics purposes and identify practical ways of achieving needed improvements.

In addition to the above surveys, special surveys can be conducted to capture the gender statistics, such as time use survey, GBV survey, gender pay gap survey. Time use survey is one of the important survey which captures patterns in paid and unpaid work; the value of unpaid work within and outside the national accounts production boundary; engagement in voluntary community work; sharing of household responsibilities and care of dependents; time stress; the balance between work and leisure.

GBV is an important social concern in Uganda, the post conflict areas in north-western part of the country. It can be perpetrated by both women and men but is most commonly carried out by men against women and other men. As it tends to be significantly under-reported in criminal justice systems, specially designed population surveys are a key source of information. They can show the prevalence, type, context, and

impact of such violence, as well as the relationship between those involved. This special survey can be carried out in such areas.

5.3.2 Advocacy and Communication to promote gender statistics

Advocacy activities regarding promoting gender statistics will ultimately depict the differential position of women and men in the society for the potential target group such as policy makers, planners, programme managers etc. The advocacy activities concentrate adopting the measures to bring the people around to the means of understanding and active participation with continuous efforts to establish the sustainability of changing behavior.

5.3.3 National level perspectives

- **National Dialogue on use of gender statistics:** Conduct regular National User-Producer dialogues would be organised by quarterly basis to sensitise the national policy makers, government officials and other key stakeholders in promoting gender statistics. The dialogue will present a key note paper emphasising need of gender statistics in policy planning. The policy makers, key officials of the government, planners, development partners and other MDAs will attend the dialogue.
- **Workshop with senior journalists:** Workshops with the senior journalists of the national level media will focus the salient gender issues in the country to enable them integrate the gender statistics into their rapportage in order to enrich content.
- **Debate competition on gender issues:** Debate competitions can be arranged among the university and college level students with a view to sensitise the gender issue and use of gender statistics.
- **Develop BCC and IEC materials:** These Behavioral Change Communication (BCC) as well as Information, Education and Communication (IEC) materials could be developed, considering the effectiveness of using good gender statistics to target certain audiences.

5.3.4 Sub-national level perspectives:

- **Consultation meeting:** Consultation meetings on local gender issues with empirical evidence at sub-national level will be arranged with the key stakeholders and media.
- **Workshop with local journalists:** The project will arrange a workshop for local journalists in a view to enhancing the understanding of regional gender issues.
- **Set up of Bill boards with messages and data on gender:** Those will cover the main thoroughfares with the messages of gender issues and adequate data to draw people's attention.
- **Evidence based documentaries on gender issues:** Visual documentary will be developed highlighting the areas in which women's status is lagging.
- **District data base with a gender section:** District web-based data can have a section on gender statistics where gender issues of that district will be displayed along other resourceful information.

5.3.5 Update the National Priority Gender Equality Indicators

Further dissemination and advocacy for the NPGEIs will ensure adherence to production of the statistics there-in and their subsequent use. There is also need to compile the data points for each of the indicators and, where possible, disaggregated to all levels. The NPGEIs should also be updated to include a wider range of sectors such as the Energy, Trade, Tourism, among others.

5.3.6 Creation of a gender statistics database and web-enabled resource center

A central database of gender statistics is necessary to retrieve required information about the status of women and men from a systematic manner. This data warehouse will serve as a central resource center where all relevant time series data on thrust areas of gender will be available. The central database will be accessible through the web by the users. This is a joint effort by MGLSD and UBOS with financial support by development partners. The detailed design and financial outlays of this activity will be presented soon so that the operationalisation can be done as early as possible.

5.3.7 Flagship Report of Women and Men in Uganda-Facts and Figures (bi-annual)

Gender disaggregated data are very much needed for prescribing appropriate policy measures and development intervention for the women. As a national statistical organisation, the UBOS has been generating data for meeting the needs of development planning and policy making. Gender disaggregated data will be presented in this publication, are from surveys and administrative records from all possible sources.

In light of the user's demand for gender statistics, the Women and Men in Uganda: Facts and Figures will be drafted in bi-annual basis by accumulating published and unpublished data from different MDAs. The Beijing Platform of Action recommended to national governments regular publication of this flagship product.

The report will present the status on women and men in Uganda in the thrust areas: Gender and Population; Human Rights; Leadership and Political Participation; Economy, Work and Poverty; Health; Education. Each section will present the latest available statistics on women and men in that sector. More importantly, it will give an analysis of the statistics from a gender perspective, surfacing the gender inequalities and calling attention to issues that must be addressed. The objectives of this publication are:-

1. To make gender responsive data and analysis available to as many development actors as possible;
2. To compare the status of women and men with the baseline data on gender sensitive statistics that government and development partners can use in the process of promoting women's advancement and monitoring changes in their lives and status; and
3. To facilitate the development of capacities for the collection, processing, analysis, dissemination and utilisation of gender sensitive statistics for gender-responsive planning and policy making in Uganda.

5.3.8 Drafting District Gender Profiles

The district profile will be a handbook to expose the status of women and men at the district level. The district committee of statistics will take leadership role to collect gender statistics from the local departments, analyses the data and finally draft the report. The recommendation by the assessment of local government shows that the district profile should reflect the following information on: land ownership title, percent of rural work, net enrolment rate, women's political representation, maternal mortality ratio, access to health services, HIV/AIDS prevalence, unemployment rate, occupational segregation, percent of GBV cases reported and disposed, trafficking in person's patterns. A composite index of gender status can be shown for comparison among the districts.

5.3.9 Updating the Gender Statistics Profiles for the Priority Sectors (MDAs)

Sectoral gender statistics profiles capture the status of women in different thematic areas such as health, education, agriculture, water and energy as well as in the Justice, Law and Order Sector (JLOS). These thematic reports are useful in informing policy on gender equality. The reports should be updated in every 2-3 years by embedding the new focus relating to the SDGs.

5.3.10 Capacity Building Training

Capacity building of UBOS and MDAs statisticians to produce gender statistics is the crucial task. To make the training sustainable, the curricula should be integrated in the capacity building directorate in UBOS. The capacity building training will be on gender concepts, mainstreaming gender, process of developing gender statistics, gaps of gender statistics in the current surveys and censuses, special survey modules (Time use and GBV).

5.3.11 Development of Qualitative data on Gender Statistics

Qualitative information is critical for understanding causes of gender inequality at the different settings. This dimension of gender indicators identifies the backward linkages and caters for the programme managers to intervene in a strategic way to address the issue. Academia and the Civil Society Organisations (CSOs) can help to produce the qualitative data for the gender indicators.

5.3.12 Aligning to the Global Innovative Initiative of gender Statistics

New initiative came up globally as data revolution to enrich the data collection source of gender statistics. Open data sources are one of the areas to explore. Global fora are working to develop guidelines to use these sources. UBOS has to coordinate with the global entities including United Nations Statistics Division (UNSD) to participate and undertake themselves on these global initiatives and should share the ideas of national perspective of open data sources.

5.3.13 Providing gender data for the SDG monitoring Report

UBOS will take the lead to ensure that the gender data is available and used for the SDG monitoring reports which is coordinated by the Office of the Prime Minister (OPM).

5.4 Financial Resources

This strategy has been costed at UGX. 3,324,495,000/=. This will largely be financed by the GoU through routine activities, regular surveys and censuses with a view to ensuring they are gender responsive. Development partners will contribute the additional resources.

5.5 Risks and Mitigation

Risks	Mitigation
Inadequate leadership support at all levels for implementation.	<ul style="list-style-type: none"> Disseminate the strategy to ensure appreciation and ownership at all levels. Hold regular discussions among partners at all levels to sustain leadership support.
Failure to sustain the capacity for implementation.	Development Partners and other stakeholders will sustainably provide capacity building to implement the strategy.
Insufficient cooperation of stakeholders.	The cooperation from Development Partners donors is low since the primary discussion and Letter of Undertaking (LoU) will guarantee the continuous support from them. Existing joint coordination structures and mechanisms for implementing activities will mitigate the bottlenecks issues during implementation.
Delays or inadequate funding for interventions.	Frequent coordination meetings to advocate for adequate commitment and timely disbursements of funding for implementing activities.

5.6 Monitoring Plan

It is of paramount importance to monitor implementation of activities on a regular basis in order to track progress and mitigate existing challenges within the planned timeframe. In addition, it reveals whether the present actions are in line with the goal or not and provide rational explanations.

UBOS will perform a lead role in monitoring and evaluation of this strategy. Participatory approaches will be employed in all the monitoring and evaluation activities to ensure collective learning and capacity development, integration of stakeholder requirements and wider communication.

A monitoring and evaluation plan will be developed for this strategy and includes the following steps.

5.6.1 Develop the theory of change for gender statistics strategy.

5.6.2 Identify the desired results and establish their linkage with the objectives as well as performance indicators.

5.6.3 Develop performance indicators across all the levels of the result chain.

5.6.4 Establish baselines for the targets from which progress can be measured.

5.6.5 Conduct annual reviews on implementation of the strategy.

5.6.6 Compile Quarterly monitoring reports on the progress of implementation.

5.6.7 Conduct the terminal evaluation of this strategy.

The following are the lists of tools which will be used for monitoring of improving gender statistics in Uganda:-

Monitoring tool/ mechanism	Actor		
	Gender Unit/UBOS	MDAs	Objectives
Progress and/or quarterly reports (to be presented to the High-level committee)	✓		
Stakeholders meeting/ workshop	✓	✓	
Meeting of High Level Committee	✓		Greater coordination
Annual progress report	✓	✓	
National Consultative Meeting /User-Producer dialogue	✓		For the final recommendation and adoption of revised intervention and setting new targets.

Annexures

Annex 1: Logical Framework

Intervention Logic	Objectively Verifiable Indicators (OVI)	Means of Verification (MoV)	Assumption
Vision: A model gender responsive NSS	<ul style="list-style-type: none"> Quality score of gender statistics User Satisfaction rate Foreign missions understudying Gender Statistics in Uganda 	<ul style="list-style-type: none"> NSS Quality Assessment Reports User Satisfaction Reports 	<ul style="list-style-type: none"> Favorable political and economic climate for production of statistics. Consistent support from GoU and Development partners.
Mission: To provide quality demand driven gender responsive statistics in the NSS that support policy, planning, decision making, research, and development initiative to achieve/on gender equality.	<ul style="list-style-type: none"> Percentage of NPGEIs with updated and readily accessible metadata. % increase of MDAs utilising gender statistics in their MPS. Rate of usage of gender statistics for the Gender and Equity Budgeting. % increase in MDAs/HLGs producing engendered statistical reports. 	<ul style="list-style-type: none"> Data Request Logs Ministerial Policy Statements Statistical Reports 	<ul style="list-style-type: none"> Strong coordination among players. Adequate capacity to generate, analyze, report on gender statistics. Appreciation for the production and use of gender statistics among MDA CEOs.
Results/Outputs			
Output 1: Coordinated and well managed gender	<ul style="list-style-type: none"> Number of functional structures gender statistics 	<ul style="list-style-type: none"> Quarterly Progress reports 	<ul style="list-style-type: none"> Willingness of the govt. to engender the policies and programmes.

Intervention Logic	Objectively Verifiable Indicators (OVI)	Means of Verification (MoV)	Assumption
statistics production and use in the NSS.	<ul style="list-style-type: none"> Number of MDAs and LGs with gender statistics focal persons Number of national, regional and international gender related fora participated in. Monitoring and Evaluation reports on gender statistics. Functionality of the central data repository and website. Number of engendered SSPs and LGSPs. 	<ul style="list-style-type: none"> Monitoring reports Report of gender statistics. UN Joint Programme evaluation report. Gender statistics database, central repository and website. 	<ul style="list-style-type: none"> Effective partnerships for generation and use of gender statistics. Regular participation of relevant staff in gender statistics for a. Institutionalisation of gender statistics in the structure of the NSS.
Output 2: Capacity of Human Resource for Production and use of statistics strengthened	<ul style="list-style-type: none"> Number of modules for gender statistics training developed/customised. Number of trainings conducted on gender statistics annually. Number of staff in the NSS recruited and supported to produce GS. Level of implementation and integration of GS in the UBOS capacity building programme. 	<ul style="list-style-type: none"> Training Reports Staff Capacity Needs Assessment Reports Statistical Journals Terms of Reference Human resource recruitment Reports 	<ul style="list-style-type: none"> Existence of technical experts to support gender statistics capacity. Regular refresher training on concepts and methodologies for gender statistics. Stakeholders collaboration in building capacity in the production and use of gender statistics.

Intervention Logic	Objectively Verifiable Indicators (OVI)	Means of Verification (MoV)	Assumption
Output 3: Production and use of gender statistics in the NSS strengthened	<ul style="list-style-type: none"> • Extent of update of NPGEIs. • Concepts and definitions of gender statistics standardised by 2019. • Number of statistical papers on GS presented nationally and internationally. • Number of MDAs and LGs technically supported to engender surveys/censuses/admin and products annually. • Number and Cost of gender specific Surveys conducted per year. • Methodologies developed for Tier II and III. • Number and category of Gender Statistics Reports. 	<ul style="list-style-type: none"> • NPGEIs • Methodological Reports • Survey/Census Reports • M&E Reports • Gender Statistics Papers • Journals • Sector Profiles • Women and Men publication 	<ul style="list-style-type: none"> • Availability of technical capacity to produce GS. • Willingness of actors to incorporate GS in their data production processes. • Continuous demand for Gender statistics.
Output 4: Advocacy and dissemination of gender statistics enhanced	<ul style="list-style-type: none"> • Advocacy strategy developed and implemented. • Level of implementation of GS advocacy strategy. 	<ul style="list-style-type: none"> • User satisfaction survey reports • Website logs • Resource Center 	<ul style="list-style-type: none"> • Statistics produced are easily accessed and utilised. • Gender statistics users appreciate the importance of gender statistics.

Intervention Logic	Objectively Verifiable Indicators (OVI)	Means of Verification (MoV)	Assumption
	<ul style="list-style-type: none"> Number of popular/abridged versions/in-depth analytical reports on Gender produced annually. Number of GS users reached annually (website). Number of complaints on GS registered annually. Number of GS User-producer forums conducted annually. 	<p>Visitors' book/reports</p> <ul style="list-style-type: none"> Dissemination Reports Statistical publications/Survey reports Monitoring reports 	<ul style="list-style-type: none"> Demand for gender statistics Existence of reference documentation for gender statistics.
Output 5: Resource mobilisation for production and use of gender statistics improved.	<ul style="list-style-type: none"> % Increase in resource allocation to gender statistics-GoU. Number of MOUs signed with donors to support gender statistics. Number of concepts for resource Mobilisation developed. Number of potential development partners identified and profiled. 	<ul style="list-style-type: none"> Donor Coordination reports Signed MOUs Concept papers BFP Procurement reports 	<ul style="list-style-type: none"> Adequate and sustainable donor support. Support and commitment from GoU. Adequate social, political and economic stability.

Activities	Inputs	Budget (UGX '000)	Assumptions
Activity 1: Strengthen coordination and management of gender statistics production and use. 1.1 Re-constitute the gender statistics committees; (the gender statistics sub-committee, gender statistics advisory group) to increase dialogue between users and producers. 1.2 Participate in national, regional and international gender related fora. 1.3 Develop and implement a monitoring and evaluation plan for gender statistics production. 1.4 Conduct quarterly meetings for the gender statistics sub-committee. 1.5 Develop a central data repository for gender statistics. 1.6 Integrate in the gender statistics database into the existing IMIS at UBOS with special focus to NPGE Indicators. 1.7 Update the gender statistics web page on the UBOS website. 1.8 Integrate gender in the MDA and HLG strategic plans for Statistics.	<ul style="list-style-type: none"> Letters and emails to committee members Travel allowances Visas Monitoring Plan and tool Venues for workshops and meetings Consultancy fees Allowances Equipment and consumables Personnel Standard guideline of coordination Financial resources Legal Fees Funding proposals TORs for committees 	1,050,100	<ul style="list-style-type: none"> Effective national, sectoral and local mechanism for gender statistics collection exist. Effective partnership with adequate capacity for generation and use of gender statistics exists. Stakeholders are responsive and participative. Timely release of fund from the donors. Timely procurement of equipment. Competent personnel in place. Conducive working environment. Competent personnel in place.

Activities	Inputs	Budget (UGX '000)	Assumptions
<p>1.9 Advocate for amendment of Statistical Act (forth schedule) to produce the regular gender statistics.</p> <p>1.10 Support the integration of gender statistics in the gender and equity budgeting process.</p> <p>1.11 Promote the utilisation of the rules and regulations for conducting surveys and censuses in the NSS.</p>	<ul style="list-style-type: none"> Communication costs Vehicles 		<ul style="list-style-type: none"> Human resource strategy for gender statistics in place. Capacity building plan in place. Regular training on concepts and methodologies for gender statistics. Availability of subject specific experts. Timely availability of funds Efficient procurement procedures Timely and coordinated planning. Flexibility of implementation arrangements. Records available for gender analysis. Capacity to advocate for and disseminate gender statistics.
<p>Activity 2: Strengthen the human resource capacity for production and use of gender statistics</p> <p>2.1 Conduct regular capacity needs assessment for gender statistics producers in the NSS.</p> <p>2.2 Develop an inventory of gender statistics resource persons to support development of gender statistics.</p> <p>2.3 Review the capacity building programme for gender statistics.</p> <p>2.4 Conduct regular training for stakeholder handling gender statistics in the NSS.</p> <p>2.5 Lobby for the recruitment of staff to support gender statistics production in the NSS.</p> <p>2.6 Procure equipment to support production of gender statistics.</p>	<ul style="list-style-type: none"> Capacity Needs Assessment Tools Technical expertise Proper data collection instrument Capacity building plan Training manual and Materials Equipment and consumables Software Financial resources Communication cost 	486,980	

Activities	Inputs	Budget (UGX '000)	Assumptions
2.7 Review and harmonise the roles of gender focal persons.	<ul style="list-style-type: none"> • Training venues • Training allowances • Consultancy services • Tuition fees • Concept papers • Procurement forms 		<ul style="list-style-type: none"> • Timely availability of funds. • Updated gender statistics infrastructure. • Adequate staffing levels. • Efficient procurement procedures. • Timely and coordinated planning. • Flexibility of implementation arrangements. • Willingness of donors to fund gender statistics. • Adequate social, political and economic stability. • Financial discipline among NSS staff • Support and commitment from GoU.
Activity 3: Strengthen production and use of gender statistics. 3.1 Update and align the National Priority Gender Equality Indicators to SDGs, NDP II and related development frameworks. 3.2 Update the compendium of concepts and definitions on gender statistics 3.3 Contribute to development of relevant questions for Tier II of the National Priority Gender Equality indicators with required level of disaggregation. 3.4 Contribute to development of methodology to generate Tier III NPGEIs with required level of disaggregation. 3.5 Undertake a gender statistics user need assessment and profile strategic/priority	<ul style="list-style-type: none"> • Data collection tools • Consultancy services • Stationery • TORs for committees • Venues for trainings, workshops and meetings • Allowances • Communication costs • Travel costs • Vehicles 	999,370	

Activities	Inputs	Budget (UGX '000)	Assumptions
<p>areas of gender statistics.</p> <p>3.6 Define gender indicators for potential surveys and censuses.</p> <p>3.7 Incorporate gender requirements in the planning for census, survey and administrative data processes.</p> <p>3.8 Integrate gender requirements in the methodology for undertaking surveys and censuses.</p> <p>3.9 Develop gender responsive tools and instruments for conducting censuses, surveys and administrative data collection</p> <p>3.10 Support data analysis to produce gender responsive reports</p> <p>3.11 Support the integration of gender in Statistical Abstracts</p> <p>3.12 Integrate gender into district profiles.</p> <p>3.13 Produce qualitative reports to complement qualitative surveys and undertake analysis on key gender issues at the national and sub-national level.</p> <p>3.14 Reprocess data to generate Tier I and II indicators of the NPGEIs with the required level of disaggregation.</p>			

Activities	Inputs	Budget (UGX '000)	Assumptions
3.15 Undertake in-depth analysis of existing survey and census data to produce gender responsive statistics.			
3.16 Produce the flagship gender statistics report "Women and Men in Uganda: Facts and Figures".			
3.17 Compile selected sector gender statistics profiles			
Activity 4: Enhance advocacy and dissemination of gender statistics.		639,765	
4.1 Develop an advocacy strategy to promote the production of gender statistics.	<ul style="list-style-type: none"> • Advocacy Plan with tool • IEC materials • Equipment and consumables • Technical expertise • Stationary • Production and dissemination guidelines • Meeting venues • Meeting allowances • Consultancy services • Media fees 		
4.2 Identify key stakeholders for collaboration and partnership in promoting gender statistics.			
4.3 Develop advocacy tools and materials on gender statistics to sensitise stakeholders.			
4.4 Conduct regular gender statistics user forums.			
4.5 Conduct regular gender statistics user visits.			
4.6 Develop a dissemination strategy to promote the use of gender statistics.			
4.7 Develop content for dissemination.			
4.8 Prepare tools and materials for categories of			

Activities	Inputs	Budget (UGX '000)	Assumptions
stakeholders.			
4.9 Conduct dissemination workshops for categories of stakeholders.	<ul style="list-style-type: none"> • Communication costs • Travel costs 		
5: Improved resource mobilisation for gender statistics production and use.		148,280	
5.1 Develop a concept for resource mobilisation to support gender statistics.	<ul style="list-style-type: none"> • Terms of Reference • Meeting Venues • Sitting allowances • Stationery • Consumables • Communication costs • MOUs • Travel costs 		
5.2 Identify and profile a list of potential development partners for gender statistics.			
5.3 Integrate gender statistics financial requirements in strategic plans, programmes, work plans and budgets.			
5.4 Hold donor coordination meetings to discuss funding priorities and modalities.			

Annex 2: Planned Activities of Gender Statistics for next three years

Output/Activities	Base Year	Time Frame			Estimated Budget (UGX '000)
		2017/18	2018/19	2019/20	
Output 1: Coordination and Management of gender statistics production and use strengthened					
1.1 Re-constitute the following gender statistics committees; the gender statistics sub-committee and gender statistics advisory group to increase dialogue between users and producers.		X	X	X	15,010
1.2 Participate in national, regional and international gender related fora.	-	X	X	X	300,600
1.3 Develop and implement a monitoring and evaluation plan for gender statistics production.		X	X	X	144,080
1.4 Conduct quarterly meetings for the gender statistics sub-committee.		X	X	X	189,600
1.5 Develop a central data repository for gender statistics.	2015	X			50,040
1.6 Integrate in the gender statistics database into the existing IMIS at UBOS with special focus to NPGE Indicators.		X	X		55,550

1.7	Update the gender statistics web page on the UBOS website.		X	X	X	30,050
1.8	Integrate gender in the MDA and HLG Strategic Plans for Statistics.		X	X	X	125,040
1.9	Advocate for amendment of Statistical Act (forth schedule) to produce the regular gender statistics.		X			15,040
1.10	Support the integration of gender statistics in the gender and equity budgeting process.	-	X	X	X	95,040
1.11	Promote the utilisation of the rules and regulations for conducting surveys and censuses in the NSS.		X	X	X	30,050
Subtotal Output 1						1,050,100
Output 2: Human Resource Capacity for production and use of gender statistics strengthened						
2.1	Conduct regular capacity needs assessment for gender statistics producers in the NSS.		X		X	164,050
2.2	Develop an inventory of gender statistics resource persons to support development of gender statistics.		X	X	X	6,200
2.3	Review the Capacity Building Programme for gender statistics.		X	X		52,040
2.4	Conduct regular training for stakeholders handling gender statistics in the NSS		X	X	X	180,280

2.5	Lobby for the recruitment of staff to support gender statistics production in the NSS.		X	X	X	X	15,080
2.6	Procure equipment to support production of gender statistics.		X	X	X	X	44,250
2.7	Review and harmonise the roles of gender focal persons.		X	X	X	X	25,080
Subtotal Output 2							486,980
Output 3: Production and use of gender statistics strengthened							
3.1	Update and align the National Priority Gender Equality Indicators to SDGs, NDPII and related development frameworks.		X	X	X	X	56,050
3.2	Update the compendium of concepts and definitions on gender statistics	-	X	X	X	X	64,080
3.3	Contribute to development of relevant questions for Tier II of the NPGElis with required level of disaggregation.		X	X	X	X	45,040
3.4	Contribute to development of methodology to generate Tier III NPGElis with required level of disaggregation.		X	X	X	X	36,050
3.5	Undertake a gender statistics user need assessment and profile strategic/priority areas of gender statistics.		X	X	X	X	84,520

3.6	Define gender indicators for potential surveys and censuses.			X	X	36,080
3.7	Incorporate gender requirements in the planning for census, survey and administrative data processes.		X	X	X	36,050
3.8	Integrate gender requirements in the methodology for undertaking surveys and censuses.		X	X	X	24,300
3.9	Develop gender responsive tools and instruments for conducting censuses, surveys and administrative data collection		X	X	X	48,080
3.10	Support data analysis to produce gender responsive reports		X	X	X	56,085
3.11	Support the integration of gender in Statistical Abstracts		X	X	X	117,020
3.12	Integrate gender into district profiles.			X	X	40,105
3.13	Produce qualitative reports to complement qualitative surveys and undertake analysis on key gender issues at the national and sub-national level.				X	62,010
3.14	Reprocess data to generate Tier I and II indicators of the NPGEIs with the required level of disaggregation.		X	X		61,050
3.15	Undertake in-depth analysis of existing survey and census data to produce gender responsive statistics.			X	X	85,005

3.16	Produce the flagship gender statistics report “Women and Men in Uganda: Facts and Figures”.					X			51,005
3.17	Compile selected sector gender statistics profiles.					X			96,840
Subtotal Output 3									999,370
Output 4: Advocacy and Dissemination of gender statistics enhanced									
4.1	Develop an advocacy strategy to promote the production of gender statistics.				X				30,950
4.2	Identify key stakeholders for collaboration and partnership in promoting gender statistics.				X	X	X		45,080
4.3	Develop advocacy tools and materials on gender statistics to sensitise stakeholders.				X	X	X		160,005
4.4	Conduct regular gender statistics user forums.					X	X		65,080
4.5	Conduct regular gender statistics user visits.				X	X	X		95,020
4.6	Develop a dissemination strategy to promote the use of gender statistics.				X				35,080
4.7	Develop content for dissemination.				X	X	X		48,080
4.8	Prepare tools and materials for categories of stakeholders.				X	X	X		65,020

4.9	Conduct dissemination workshops for categories of stakeholders.		X	X	X	95,450
Subtotal Output 4						639,765
Output 5: Resource mobilisation for production and use of gender statistics improved						
5.1	Develop a concept for resource mobilisation to support gender statistics.			X	X	35,040
5.2	Identify and profile a list of potential development partners for gender statistics.		X	X	X	3,060
5.3	Integrate gender statistics financial requirements in strategic plans, programmes, work plans and budgets.		X	X	X	95,060
5.4	Hold donor coordination meetings to discuss funding priorities and modalities.		X	X	X	15,120
Subtotal Output 5						148,280
GRAND TOTAL						3,324,495

Annex 3: Summary Budget for the Development of Gender Statistics (UGX '000)

Strategic Goal	2017/18	2018/19	2019/20	Total
1. Strengthening Coordination and Management of gender statistics production and use.	350,218	349,908	349,973	1,050,100
2. Strengthening the Human Resource Capacity for production and use of gender statistics.	207,015	124,990	154,975	486,980
3. Strengthening the production and use of gender statistics.	254,558	462,648	282,163	999,370
4. Enhancing Advocacy and Dissemination of gender statistics.	257,275	191,245	191,245	639,765
5. Improving Resource Mobilisation for production and use of gender statistics.	37,747	55,267	55,267	148,280
Grand Total	1,108,830	1,186,076	1,035,642	3,324,495

Annex 4: Acknowledgements

Special tribute goes to the Gender Statistics Advisory Group, and the Gender Statistics Subcommittee for the collective effort and key role played throughout the design and review of this Strategy for Development of Gender Statistics.

No.	Name of Official	Designation
Management Committee		
1	Mr. Ben Paul Mungyereza	<i>Executive Director</i>
2	Ms. Imelda Atai Musana	<i>Deputy Executive Director for Statistical Production and Development</i>
3	Mr. Vitus Mulindwa	<i>Deputy Executive Director for Corporate Services</i>
4	Ms. Norah Madaya	<i>Director for Statistical Coordination Services</i>
Design Team		
1	Ms. Norah Madaya	<i>Director for Statistical Coordination Services</i>
2	Ms. Grace Bulenzi-Gulere	<i>Principal Officer for Statistical Coordination</i>
3	Ms. Diana Byanjeru	<i>Senior Officer for Gender</i>
4	Mr. Hillary Muhanguzi	<i>Senior Officer for Monitoring and Evaluation</i>
5	Ms. Molly Nina Acan	<i>Senior Officer for Standards</i>
6	Ms. Shallon Niwagaba	<i>Statistical Assistant for Gender</i>
7	Ms. Naomi Khalayi	<i>Statistical Assistant for Gender</i>
Consultant		
1	Dr. Timothy Mutesasira	
Proofreading and General Editor		
	Mr. Alfred Geresom Musamali	<i>Senior Officer for Editing</i>



Uganda Bureau of Statistics
Plot 9 Colville Street
P. O. Box 7186, Kampala- Uganda.
Tel: (+256) 414 256 706 000
Fax: (+256) 414 256 237 553
Email: ubos@ubos.org
Website: www.ubos.org

ISBN 978-9970-594-23-8



9 789970 594238