



Gender Transformation & Empowerment

GENDER MAINSTREAMING IN LOCAL GOVERNMENTS

GOOD PRACTICES AND LESSONS LEARNT FROM DISTRICTS OF ARUA, ISINGIRO, BUKEDEA, OYAM AND LUWERO



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FORUM FOR WOMEN IN DEMOCRACY

WOMEN'S DEMOCRACY NETWORK
Empowering Women to Lead
Uganda Chapter

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On behalf of the Women's Democracy Group (WDG) comprised of Action of Development (ACFODE), Women Democracy Network - Uganda Chapter (WDN), Forum for Women in Democracy (FOWODE) and coordinated by Uganda Women's Network (UWONET) would like to thank all respondents from the five districts of Uganda; Arua, Insigiro, Bukedea, Oyam and Luweero who took time to participate in the study and share their opinions and experiences on Gender Mainstreaming in Local Governments which have shaped the report. Special thanks to the researchers Ms. Jane Ekapu (Lead) and Mr. Noel Komunda who conducted the study.

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List of Acronyms

ACFODE	Action for Development
ACHPR	African Charter on Human and Peoples' Rights
BFP	Budget Framework Paper
CEDAW	Convention on Elimination of all Forms of Discrimination Against Women
DRDIP	Development Response to Displacement Impacts Project
DDP	District Development Plan
DGF	Democratic Governance Facility
DLG	District Local Government
GEWE	Gender Equality and Women's Empowerment
LGDP	Local Government Development Plan
MPED	Ministry of Finance, Planning and Economic Development
MGLSD	Ministry of Gender, Labour and Social Development
MoLG	Ministry of Local Government
NUSAF	Northern Uganda Social Action Fund
MOPS	Ministry of Public Service
MPS	Ministerial Policy Statement
OPM	Office of the Prime Minister
PFMA	Public Finance Management Act (2015)
UBOS	Uganda Bureau of Statistics
UN-JPGE	United Nations Joint Programme on Gender Equality
UNPFA	United Nations Population Fund
UWONET	Uganda Women's Network
WDN	Women's Democracy Network

Section One

BACKGROUND AND INTRODUCTION

1.0 BACKGROUND AND CONTEXT

Uganda ratified the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) in 1985 and subsequently several other United Nations Human Rights conventions relevant to the rights of women. These conventions include the 1987 International Covenant on Economic, Social and Cultural Rights, the 1995 International Covenant on Civil and Political Rights, the 1986 Convention against Torture and the 1990 Convention on the Rights of the Child. At the regional level, Uganda signed the African Union Solemn Declaration on Gender Equality in Africa and ratified the African Charter on Human and Peoples' Rights (ACHPR) and the Maputo Protocol on the Rights of Women in Africa.

In 2003, the AU adopted the Protocol on the Rights of Women in Africa. The protocol in article 14 states that, 'States Parties shall ensure that the right to health of women, including sexual and reproductive health, is respected and promoted'. In addition, the Abuja Declaration and Plan of Action recommended that countries should allocate 15 percent of their total domestic budgets to health. Furthermore, the Campaign on Accelerated Reduction of Maternal Mortality in Africa (CARMMMA) was launched in 2009 with the theme: "Africa Cares: No woman should die while giving Life", and in 2010, the African Women's Decade 2010 – 2020 was also launched.

The Uganda Gender Policy (2007) provides the overarching objective to promote gender equality and women's empowerment. Specifically, the policy seeks to reduce gender inequalities so that all women and men, girls and boys, are able to move out of poverty and achieve improved and sustainable livelihoods; to increase knowledge and understanding of human rights among women and men so that they can identify violations and demand, access and seek redress; to strengthen women's presence and capacities in Decision-making for their meaningful participation in administrative and political processes and address gender concerns in macro-economic policy formulation, implementation, monitoring and evaluation. Since the first Policy was developed in 1997, it has acted as a guide to all stakeholders in planning, resource allocation, implementation as well as monitoring and evaluation of programmes with a gender perspective.

The Local Government Act (1997) provides the legal framework for affirmative action for women in politics in Local Governments. Article 10, from section b) to f) indicates that councillors are to be elected as follows:

- i. Two youth councillors, one of whom shall be a female youth representing youths in the district;
- ii. Two councillors with disabilities, one of whom shall be a female representing person with disabilities;

- iii. Women councillors forming one-third of the council such that the councillor elected under paragraphs b), c) and d) shall form two thirds of the council; and;
- iv. Two elderly persons a male and female above the age of sixty years elected by the executive committees of the respective associations of the elderly

The decentralisation policy sets the framework within which central government ministries and departments work with LGs at the district level. The Local Government Development Programme (LGDP) has been the main funding modality for development budgeting. To access grants from the LGDP every Local Government needs to meet the set indicators under the Annual LG Assessment Parameter a condition that has enhanced planning and budgeting for Set. Recent report from the Equal Opportunities Commission indicates that among the sampled districts under this study, Arua and Isingiro scored above the average (see table 1).

Affirmative Action

The introduction of affirmative action for women in power and decision making has increased the proportion of women in Parliament to 35% for the 9th Parliament (2011-2016) from 14% for the 5th Parliament (1989-1996) and 44% women in Local Councils. Affirmative action has also contributed to reducing the historical imbalance between men and women in elective leadership positions and the gender gap in Parliament reduced from 72% (1989-1996) before affirmative action to 30% for the 9th Parliament (2011-2016).

The increased representation of women in the Legislative Assembly has led to the enactment of various laws that have provided a conducive environment for mainstreaming gender in the LGs.

1.3 GENDER BUDGETING

The Public Finance Management Act (2015), provides for issuance of a Gender and Equity Certificate by the MFPED as a precondition for approval an appropriation of resources for MPs and BFPs by Parliament. It makes it mandatory for MDAs and Local Governments to address gender and equity issues in the annual Budget Framework Papers (BFP) and Ministerial Policy Statements (MPS) and allocate resources to the different needs of men and women, people with disabilities, older persons, youth and other marginalized groups. Consequently, the Gender and Equity Budgeting Guidelines have been revised to guide integration of gender and equity issues in budgeting process. This has been recognised as a best practice for creating and effecting accountability for gender mainstreaming in the LGs.

The Gender and Equity Budgeting initiative is spearheaded by the Equal Opportunities Commission and Ministry of Finance Planning and Economic Development (MFPED). Ministries and Local

governments carry out gender budgeting not as a matter of choice but legal requirement. The budget call circular that is issued to the ministries and LGs every financial year makes its obligatory to conduct gender budgeting. MGLSD, in collaboration with MoLG and Civil Society Organisations (CSOs) conduct training and raise awareness on gender equality and gender budgeting for women leaders, local leaders and technical staff of LGs.

The National Development Plan II recognises that gender inequality still exists despite the progress in the policy as politics and regulatory framework and affirmation action strategies in education as well as decision making. Women continue to face constraints in access, control and ownership of productive resources and assets. Only 27% of the registered land is owned by women and/or co-owned by women this implies that male household members are more likely to solicit for loans than female household members where land is a key collateral asset.

At 44%, the women representation in LGs is still lower than that of men. The effective representation and participation of women in politics is still hampered by limited resources to finance election campaigns compared to their male counterparts. Other factors include; continued negative cultural attitudes and biases against women politicians as well as negative portrayal in the media. Women's effective participation at this level has been hampered by the challenges of low education levels, social cultural and economic constraints. Majority of women do not possess adequate leadership and management skills for effectiveness in decision making.

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1.4 PERFORMANCE ON GENDER AND EQUITY COMPLIANCE IN THE MINISTERIAL POLICY STATEMENTS

During the 2018/2019 Financial Year, the Gender and Equity Compliance requirement reached its 4th Financial Year since enactment of the Public Finance Management Act, on 23rd February 2015. National Comparison of the Gender and Equity assessment results for the last three Financial Years (2016/2017, 2017/2018 and 2018/2019), reveals gradual improvement in performance. Overall, there is improvement in the level of compliance of Ministerial Policy Statements with gender and equity requirements in the FY 2018/2019 of 5 percentage points from 50% in 2017/2018 to 55%. The improvement is attributed to capacity building effort, change of attitude and development of guiding tools on gender and equity planning and budgeting such as the gender and equity compacts and the National Compendium on gender and equity.

The Ministry of Local Government performance was rated average at 50.7% and presents a daunting task for ensuring that district local governments comply. What is evident is that Ministries, Departments and Agencies (MDAs) that have developed gender sector specific policies, strategies, guidelines and standards such as the Roads subsector, Water and Environment, Health, Education, Public Service, Gender, Labour and Social Development and OPM under the NUSAF and DRDIP programs have had positive impact on mainstreaming gender in the LGs.

The table below shows performance of sampled districts

Table 1: Compliance of LG Budget Framework Papers with Gender and Equity FY 2019/2020

Local Government	Contribution to NDP II	LG Objectives	Medium Term Plans	Past Performance FY 2018/2019	Plans for Ensuing year FY 2019/2020	Identification of Gender and Equity Challenges and coming up with Solutions	Overall Compliance Score
Arua District	100%	100%	0%	65%	50%	38%	55%
Isingiro District	0%	100%	80%	56%	52%	31%	54%
Oyam District	100%	60%	70%	37%	28%	38%	35%
Arua Municipality	100%	100%	80%	13%	21%	43%	25%
Bukedea District	100%	0%	75%	21%	23%	0%	21%
National Average	59%	46%	59%	44%	39%	43%	42%
Luwero District	100%	0%	40%	38%	22%	6%	27%

Source: *Equal Opportunities Commission Report (2019)*

Section Two

GENDER MAINSTREAMING IN LOCAL GOVERNMENTS

2.1 GENDER MAINSTREAMING RESEARCH

Uganda Women's Network coordinates the implementation of a Women and Youth Empowerment for Leadership and Women's Rights Project by the Women's Democracy Group with support from the Democratic Governance Facility (DGF). The project aims at enhancing capacities of Councillors at district and Sub County levels to address gender inequality in policies, plans and budgets for gender responsive service delivery and women's leadership. An important aspect of this project is to generate information for evidence-based advocacy and engagements with Local and Central government on gender responsive policies, plans, budgets and service delivery. This report highlights best practices in Gender Mainstreaming in Local Governments. It also presents lessons learned and challenges faced under this effort.

2.1 PURPOSE AND OBJECTIVES

2.2.1 PURPOSE

The overall objective of this assignment was to conduct a research on gender mainstreaming practices in Local Governments to include lessons learned, best practices and challenges faced. This information is part of evidence-based advocacy and engagements with Local and Central government on gender responsive policies, plans, budgets and service delivery.

2.2.2 OBJECTIVES

- * Take stock of gender mainstreaming efforts, challenges and opportunities in the 5 district local governments;
- * Assess the current and planned institutional processes and structures to sustain gender mainstreaming efforts;
- * Analyse the ongoing gender mainstreaming in view of the current gender equality and women's empowerment agenda, policy and legal framework
- * Identify key lessons and make recommendations on innovative strategies to strengthen gender mainstreaming in local governments.

2.2.3 SCOPE AND GEOGRAPHICAL COVERAGE

District and sub-county selection

The selected districts passed the criteria that was discussed with Uganda Women's Network before conducting field work. The selection considered regional representation, the new/old status of the district, Refugee hosting district, targeted government/partner projects for women's rights

and Gender mainstreaming as well as coverage of the WDN Project. To that effect, the following districts were selected as below;

District	Consideration	Sub-county
Arua	West Nile, old district, targeted by current project (WDN-U), benefitted previously from other governments such as DDPII & III, UNJP-GEWE and a refugee hosting.	Pajulu sub-county, Arua Hill Division
Bukedea	Eastern Region, targeted by project (FOWODE), low indicators on women's rights and governance, relatively new	Kidongole Sub-county, Bukedea Town Council,
Isingiro	New district, refugee hosting, fair civic awareness indicators, SW region, non-project for comparison	Kabuyanda Town Council, Oruchinga
Luwero	Central region, UWONET implementing district, known targeted efforts on capacity enhancement for women's rights and gender budgeting training	Bamunanika Sub-county, Luwero Town Council
Oyam	Lango sub-region, project targeted (ACFODE) previously targeted under MGLSD/UNFPA led projects	Oyam Town Council, Myene Sub-county

2.2.4 METHODOLOGY

The research adopted a qualitative approach that focused on collecting views and opinion from key stakeholders as sources of primary data. Qualitative data was collected through key informant interviews and focus group discussions with key sub-county/town council, district and national level stakeholders. Secondary data was collected from existing district reports and District Development Plans. This information generated gender specific data that has been triangulated to better support the conclusions on best practices in gender mainstreaming in local governments.

Specifically, the exercise involved:

- * Review of documents, standards, manuals and guidelines for gender mainstreaming in Local Governments. These included; Local Government Assessment Manual (specifically the Gender Mainstreaming Manual), Gender assessment tools and indicators for Gender mainstreaming in Local Governments by Equal Opportunities Commission; Gender mainstreaming guidelines in budgeting for Local Governments by the Ministry of Gender, Labour and Social Development and the Local Governments; Uganda Gender Policy; The Local Government Act, the District Development Plans, Budget call circulars by the Ministry of Finance, Planning and Economic Development and Budget Framework Papers among others.
- * Preparation of interview guide and questionnaires;
- * Field travels/visits, undertaking individual interviews targeting CSOs collaborating on gender mainstreaming, District officials from Community Based Services, Gender, Women's Councils, Planning and Human resources.

- * Stakeholder meetings and national level consultations with Ministries of Gender, labour and Social Development, Ministry of Local Government, Makerere University Gender Mainstreaming Section and Equal Opportunities Commission among others.
- * Validation/consensus building workshop where the draft report was presented to the key stakeholders for the final input and ownership.

2.3 SAMPLE SELECTION AND RESPONDENT MOBILISATION

The study involved 22 Key Informants and 10 Focus Group Discussions identified from the districts and sub-counties. For each of the Districts, UWONET wrote a letter to the Chief Administrative Officers informing them about the study and purpose, but also requesting for necessary support to this process. Mobilization respondents was undertaken in coordination with District Local Government, implementing partners and UWONET staff.

Method	Categories of people to interview
Key Informant	District Speaker (5), District Planner (5), Gender Focal Person (5), Chairperson Women's Council (5) CSOs (2) District Women Caucus leadership (3)
Focus Group Discussion	Sub-county Councilors (5), Women's groups (5)
Documents to review	District Development Plans, District Performance Reports, MFPED budget calls, Sub-county Local Development Plans, Training Reports, Needs Assessment Reports, Study reports, etc

2.4 GENDER ASSESSMENT TOOLS AND AREAS OF FOCUS

Gender mainstreaming assessment adopted the gender assessment tools for central and local government developed by Ministry of Gender, Labour and Social Development, Ministry of Local Government and Equal Opportunities Commission. There are a set of indicators that outline minimum conditions and performance measures for Higher and Lower Local Government.

Questions for Key Informant interviews and Focus group discussions, as well as document reviews were set alongside these indicators. Responses have been analyzed along these indicators to get a comparative picture of different districts selected.

Areas of focus during the design of interview guides and analysis included Planning, Budgeting, Human resources, Capacity building and monitoring and evaluation. Below is the list including areas of inquiry.

GM	Areas of focus for inquiry
Planning	District Development Plan reflect sound gender analysis including disaggregated data, gender impact analysis etc. District Development Plan reflect strategies to address the gender issues identified in the analysis

GM	Areas of focus for inquiry
Budgeting	Annual budget reflects budgetary allocations to address gender issues raised in district plans District/municipality finances the gender issues identified by the Gender Focal Point Person Percentage of unconditional and discretionary grants allocated and utilized for implementation of specific activities aimed to reduce gender inequalities
Human resource	Human resource availability to steer the gender mainstreaming agenda in the district/town council Existence of a Gender Officer or assigned as add-on responsibility Mandate and key result areas of the gender section and Focal Point persons well elaborated and executed. Gender Technical Working Group (GTWG) comprising Departmental Gender Focal Points, Private Sector and CSOs established and functional. Membership, Letters of Assignment of Duty, Terms of Reference (TORs), minutes, reports of the Gender Technical Working Group
Capacity building	Undertaking Gender awareness training (addressing inequalities between men and women) planned for and undertaken during the previous Financial Year (FY). Existence of any skills enhancement training for women, youth and PWD councilors undertaken during the previous FY aimed at reducing the inequalities between men and women? Identification of gender issues, designing strategies and mentoring other staff on how to deal with inequalities between men and women Dissemination of gender information (either received from the center or developed within the LG) to technical as well as political leaders in the LG.
M&E and impact assessment of GM	Finding out any existing systems/mechanisms of undertaking impact assessment of the ongoing initiatives Functionality of systems for reporting and taking action based on context data

2.5 DISTRICT GENDER MAINSTREAMING EFFORTS

Gender Mainstreaming

This refers to a conscious approach of an organisation to take into account gender equality concerns in all policy, program, administrative and financial activities as well as organisational structures and procedures (Uganda Gender Policy, 2007). The process for pursuit of Gender Mainstreaming should take place at all stages of policy, operation and program cycle i.e identification, formulation, implementation, and evaluation/audit.

Gender Mainstreaming involves the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels (UN Report of the Economic and Social Council, 1997). It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. Guided by this definition, the study sought to identify the ongoing district efforts in undertaking gender analysis, planning and budgeting, human resources, capacity building and coordination, as well as the systems to sustain the gender equality agenda in the Local Governments.

Rationale for Gender and Equity Planning and Budgeting at LG Level

District Local Governments and Municipal Councils are expected to plan and budget for gender and equity issues under their mandates guided by the PFMA 2015. Under various Budget Call Circulars, the Ministry of Finance Planning and Economic Development directs Districts and Municipalities to focus interventions on various budget themes attainment necessitate gender and equity responsive planning, budgeting, monitoring and evaluation at Local Government Level. The rationale includes the following:

The approach ensures that different needs and interests of Men, Women, youth, Special Needs Education Children, ethnic minorities, older persons, the rural poor, marginalized groups and disadvantaged locations are accommodated and addressed.

- * The approach promotes People as the Centre and Focus of development as a right.
- * Gender and Equity Budgeting is a key strategy in enhancing Local Revenue.
- * The approach is another form of being accountable to the people that appoint leaders at the various levels.
- * Addressing the concerns of communities relating to poverty levels.
- * Address Political insecurity more especially by ensuring non-discrimination when implementing government programmes and

- * Practicing the principle of leaving no one behind in accordance with Uganda's commitment to the attainment of the 17 Sustainable Development Goals.
- * Roles and responsibilities of Local Governments
- * The roles and responsibilities of Higher and lower Local Governments and administrative units as spelt out in the Uganda Gender Policy that include:
- * Translate the UP into local government and administrative unit specific strategies and activities.
- * Build capacity of staff and leadership in gender analysis, planning and budgeting.
- * Monitor and evaluate local government and other programmes for their impact on gender equality.
- * Commit adequate resources for implementation of gender related activities
- * Disaggregate data and information by sex and gender where applicable.
- * Collaborate with gender and women's empowerment organization e.g. Women Councils, CBOs and NGOs on matters of gender mainstreaming and women's empowerment.
- * Enact gender specific laws and ensure that by-laws enacted redress gender-based discrimination.
- * Institute and implement affirmative action measures.

At the District Local Government and sub-county levels, the Technical Planning Committees (TPCs) are responsible for planning and budgeting as well as allocation of resources for gender mainstreaming led by the District Planner. The Community Based Services Department provides data and technical guidance on planning for gender issues. Information available indicates that the department still lacks adequate capacity to influence and spearhead strong push for allocation of resources for gender mainstreaming.

2.5.1 GENDER PROFILING AND PLANNING

Gender-profiling refers to the use of personal characteristics or behavior patterns to make generalizations about people. A gender profile is key for identifying, the different categories of people focusing on understanding what they do, how they do it, the different resources they access and control. A District Gender Profile (DGP) provides data and analysis on differences between women and men in their assigned gender roles: in their socio-economic position, needs, participation rates, access to resources, control of assets, decision making powers, individual freedoms and human right conditions. Normally this is narrowed down to representation of men and women. This study found variations across districts in terms of gender profiling. In Arua and Luwero, there was no evidence of undertaking any District Gender Profiles.

Oyam District conducted a Community profiling that focused on the different characteristics of the people, demographics, their different needs and concerns as well as priorities. The priorities were captured in the Parish Plans from where they were then incorporated to the Sub/County Plans and finally integrated into the DDP. Whereas this was not a specific gender profile, different aspirations of women, men, boys and girls of different categories were captured. Strategies to address gender concerns and issues are not quite clear in the respective departments except in CBS where strategies for gender mainstreaming are explicitly put forward, they are implicitly put in other departments, for example, Production supports women groups in the procurement of inputs and their distribution.

In Isingiro District, Gender issues are brought up by the LC V women councilors and they were found to include; Women's limited access to cash; Women's limited access to credit; Men make decisions about pregnancies yet do not have the critical information on reproductive health; Girl child absenteeism and dropout rates are high and; girls not adequately guided on matters of reproductive health due to traditional breakdown and yet there are very few trained senior women teachers to handle the pupils.

Bukedea Town Council last undertook a gender profiling during the FY 2015/2016, specifying information on basic gender issues. In Isingiro, there is a creative way of getting gender related information without requiring a lot of resources and time for the Community Based Services Department. Gender profiling is generally understood to be collection of Gender Disaggregated Data (GDD) and undertaken sector by sector, for instance the Department of Education keeps a gender profile on enrolment, drop out, pass and completion rates, Health keeps a gender profile on OPD attendance HIV/AIDS testing and counselling, hepatitis immunization among others. This information is corroborated with the Demographic information/Statistical abstract and ultimately providing a gender profile of the population in Isingiro District.

Bukedea District Local Government caption of Gender activities in the DDP

Bukedea District Development Plan (2014/15-2019/2020) has sound gender goal and strategic objectives. The DDP states that the priorities are derived from the mandate of the Community Based Services Sector which is to promote issues of social protection, gender equality and equity, human rights, culture, decent work conditions and employment for the different groups of people (women, youth, disability, elderly etc). These groups are often marginalized or excluded from the benefits of development and are particularly vulnerable to exploitation and income shocks.

Goal: To empower and transform the communities to be able to apprehend and appreciate government development programmes in a gender focused manner.

Objectives

- * To increase the awareness of the communities on gender.
- * To build the capacity of women groups in various skills like group dynamic, IGAS, Leadership, lobby and advocacy and project proposal writing.
- * To improve the illiteracy rates especially among women.

Strategies

- * Sensitising and training women groups.
- * Promote mainstreaming of gender consideration in project design and appraisal.
- * Dissemination of information to communities and women in particular.
- * Strengthen the functional adult literacy programmes.

Activities

- * Training the women councils at parish level on group dynamics.
- * Establish income generating projects for women groups for economic empowerment.
- * Continuous gender sensitisation for Technical staff, politicians and communities.
- * Mobilise more women and men to participate in the Functional Adult literacy programmes.

Development of the District Statistical Abstracts requires that a gender analysis is undertaken – therefore it's a mandatory exercise but sometimes hampered by failure to use gender disaggregated data and District Profile data. Although all districts under this study were found to plan for gender mainstreaming activities as evidenced from the District Development Plans, they are not preceded by deliberate gender analysis due to resources and capacity limitations in terms of knowledge and expertise.

Gender priorities are determined based on data from the District Statistical abstracts that are updated regularly. Other activities to be included in the work plans are identified from community meetings and community action plans facilitated by the Community Development Officer. Monitoring visits by the councilors also bring out gender issues. For instance, in Arua one of the monitoring visits discovered a school where girls and boys were using the same latrines.

All District Development Plans were found to have reasonable information reflecting on issues for women, girls, boys and men. Data disaggregation is not so much pronounced in many district departmental reports with exception of Health and Education who record males and females who benefit from the services provided under their departments. The District Development Plans address specific issues with technical guidance from the Community Based Services Department which is instrumental in providing information and indicators on gender issues. In Oyam District, there was evidence of sex disaggregated data in terms of numbers of men and women, girls and

boys and even youth reflected in the DDP. However, it was found out that the analysis of these numbers in terms of their gender related causes and / or effects on women/girls and men/boys has not been undertaken.

The District Development Plans address specific issues with technical guidance from the Community Based Services Department which is instrumental in providing information and indicators on gender issues.

In Bukedea District, strategic gender issues highlighted in the DDP that expires in the FY 2019/2020 includes access to resources among women and girls, ownership of property among women and men, women participation in leadership. Implementation on these issues is largely supported through programmes that provide training and other capacity building activities.

In Oyam Town Council there was evidence of Ordinances and Resolutions that are gender responsive through the Local Government structures highlighted above that included;

- * The Education ordinance for keeping the girl child in school. This ordinance was sponsored by World Vision through the women councillors. Unfortunately, it is not yet approved and not fully implemented although advocacy for keeping the girl child in school is ongoing;
- * Sanitation in the Town Council ;
- * Garbage collection and management ;Street lights for the safety of the girls and women;
- * Schools must have a changing room for adolescent girls and senior woman teachers this had been achieved in all the 4 public schools.

2.5.2 IDENTIFICATION OF GENDER ISSUES

Understanding gender issues is very important if local governments are to adequately tackle them. The study reveals that through various capacity building and training initiatives, districts identify critical gender issues. Issues identified in the district focus group discussions included:

Gender issues	Strategies for addressing them
Empowerment and decision making	
* Women's limited access to cash; * Women's limited access to credit; * Men make decisions about pregnancies yet do not have the critical information on reproductive health; * Girl child absenteeism and dropout rates are high; * Girls are not adequately guided on matters of sexuality and menstruation.	* Set up dedicated funding to improve Income Generating Activities for women * Promotion of SACCOS among women * Targeting men to attend ante-natal and post-natal services with their spouses * Construction of separate stances for boys and girls in schools. * Training senior woman teachers * Construction of cottage industries for women
Water and sanitation	
* Women responsible for water and sanitation in households * Water scarcity affects women more than men * Water for production largely targets men as cash crop farmers.	* The water, environment and sanitation sector targets women to participate in the planning and maintenance of water points. * In Isingiro, there is deliberate engagement of women in the coordination and advocacy meetings taking into consideration the time and venues convenient to women. * 50% of the water and sanitation user committees must be women. * As a result, 78% of the water and sanitation user committees are women * 75% of the water kiosks are managed by women. * Under the water for production initiative, women have been trained in growing vegetables along the three dams. These vegetable gardens are then turned into Farmer Field Schools where other farmers come to learn

Road sub-sector	
* Low representation of women in road works * Lack of equipment, machinery, resources and skills to engage in mechanized road works.	* Use of labor intensive public works to bring on board poor and unskilled able bodied women and men to participate in road works but also improve their income earning capacities * The recruitment questionnaires and templates are specific on female and male criteria for example all females are awarded 10 points and males awarded points before they answer any questions. The females have an affirmative 3 marks margin ahead of their male competitors. * As a result, out of the 200 people working as gangs under Labor Intensive Public Works, 40% are women. * Each gang has 10 people and out of the 5 gangs currently deployed in the district, 5 are headed by women. * There is also 1 woman out of the 3 road over seers * 2 positions of road seers are yet to be filled to reach the threshold of 5.

2.5.3 GENDER BUDGETING AND ALLOCATION OF RESOURCES

Gender budgeting involves the preparation and analysis of budgets and policies from a gender perspective. Budgets can either be gender-sensitive or gender-responsive budgeting. Being gender-responsive means that rather than only identify gender issues any program or policy substantially helps to overcome historical gender biases in order for women and other marginalized groups to truly engage and benefit from these actions. In addition, gender-responsive planned actions should integrate measures for promoting gender equality and women's empowerment, foster women's inclusion and provide equal opportunities for women and men to derive social and economic benefits. With this approach, women and men's concerns and experiences equally become fundamental elements in the design, implementation, and monitoring and evaluation of projects and policies.

This process is concerned with addressing budgetary gender inequality concerns, as for instance, how gender hierarchies influence budgets, and gender-based unpaid or low paid work. The study sought to identify ongoing efforts to develop gender responsive and gender sensitive budgets, budget development processes and the extent to which these budgets are funded.

Gender is one of the cross cutting issues that has to be budgeted for under the District Development Planning. Cross-cutting issues are topics that affect all aspects of a policy or a program (i.e. cut across) and therefore need special attention. They should be integrated into all stages of policies and

programs and projects, from planning through to impact assessment – but this has not always been the case

In Oyam, financing for Gender stands at Shs.20 million per year for the department of CBS which is not enough. There is for instance no funding towards GBV yet it is quite rampant in the district.

In Luwero District, there was evidence of a work plan for the financial year 2019/2020 indicating some funds for the activities as indicated in the table below;

Table: Work Plan Community Based Services 2019/2020

Activity	Amount (UGX)
Conduct Human Rights Based Approach Training	2,300,000
Undertake Community Dialogues on Gender Based Violence	4,700,000
Conduct Women's Council Executive meeting	2,700,000
Skills enhancement training for Women	2,700,000

Source: CBSD, Luwero District Local Government, August 2019

In Bukedea District, only 12% of the conditional grant is dedicated for essential services for women such as the maternity services, reproductive health, Functional Adult Literacy, etc.). During the FY 2014/15 the Community Based Services department had been allocated only 2.4% of the total District budget (Statistical Abstract). More so release of these funds is not efficient. For example, only 4% of the conditional grant had been issued for gender mainstreaming activities in Bukedea district (Source, CBSD records).

In Isingiro budgeting for strategies that address women/men's and boy's/girls' constraints, it was noted by the planner that IPFs are allocated to the sectors to execute activities within their mandates and that CBS budgets for the gender mainstreaming activities they receive and are also responsible for executing these strategies. This portrayed limited understanding of the gender mainstreaming strategy. The DHO asserted that women are considered to be pivotal in the development activities of the health sector. If a woman is in good health it has a positive impact on the entire family.

In Oyam District, Finance and Administration allocates and releases funds for celebrations of International Women's Day and Youth Day. The Department of Health has put in place several strategies to improve maternal health including male involvement. Works Department is promoting Labour Intensive Public Works (LIPW) to enable the poor, unskilled with no equipment but able bodied to earn an income. Many women have benefited from this strategy. Under NUSAF – 30% of the group members must be women and a 1/3 of Executive must also be women. This is a condition that must be met before funding is secured. It is worth noting that the groups that are predominantly women are very successful, their savings are high, and multiplication of the enterprises is so evident. According to the views from respondents, it was also observed that

proceeds from women economic empowerment projects benefit the family more unlike the men who spend the money on leisure.

In Isingiro, Commemoration of IWD was financed to the tune of Shs, 400,000-500,000= for the last three F/Y and these funds are usually spent on transporting women to the venue of the celebrations. The CBS department gets an allocation of shillings 1 million per F/Y and the actual release of shillings 200,000= per quarter

All the districts are positive about the Uganda Women's Entrepreneurship Programme (UWEP) as one of the most helpful initiatives that have allocated reasonable amount of funds for women's economic empowerment. The Districts receive funds from the Ministry of Gender, Labour and Social Development to directly address women's economic empowerment issues through the UWEP. Oyam District, for instance indicated that The Uganda Women Entrepreneurship Programme addresses the gender issues of women's limited access to credit and the cash economy. As a result of this Programme, 101 groups of women have been supported with a membership of 1504 individual women.

In the face of insufficient funds for gender mainstreaming activities, entities at the Local Government and sub-county level have adopted different ways of sustaining the gender mainstreaming agenda. In Bukedea District, the Town Council established partnership with Post Bank, in its Corporate Social Responsibility. From this partnership, the Bank facilitated the training of 35 women who were provided with enterprise skills and processing of accessing loans. In all the districts, the role of partnership with Civil Society Organisations in supporting activities for gender mainstreaming was highly applauded. The challenge with this approach is that mainstreaming gender has totally been misconstrued to mean any activity that supports a women's cause which is not the case because gender mainstreaming is systematic and relies on analysis as basis for identifying gender issues.

In Arua, the allocation of resources for gender mainstreaming is largely considered for commemoration of international days for youth and women. This is part of advocacy that is undertaken every year. The research team established that key activities planned for included: International Women's Day commemoration; International Youth's Day commemoration; conducting UWEP sensitisation on use of funds and obligation for repayment as well as mobilization of youth and women to generate their projects. During these days, special interest groups are also supported to attend, e.g. the youth, older Persons, and PWDs. During the FY 2019/2020 annual basic allocation to gender mainstreaming is 1 – 2.3 million mainly budgeted for awareness creation on gender for staff and councilors and SGBV training LCI and LCII chairpersons, opinion leaders and religious leaders to address GBV at community level.

In Bukedea District, the Town Council established partnership with Post Bank, in its Corporate Social Responsibility. From this partnership, the Bank facilitated the training of 35 women who were provided with enterprise skills and processing of accessing loans. In all the districts, the role of partnership with Civil Society Organisations in supporting activities for gender mainstreaming was highly applauded

2.5.4 COUNCIL DEBATES IN SUPPORT OF WOMEN'S EMPOWERMENT

The LG Act (1997) stipulates that the population quota of women representatives shall be determined by the requirement of women constituting a third of any Local Council (LC) being considered (part x, article 109(3)). Section 11 of the Constitution of the Republic of Uganda, reserves seats for women in the composition of district councils, in paragraph (c): two councillors, one of women shall be a female youth representing the youth in the district, in paragraph (d): two councillors with disabilities, one of women shall be a female, and in paragraph (e): women councillors forming one-third of the council such that the councillors elected under (b),(c),(d) shall form two-third of the councils. Section 112 of the Local Governments Act 1997 provides for election of women councilors on local government councils. Women's political participation is critical to ensure inclusive democracy, women's direct engagement in public decision-making, as well as to safeguard accountability to women. The representation of women in LGs confirms the extent of participation in elective politics. All the districts have attained the mandatory 33 percent women representation in local government councils although some districts (13) have representation above 50 percent (UBOS 2017).

Findings from the assessment reveal that most of district councils were conducting council business having reviewed and amended the standard rules of procedure (thanks to capacity building efforts from Uganda Women's Network and Centre for Women in Governance (CEWIGO)¹. The Focus Group Discussion with Women Group in Luwero Town Council indicated that trainings by UWONET and FOWODE helped a lot in empowering them;

"I participated in FOWODE training on budgeting. Since then, I learnt how to lobby and ensure our issues as women are adequately addressed. I also learnt that we need to unite as women if what we are lobbying for has to be successful". FGD, Luwero Town Council

Attending such trainings made a significant empowerment contribution to women councilors. With UWONET training, it was revealed that women learnt how to ask about women's entitlements in the development projects of the district like roads, bridges, etc. Before such trainings, some of the councilors indicated that they didn't know that they had a chance to fight for allocation in the budgets. Others indicated that they didn't have any knowledge about the laws and policies that support women to report cases of Domestic Violence and abuse until they attended these trainings. These testimonies are glaring in a district and an urban authority that was targeted by one of the programmes and it is no wonder that elsewhere in Isingiro and Bukedea, such opportunities are

¹ Focus Group Discussion Luwero and Arua

still lacking. Attending such trainings made a significant empowerment contribution to women councilors.

“After being trained by UWONET, we learnt how to ask about women’s entitlements in the development projects of the district like roads, bridges, etc. Before such trainings, some of us didn’t know that we had a chance to fight for allocation in the budgets. Some of us they didn’t have any knowledge about the laws and policies that support women to report cases of Domestic Violence and abuse until they attended these trainings”.

These testimonies are glaring in a district and an urban authority that was targeted by one of the programmes and it is no wonder that elsewhere in Isingiro and Bukedea, such opportunities are still lacking. The Women Councilors from Myene Sub County, Oyam District, identified their contribution to the planning processes as a result of the trainings that they had received from CSOs;

“We are mobilizing women to participate in the planning process right from village level; Advocating for the girl child education. Disseminating information to women from the Sub County to the Parishes. Lobbying for allocation of budget for women’s activities at LLG level e.g. the previous FY an allocation of Shillings 400,000= was secured; Advocating for the elimination of GBV in the communities; Lobbying for women to be elected as leaders at the LLG levels; Advocating for children’s rights and ensuring parents do not violate these rights or even abdicate their responsibilities; Advocating for the girl child education by putting in place a budget for emergency sanitary pads in the Sub County budget and Alwal Primary School is a beneficiary of this initiative”.

However, recent studies indicate a general weakness in councils’ performance of debating issues raised in citizen petitions. A Local Government Score Card assessment study (Bainomugisha, et al. 2017) revealed that more than half of the councils didn’t score any mark under this indicator. This study found out from the Focus Group Discussions and Key informants that the debates have not significantly in favour of women even among representatives themselves. Some voices from districts and councils expressed their disappointment with women representatives as quoted below;

“In councils, we still have women who just go with what men have said. This defeats the gains that we are currently counting on in women’s empowerment. Men dominate council debates and budget discussions. The only activity they can support is the International Women’s Day”. KI Bukedea

“Women cannot specifically deliberate on women’s issues because now they represent constituencies rather than women. They compete for winning their constituents rather than pushing for women’s agenda and interests”. KI Luwero District.

One of the Key informants in Luwero attributed this to the elimination of electoral colleges for special interest groups which has made some women representatives in the councils concentrate on general issues in the council debates rather than steering the women's agenda. It was indicated that youth and People with Disabilities are more aggressive than women when it comes to council debates. It is time to go beyond women as one of the respondents put it;

"We need to go beyond women's participation. We need to meaningfully analyse what participation yields for an individual woman. Some women and men are represented but they stuck in same situation for long". Female KI, Bukedea

The study also found that generally, most council debates are dominated by male councilors and this makes debating issues that affect women more difficult.

"Councils tend to concentrate on political business and running battles rather than addressing a particular gender cause. Men lobby a lot and because of this, many women fear and shut up rather than talking. This tells you that women's capacity is still lacking and therefore capacity in communication and empowerment still remains very important". KI, Female (Local NGO, Luwero).

2.5.5 ADDRESSING STRATEGIC AND PRACTICAL NEEDS OF WOMEN AND MEN

Strategic gender needs are what women or men require in order to improve their position or status in regard to each other by placing them in greater control of themselves instead of limiting them to the restrictions imposed by socially defined roles. Practical gender needs are the needs of women or men that relate to responsibilities and tasks associated with their traditional gender roles. Addressing strategic gender interests assists women and men to achieve greater equality and to change existing gender roles and stereotypes. Understanding of both women's and men's co-roles and responsibilities within the community and their relation to each other is a key strategy in the Project design, implementation, monitoring and evaluation. Gender responsiveness is one of the key areas where mindset change for development is essential.

The study sought to find out whether districts identify strategic and practical gender needs for women and men as a basis for planning. Findings indicate that there are various ongoing interventions while others are planned. The table below shows some of the interventions addressing specific gender needs.

INTERVENTIONS FOR GENDER NEEDS OF WOMEN AND MEN

District	Strategic and Practical Gender Needs Interventions
Oyam District	* Construction of 19 boreholes, 2 standard latrines in one of the upcoming urban centers, one for women and one for men. In the same vain 24 boreholes were rehabilitated; 12 in the sub-counties of Abel and another 12 in Alek in the previous FY. * Formation of water user committees and training them for purposes of sustainability. Informed by the fact that water provisioning is done by women, a policy directive was put in place to ensure that 60% of the user committees must be women and must also occupy key positions as Chairpersons, Treasurers and Secretaries. * Women are also encouraged as much as possible to take up the position of water source caretaker. This gives them the leverage to collect the user fees, determine when to open and close, how often to clean, ensuring users abide by the set regulations and acting as a link between the community and sub-county staff for purposes of follow up and maintenance. * During the week preceding the International World Water Day (23rd March) a sanitation week is observed and various interventions that are practical in nature are promoted. These include, construction of drying racks for utensils, rubbish pits and latrines which are emphasized for an ideal homestead.
Bukedea District	* Partnership with CSOs has significantly complimented on the work of Local Government where resources are insufficient. FOWODE trained on Women's Rights over land and they are now knowledgeable on the purpose of writing the will and land allocation. Give Direct identified and trained women on savings and entrepreneurship skills in Kidongole sub-county * Gender mainstreaming training for men and women was undertaken in Bukedea Town Council and Kidongole sub-county spearheaded by the CDO. They created awareness on gender roles and responsibilities as well as the need for families for work together.

District	Strategic and Practical Gender Needs Interventions
Arua District	* Livelihood programmes in the refugee settlements have been able to mainstream gender in their day to day work, for example energy saving stoves have been promoted and in turn they have had positive effects on women's respiratory health, easing household workload on fetching fire wood from long distances and saving time for them to attend to other developmental activities * Providing gainful employment for women. Sweeping roads, garbage sorting, collection and management of sites are mostly done by women employees. This has enabled women to access paid work and their earnings are as follows; garbage sites managers get 200,000= and site supervisors get 180,000= while sorters earn 90,000=. In addition, the Municipal Council caters for their occupational safety and security by providing them with the following gear, gumboots, gloves and helmets as part of the safeguard package at the workplace. * "Women's Caucus for the Division" has been put in place to address issues of women and girls in the Division Development Plan. This caucus has been very helpful in providing space for lobbying men for support in debating motions in favour of women's empowerment. Through these caucuses, key ordinances have been passed i.e: * Alcohol (ordinance) – to prohibit men from being 'professional drinkers' and abdicating their roles to women. * Women are given equal opportunities to compete for the jobs, HRM- is secretariat for the District Service Commission. If there are 3 positions, the best performing woman, even if she has not scored the highest, the position is given to a woman. * Women also get opportunities for capacity building courses to advance in their career development, although some meet challenges due to family and maternal roles for example the District Statistician missed an opportunity to attend a course for August 2019 training but would join in January after delivering her baby * Under the Discretionary Development Equalization Grant (DDEG) the money is given through organized community groups and 30% of the beneficiaries must be women.

District	Strategic and Practical Gender Needs Interventions
Isingiro District	* Under production sector women have been mobilized and engaged in various enterprises of crop production, animal husbandry, fisheries and apiary to address their practical needs in terms of improved and quality inputs (planting materials, pesticides and labour saving technologies) * Other efforts undertaken by the district to address practical gender needs of both girls and boys in school are taken in conjunction with CSO partners such as Education for Sustainable Development (Uganda). These have supported children to undertake hand work activities (weaving mats, table cloths, sweaters, baskets, beads, necklaces and earrings among others). The proceeds from the crafts are then used to buy milk and porridge. The objective of this initiative is to enable pupils to drink milk with porridge in schools and eat hot food. * The Ministry of Works and Transport has developed manuals and guidelines that the Local Governments follow in terms of gender awareness creation. The works training has mainstreamed gender, environment and HIV/AIDS for all personnel of all categories at all levels.
Luwero District	* Youth Livelihoods Programme and Uganda Women's Entrepreneurship Programme are deliberate on female youth and women. The district has embraced this approach. The Special Grant considers gender balance among the beneficiaries * Health Department is supported through construction of maternity wards at health facilities (Health Centre III onwards) and special rooms for women who attend antenatal at health facilities * Partnership with Civil Society on sensitization of the population on government projects, referral support and counselling for gender based violence victims and supporting access to justice. Some of these NGOs include: Luwero Women's Development Association (LUWODA), <i>Munno mu Bulwade</i>, Women Initiative for Peace and Development, Reproductive Health Uganda, etc.

2.5.6 HUMAN RESOURCES FOR GENDER MAINSTREAMING

The study revealed that all districts conduct one-off trainings or gender sensitisation meetings for local leadership at various levels. However, there was no evidence during the study to indicate that all Gender Focal persons had the capacity to continuously mentor other staff in gender mainstreaming. This points to capacity issues in designing strategies for mentoring on gender issues as well as dealing with issues of inequalities between women and men in the districts. Yet good practice indicates that the effects of measures like gender equality training can fade quickly if they are only delivered as a one-off session or if they constitute the only measure for introducing gender mainstreaming.

In Isingiro, the Senior Probation Officer has been given the additional responsibility of Gender Focal person. The job description is generic in nature e.g. ensuring that gender is mainstreamed in the District; Promoting gender equality and women's empowerment, disseminating gender information and organizing advocacy day for women. This makes the implementation of gender mainstreaming in the DDP as well as the assessment of performance of the GFP Officer very complicated. In Bukedea, the district has a designated Gender Focal Person, who is one of the Senior CDO from the sub-county. There is no substantive Gender Officer at the district. The focal person has attended some training workshops such as the one for gender mainstreaming and budgeting as well as gender based violence prevention and response, including referral mechanisms.

In Arua district, the CDO who is a woman handles the budgeting and planning of the programme. This officer also handles the Uganda Women's Entrepreneurship Programme at the district. She is in charge of gender mainstreaming and is provided with Terms of Reference and the tools for performing these roles.

2.6.7 CAPACITY BUILDING FOR GENDER MAINSTREAMING

Coordination

Coordination is a very important aspect of gender mainstreaming, especially in the District Local Governments where implementation of all government programmes takes place. Coordination is important for capacity enhancement since it provides opportunity for sharing skills and knowledge about implementing gender mainstreaming. Such skills and information are much needed but not always available from within an organisation.

The study found that all districts have had experience of setting up coordination mechanisms for gender mainstreaming in form of conducting quarterly meetings to share progress on gender mainstreaming initiatives, reflect on priorities and plan together.

Bukedea district Local Government last conducted a District Gender Coordination Committee during the financial year 2016/2017. This was an umbrella gender coordination mechanism that drew members from various actors and departments. It comprised the Heads of Departments, Civil Society Organisations, Private Sector and Faith Based organisations. By then, it was supported

through the United Nations Population Fund (UNFPA) Project. By implication, when the project concluded, Bukedea was not able to sustain the coordination of gender responsive planning and reviews. These efforts have not been sustained largely because they are not embedded in the Districts or sub-county internal procedures and hierarchies.

Training

Isingiro District Local Government undertakes annual Training Needs Assessments through the Heads of Department. The HR unit prioritizes the training guided by the principle of career development. However, due to the fact that gender mainstreaming is a performance target under the HR function all induction trainings and session organized for people remaining with 3-5 years to retire must have topics/sessions on gender awareness, mainstreaming or even planning and budgeting. Gender mainstreaming is a performance target under the cross cutting issues, the other two are HIV/AIDS and environment.

Responses from Arua and Bukedea districts indicate that staff are provided with study opportunities in an effort enhance their capacity in gender issues. Women get opportunities for capacity building courses to advance in their career development, although some meet challenges due to family and maternal roles. Even then, these are provided with special consideration and additional opportunities to join such trainings after delivery as was the case of the District Statistician who missed an opportunity to attend a course for August 2019.

Mentoring for gender, women's rights and empowerment

Mentoring has become increasingly necessary in today's time to build a positive and concrete change in individuals and to boost the transfer of knowledge from the mentor to the individual. Gender planning and budgeting requires mentoring as a continuous capacity building strategy but it requires management support. District Local Government leadership must appreciate the purpose of prioritising gender issues and the role of gender equality in development processes. The mentoring capacity at the district in terms of man power and training requires a standard, standardised training manuals and tools.

"These efforts have not been sustained largely because they are not embedded in the Districts or sub-county internal procedures and hierarchies", KI, CSO, Luwero District.

2.6.8 SYSTEMS FOR GENDER MAINSTREAMING ASSESSMENTS

The research found this one of the weakest areas. In all the districts, there was no evidence to show that Gender Focal Point Person identified gender issues, designed strategies and mentored other staff on how to deal with inequalities between men and women. As mentioned in earlier sections of this report, districts do not undertake gender analysis as prerequisite for planning. This suggests that identification of gender issues, planning, implementation, monitoring and evaluation of targeted interventions remains ad hoc. As a result, gender disaggregated data is collected on a

few indicators depending on the information from the National Census statistics and the statistical abstract from the planning department. Even the information available is not updated.

The study found that the districts do not generate routine gender specific data on major gender indicators such as: access to resources among women and girls, ownership of property among women and men, women participation in leadership. This is largely because gender analysis is not undertaken during the planning stage.

There was no systematic way of disseminating gender related information in the districts. This is because, districts do not allocate resources for information dissemination. In all the districts under this study, Statistical Abstracts were not printed in sufficient copies to enable those with limited access to computers refer to them. In Luwero and Bukedea Districts, it was found out that information dissemination is only done during the planning and technical planning meetings, but clearly these are not the only beneficiaries of this information.

It was found out that partners and Civil Society Organisations undertake short assessments on some of the gender issues. For instance, Trailblazers, a local NGO undertook an assessment on early marriages and teenage pregnancy in Bukedea district. Similarly, Trocaire undertook a Women's Land Rights study in 2017 in the same region

Youth Development Initiative – West Nile is a CBO and has initiatives towards economic empowerment, ICT, health and education, environment sustainability and leadership. It works with like-minded organizations such as Women Democracy Uganda Chapter Network. They have undertaken the various activities targeting women councilors and the youth in schools. These include: Building capacity of the youth in schools; Building capacity of councilors in their roles and responsibilities, Public speech, Action planning, Networking, Lobbying and Moving motions in councils. Such work provides an opportunity for districts to generate information and disseminate it in sub-counties where such projects do not reach.

But the study could not verify that copies of reports from these activities were shared with respective district local governments. This information would be important for districts but due to absence of systematic mechanisms of information sharing and dissemination, this information rarely reaches the district respective departments.

“District and Town Council officials are invited to attend workshops for dissemination of information on various projects but only few copies are provided. Often times, these reports are specific on projects by NGOs and partners and we do not utilise this information regularly”. KI, Bukedea DLG

In Arua District, findings indicate that the Gender Focal person has disseminated gender information to technical as well as political leaders in the LG. Subject to availability of resources the Gender Focal Person makes photocopies on gender awareness information and articles on GEWE from magazines and newspapers and pins them on the notice boards for the public to read.

Section Three

ANALYSIS OF FINDINGS

3.1 OVERVIEW

It has been noted from the study that initiatives by districts and NGOs, though not regular, have made a significant contribution to gender mainstreaming efforts. As some respondents put it, trainings by CSOs have changed women leaders' image. They now dress appropriately at all times reflecting their leadership demeanour. It was clear from the discussions that trained women councillors are different. They have learnt to undertake research before advocating for something that is going to be beneficial to women and girls. They get information and data to back up their submissions to council. As one Key Informant put it;

"Women councillors have also learnt to use any available opportunity when they meet influential people, not just to say, 'I was just passing by, and came to greet you'. They have something substantial to discuss". KI, NGO Staff, Arua.

There are variations on this assertion. While views from Arua, Oyam, Isingiro and Luwero Town Council can attest to this, many sub-counties of Bukedea District portray less capacity in this effort.

The current and planned institutional processes and structures to sustain gender mainstreaming efforts in districts are faced with challenges of inconsistency and incoherence. It was observed that women empowerment work is largely undertaken by Non-Governmental Organisations and Civil Society largely focusing on advocacy, sensitisation and empowerment, with direct service provision by local governments. This does not sustain gender mainstreaming work steadily and consistently because NGOs implement time bound projects with short timeframes. Even National and International NGOs that do not work with local CBOs leave no capacity when they decide to do work themselves and after which they leave.

In the gender mainstreaming effort, coordination mechanisms have not been sustained and this gap was observed in all the districts under study.

3.2 FACILITATING FACTORS FOR GENDER MAINSTREAMING

The study could establish that District Local Governments have to a large extent mainstreamed gender and women's empowerment issues in their plans and budgets. It is evident that District Development Plans highlight vulnerable and marginalized groups including women, Orphans and Other Vulnerable Children, the Elderly and Persons with Disabilities. A number of factors that have enabled most districts to identify and plan for various interventions to improve livelihoods of the marginalized groups through gender mainstreaming range from political to institutional.

Some of the political and institutional factors include; affirmative action strategy and guidelines from the Central Government; capacity building through training and advocacy efforts by development partners and Civil Society Organizations. Advocacy has generated debate and drawn attention of policy makers, politicians and technical people at district levels.

Districts that have not performed well in gender mainstreaming are faced with an enormous challenge of lack of own resources for sustaining the effort. Largely, districts do not finance gender trainings from their own resources to ensure capacity- building for its staff. If districts were committing some of its funds for gender training, there would be good will, prioritization, commitment to ensure sustainability of gender mainstreaming.

Districts have not fully utilised the opportunity that TPC and other staff meetings present to discuss and disseminate gender issues and yet they are the main forum through which the majority of staff interact. Lack of discussion in such high level meetings about gender issues within each sector and strategies to bridge the gender gaps results in lack of awareness and appreciation of gender issues among staff and ultimately non prioritization. Failure to discuss gender issues/mainstreaming during meetings was largely due to perceptions by most staff to the extent that they were not competent enough to advise or mentor others on gender issues

3.3 GOOD PRACTICES

a. Entrepreneurship in water supply at Minakulu Borehole, Oyam District

Through efficient and effective ways of collecting user fees and proper record keeping. Minakulu borehole had saved up to 54 million shillings in their account. They service the borehole regularly and repair it whenever it breaks down. They had even repaired a borehole that had broken down in the neighboring village. They had also turned their savings into a SACCO, lending and borrowing money to members. When children of members are joining secondary school (S.1) they receive a contribution of Shs. 100,000 for each child.

b. Women's Group in Kidongole sub-county, Bukedea District

Community dialogue meetings that focused on ending child marriages and early pregnancies focusing on girl child. These were held with parents, girls and boys during the parents' meeting at school. The dialogue discussed girl child neglect, domestic violence etc. the leaders committed to sensitise and increase awareness for parents and children focusing on encouraging them to complete the education cycle.

c. Community mobilisation for women participation in Bukedea

Community mobilisation activities in Angole sub-county aimed at mobilising women to participate and benefit from the Uganda Women's Entrepreneurship Programme. Women had at first shunned the programme for fear of being arrested on failure to pay the loans. In conjunction with the CDO who facilitated the mobilisation meetings, the information provided through these community

mobilisation activities helped more women form groups and the sub-county has 8 groups benefiting from the Programme and more are expected to have their proposals funded during this financial year. This activity reaffirms the idea that information sharing is critical in the women's empowerment agenda.

d. CAIP in Isingiro District

The Community Agriculture Infrastructure Improvement Project (CAIP) was very deliberate on community meetings, mobilization of men and women and sensitizing communities on gender, environment and HIV/AIDS". Through their membership to the different committees, the female councilors are involved in planning and budgeting as well as monitoring the various projects in the district as well as the sub-counties. They also contribute equally with men in the debates and discussions in the house.

e. Women's participation and representation in leadership positions in WES.

The strategies put in place to address gender issues in the water and sanitation sub sector in Isingiro District include: The water, environment and sanitation sector targets women to participate in the planning and maintenance of water points. Specifically engage women in the coordination and advocacy meetings taking into consideration the time and venues convenient to women. Fifty (50%) of the water and sanitation user committees must be women. As a result, 78% of the water and sanitation user committees are women and notably, 75% of the water kiosks are managed by women. This has over shot the required percentage of fifty. Every year during the celebrations to mark sanitation week two sub-counties are selected and homesteads are targeted to dig latrines, utensil racks, dig rubbish pits and build shelters, 65% participants are women.

f. Water for Production in Isingiro District.

Under the water for production initiative, women have been trained in growing vegetables along the three dams in; Kyarugaju Sub-county, Endinzi sub-county and Kagamba sub-county. The vegetable gardens are then turned into Farmer Field Schools where other farmers come to learn, this initiative has had a very high multiplier effect in terms of technological adoption. Additionally, the women consume some of the vegetables thereby boosting their nutrition as well as that of their families and sell some to earn cash. A Private consultant was hired by Ministry of Water, Environment and Sanitation to train women who are willing and organized in groups. The district plays a backstopping role, supervision and approval of the work of the consultants for payment.

g. Labour Intensive Public Works / Roads Sub sector Isingiro District.

The strategies considered to be best practices in addressing identified gender issues include; Use of labor intensive public works rather equipment intensive works has brought on board poor and unskilled but able bodied women and men to participate in road works but has also improved their income earning capacities. Each worker earns shillings 150,000=per month while the Headmen earn 250,000=.

The recruitment questionnaires and templates are specific on female and male criteria for example all females and males are awarded 10 points before they answer any questions. The females are however awarded an affirmative 3 marks margin ahead of their male competitors. As a result, out of the 200 people working as gangs under Labor Intensive Public Works, 40% are women. Each gang has 10 people and out of the 5 gangs currently deployed in the district, 5 are headed by women. There is also 1 woman out of the 3 road overseers. Nevertheless, 2 positions of road overseers are yet to be filled to reach the threshold of 5.

At the time of the research the district was hosting a female intern engineer who was facilitated to participate in all the supervision works – for her to get the necessary exposure but also to act as an encouragement to the female gang members and other young girls still in school. All workers are required to open bank accounts through which their monthly pay is deposited to avoid issues of husbands coming to demand for the money due to their wives. An issue that was common in some districts. The fact that the same women keep coming back for redeployment after one road has been completed means that their spouses and families are not only supportive but might also not be meddling into their finances.

h. Women friendly working environment in the Health Sector in Isingiro District

At the health departmental level, female workers are encouraged to take on an administrative role since they are always present at the duty station and are rarely involved in stealing drugs. They are also encouraged to upgrade their academic qualifications and all this is done in a bid to enable them to compete favorably for managerial positions but also get better remuneration.

i. Gender responsive and youth friendly services in the health sector in Isingiro District

Specific gazetted corners / spaces for both male and female youth are provided in the Health Units. Educative films, games, inspirational talks, counselling, negotiation skills about consent and avoiding sugar daddies through positive messages, information on adolescent health, HIV/AIDS, menstrual hygiene in addition to treatment of STIs and supply of condoms are undertaken. „

Under NUSAF3, the Identification and classification of the different roles and responsibilities of women, men, boys is usually done during the design of the various projects which makes tracking the gender dynamics more systematic. Understanding of both women's and men's co-roles and responsibilities within the community and their relation to each other is a key strategy in the Project design, implementation, monitoring and evaluation. Gender responsiveness is one of the key areas where mindset change for development is essential.

Under NUSAF3, Community Facilitators and Business Agents were identified, trained and deployed as community based mobilisers, NUSAF also closely works with District Local Government and Sub County Local Governments as well as Civil Society Organizations and the Private Sector. The local communities including women and men play a critical role in the identification of the projects, evaluation of service providers, monitoring of the project implementation and commissioning of the projects.

3.4 LESSONS LEARNT

While significant gains have been attained to improve the status of women in Uganda over the last three decades, women still have quite a long way to go before they attain full dignity and equality with men in all spheres of their lives. The negative deep-rooted beliefs and stereotypes against women's leadership still undermine their influence in society. These stereotypes are seen in public communication where male leaders and decision-makers enjoy a lot more positive visibility whereas women leaders rarely get recognised positively, their contributions and achievements are under-recognised. Mostly women leaders receive negative and sexist visibility. In addition, there are existing gender disparities in access to media and other visibility platforms which favour male leaders and decision-makers.

The study indicates that sustained efforts from all actors and stakeholders are necessary to continue addressing such challenges until a society in which women and men are equitably participating and benefitting from good governance is attained at all levels.

Specific lessons learnt from the ongoing efforts by Local Government and Civil Society include:

- * District Local Government now demonstrate adequate capacity in terms of appreciation of gender issues. If the available training and capacity is supported by enough resources, gender transformation is possible. This is because, districts that have partnered with CSOs where resources have been reasonable perform better than those that have not.

CSOs have made commendable work in advocating for women's rights, gender equality and good governance. This is not sustainable. Dominance of women empowerment work by Non-Governmental Organisations and Civil Society does not sustain this work steadily and consistently. Even National and International NGOs that do not work with local CBOs leave no capacity when they decide to do work themselves and after which they leave.

A big lesson learnt in line with Uganda Gender Policy and various international and regional normative frameworks is that gender mainstreaming must continue to be integrated in the mainstream development agenda. The lessons were drawn from the women specific initiatives in Oyam District below;

Atora Boutique Women's Group; The group of 8 women received Shillings 3 million and paid it back within one. After the loan repayment each of the group members bought a she goat. In addition they received another loan of 5 million shillings to further boost their enterprise

Amigonge Women Farmers' Group; The group secured a loan of 3.8 million shillings and they hired land to grow maize from which they harvested 5 tones. Once they sold the maize they got a net profit of 2 million shillings. After the sale of the maize they paid back all the loan at once and re-invested the profits into growing maize in the following season

3.5 CHALLENGES AND GAPS IN LG GENDER MAINSTREAMING

- * Lack of proper gender profiling and gender analysis significantly hinders effective gender mainstreaming in all the districts.
- * Councillors have limited understanding of the concept of gender mainstreaming yet their roles include planning and budgeting as well as passing budgets, ordinances and by laws. The situation is worsened at the Lower and Higher Local Council levels given the fact that there is no standard education level required for councillors.

"Knowledge of people who facilitate this process is key. These are the parish chiefs who facilitate the planning from village to parish level and if they are not knowledgeable then this is the beginning of the mess. What is sent to sub-county is a refined copy that is debated and forwarded to the district for consideration. The planner at sub-county level also needs adequate capacity". KII Arua

- * Youth groups in the current programmes such as the Youth Livelihoods Programmes are dominated by male youth. This does not prepare for a future generation of an empowered woman. Girls still lack confidence to participate and it seems the existing leadership and parents do not encourage them to participate.
- * In Luwero District, it was pointed out that although different sectors have done their best to plan and budget for gender equality issues, women's empowerment issues still face challenges. Women Councils involvement in budgeting process is inadequate partly because the Indicative Planning Figures do not adequately guide on gender issues.
- * Supervision of projects for addressing gender issues is very weak. Current political monitoring does not adequately address gender related aspects. Women leaders are not facilitated to monitor progress on programmes targeting women specifically. District Women Councils do not have resources to supervise projects with the technical team. For instance, grass root women do not get adequate information because women leaders lack facilitation to regularly convene meetings and disseminate this information.
- * Men's appreciation of women's participation and involvement in community development projects is inadequate and this has hampered their engagement. Men also feel neglected and they say that programmes have targeted women.
- * Limited capacity in the collection, retrieval, packaging and dissemination of gender disaggregated data. The only data that is updated annually is that of the population, enrolment, staff commissions and boards as well as political leaders. Even where sex disaggregated data exists analysis in terms of the gender based reasons behind the numbers is not done.

"The staff bio data is not considered while undertaking annual performance appraisals. Sometimes female officers report late to work but because we know what they go through at home, we turn a blind eye" HRO, Isingiro District While the Guidelines for mainstreaming gender in Human Resource

Management in the Public Service are being disseminated, some of the compliance provisions such the mandatory annual reporting to MOPS and MGLSD have not been effected.

Women leaders in Myene Sub County pointed out that;” *the male involvement strategy in maternal health that was being promoted by Ministry of Health was being frustrated by men in the communities due to the following reasons; Fear to be tested for HIV/AIDS since it is mandatory for couples to be tested if they are expecting a child; Abdication of responsibilities for buying all the necessary requirements for the mother and new born that are demanded for by the health personnel in the Health Units ;Fear to reveal some of their extra marital affairs with women from within the communities.*”

3.6 RECOMMENDATIONS FOR POLICY AND PROGRAMMING

The study generated recommendations for policy, practice and programming. These were generated from both the respondents and analysis of literature and these recommendations are geared towards closing gender mainstreaming effort gaps. They include:

Practice and Programmatic recommendations

- * There is need to strengthen the capacity of District Local Governments in undertaking proper gender profiling and gender analysis as a pre-requisite to gender mainstreaming. Gender disaggregated data is not enough to support the effort.
- * There is need to empower communities to hold each other and their leaders accountable on gender issues. This can be done not only through sensitisation and funding but also through policies and laws.
- * There should be facilitation for women leaders from the District level to monitor and find out if what was allocated is actually benefitting a woman.
- * Support programmes that prioritise impact assessment of gender mainstreaming effort and collection of routine data to inform programming. Administrative data has not proved to be the best
- * Strengthen coordination and information dissemination at local government level to enhance learning and sharing good practices
- * District Local Governments and Urban Councils should ensure proper collection and use of sex disaggregated data across all departments.

Policy recommendations

- * The electoral colleges for women and other interest groups should be reinstated. This will make it possible for women to remain steadfast and consistent on the women's agenda. They currently fear for their votes and concentrate on other issues rather than women's cause.
- * Women councils should be involved in budgeting process and participate in technical planning processes.
- * There is need for a regulation/policy that deliberately allocates a portion or percentage of CDD or OWC funds to women groups. The current ones are male dominated
- * The Ministry of Gender, Labour and Social Development should step up efforts for not only mentoring for gender mainstreaming but also monitoring, supervision and collecting GM reports from District Local Governments



ANNEX I: Tools

A – Key informant interviews questions –

- * District Speaker, Secretary for Gender, District Planner, Chairpersons of District Women's Caucus, Gender Focal Person/District Community Development Officer, Chairperson Women's Council and CSOs
- * Sub-county Chief/LC3 Chairperson

Introduction

Good morning/afternoon.

Uganda Women's Network is undertaking an assessment to understand the progress, good practices and challenges in gender mainstreaming in your district/sub-county/town council. We are members of the team undertaking this assessment and we would like to request for your honest opinion on the questions we shall be asking. We are very grateful for your willingness to share your views!

Please note that you are free to decline to comment on any question and unless you permit, you will not be quoted in the report.

Questions
Gender Profiling
* Has the district/sub-county/Town council undertaken any gender profiling before? (If yes, obtain a copy)
Planning
* Was gender analysis undertaken prior to the planning?
* How was the identification and classification of the different roles and responsibilities of women, men, boys and their relations and access to and control over resources and benefits in a given sector or activity undertaken?
* How were the key problems and needs of women and men identified?
* Does the District Development Plan reflect sound disaggregated data, gender impact analysis, etc?
* Does the DDP have specific strategies to address identified gender issues? E.g. non participation of men in family planning.
* What are the challenges faced in undertaking gender responsive planning and how has the district/sub-county attempted to overcome them?

Budgeting

- * How are women/men's constraints being addressed through the DDP implementation strategies?
- * What are the district/sub-county interventions for addressing strategic and practical needs of men and women?
- * What fraction of the budget is allocated on essential services for women (eg. maternity centers, reproductive health, functional adult literacy, etc)
- * Is there evidence that the district/municipality has financed the gender issues identified by DDP during planning, monitoring and mentoring activities
- * How much has been released and spent on district/sub-county identified gender concerns? (check the vouchers, where necessary)
- * What are the challenges faced in undertaking gender responsive budgeting and allocation of resources and how has the district/sub-county attempted to overcome them?

Capacity building for gender mainstreaming

- * Did the district/sub-county conduct a capacity needs assessment?
- * If yes, who was consulted (participated) in the assessment?
- * Were the gender specific capacity needs identified and analysed during the assessment?
- * How does the analysis reflect appreciation of gender in terms of skills gaps created by gender differences and stereotypes?
- * Was there gender awareness training planned and actually undertaken during the previous FY? (Ask for evidence e.g training reports, lists of participants)
- * Who was targeted for the awareness, men/women of what category?
- * What are the challenges faced in undertaking capacity building for gender and how has the district/sub-county attempted to overcome them?

Human resources

- * Does the district/sub-county have a designated Gender Focal Person?
- * What are the specific capacity enhancement strategies and activities for community Services department and Gender Focal Point persons in the current FY linked to addressing inequalities between men and women?
- * What skills enhancement and training opportunities have been undertaken for women, youth and PWD councilors during the previous FY aimed at reducing the inequalities between men and women (probe e.g advocacy, lobbying, gender planning budgeting)
- * What are the human resource challenges in gender mainstreaming and how has the district/sub-county attempted to overcome them?

Systems for gender mainstreaming

- * What evidence is there to show that Gender Focal Point Person identified gender issues, designed strategies and mentored other staff on how to deal with inequalities between men and women? (eg. Mentoring reports, meeting records, etc)

- * Does the district/sub-county generate gender information? If Yes, how?
- * What evidence is there that the Gender Focal person has disseminated gender information (either received from the centre or developed within the LG) to technical as well as political leaders in the LG? e.g. women news, gender bulletin, sector specific gender disaggregated data etc.
- * What are the existing coordination mechanisms for enhancing gender responsive implementation of projects/programs among actors?
- * What are the existing gaps in functionality of systems for gender mainstreaming? How can these gaps be addressed?

Monitoring and Evaluation for Gender Responsiveness and Impact

- * Do district Statistical abstracts and departmental reports reflect gender and sex disaggregated data?
- * Has the district ever undertaken an impact and trend assessments on representation, access to resources, control, ownership, utilisation, gender parity in education, employment, etc
- * Are Annual Review reports of the LG Gender Profile (Gender Status Index) analysed to feed into Mid-term Review Monitoring reports and minutes, Council resolutions, Bylaws, ordinances, and guidelines?
- * Are there Monitoring reports and minutes, Council resolutions, Bylaws, ordinances, and guidelines on gender mainstreaming LG
- * Does the LG have Gender sensitive impact indicators for community-led initiatives developed, applied and analysed
- * Is there existence of agreed Joint Coordination mechanisms for LG , Private Sector and CSOs for Monitoring and Evaluation of Gender specific activities.

Gender in Disaster Management, Risk Reduction and Post-Conflict Environments

- * How does the current LG disaster management strategy and action plan integrate gender in the development plan?
- * What is the existing Coordination mechanism for LG, CSOs, Private Sector to redress gender imbalances in disaster and post conflict situations?

B – Focus Group Discussions

Women's groups

Introduction

Good morning/afternoon.

My name is Jane/Noel.

Uganda Women's Network is undertaking an assessment to understand the progress, good practices and challenges in gender mainstreaming in your district/sub-county/town council. We are members of the team undertaking this assessment and we would like to request for your honest opinion on the questions we shall be asking. We are very grateful for your willingness to share your views!

Please note that you are free to decline to comment on any question and unless you permit, you will not be quoted in the report.

(Request members of the group to introduce themselves)

Questions

1. How many of you have participated in any activity about gender equality and women's empowerment effort? What was the activity about?
2. What are the initiatives in this community towards improving the conditions of women, elderly, youth and children?
3. Do you think these initiatives meet the specific needs of women and men? If Yes or No, describe.
4. Would you say that gender mainstreaming efforts in this community have benefitted women, men and youth over the last 5 years? If Yes, why?
5. What are some of the common challenges for addressing gender inequalities in this community?

Thank you for your time.

ANNEX II Compliance of LG Budget Framework Papers with Gender and Equity FY 2019/2020

Local Government	LG Objectives	Medium Term Plans	Past Performance FY 2018/2019	Plans for Ensuing year FY 2019/2020	Identification of Gender and Equity Challenges and coming up with Solutions	Overall Compliance Score
Rwampara District	20%	100%	0%	52%	100%	75%
Nebbi MC	100%	75%	70%	69%	100%	73%
Mbarara District	100%	100%	68%	68%	94%	73%
Entebbe MC	40%	50%	64%	72%	86%	67%
Buvuma District	100%	75%	63%	69%	50%	66%
Bushenyi - Ishaka MC	80%	75%	55%	67%	86%	64%
Sheema District	60%	95%	63%	71%	38%	64%
Alebtong District	0%	55%	70%	55%	88%	63%
Iganga MC	100%	70%	59%	50%	114%	62%
Kapelebyong District	100%	0%	57%	62%	75%	61%
Buikwe District	100%	100%	59%	45%	100%	60%
Rubanda District	100%	80%	64%	48%	75%	60%
Kanungu District	100%	75%	61%	45%	100%	60%
Kyegegwa District	40%	40%	52%	79%	31%	60%
Kamuli MC	100%	35%	52%	60%	86%	59%
Kaliro District	60%	100%	51%	53%	100%	59%
Kumi MC	80%	50%	63%	53%	71%	59%
Dokolo District	0%	75%	55%	55%	100%	59%
Serere District	80%	40%	65%	47%	69%	58%
Apac MC	80%	70%	62%	51%	57%	57%
Rubirizi District	100%	75%	55%	52%	69%	57%
Lira District	40%	95%	64%	55%	25%	57%
Njeru MC.	0%	70%	63%	56%	57%	56%
Arua District	100%	0%	65%	50%	38%	55%

Local Government	LG Objectives	Medium Term Plans	Past Performance FY 2018/2019	Plans for Ensuing year FY 2019/2020	Identification of Gender and Equity Challenges and coming up with Solutions	Overall Compliance Score
Jinja District	40%	75%	60%	45%	75%	55%
Kabale MC	100%	100%	55%	57%	21%	55%
Hoima District	0%	75%	59%	49%	75%	55%
Fort-Portal Municipality	100%	75%	36%	55%	114%	55%
Tororo MC	100%	100%	54%	52%	43%	55%
Masaka District	40%	95%	50%	48%	88%	55%
Nwoya District	100%	80%	41%	50%	100%	54%
Kitgum Municipal Council	100%	80%	56%	53%	29%	54%
Ntugamo MC	100%	30%	53%	39%	114%	54%
Isingiro District	100%	80%	56%	52%	31%	54%
Nebbi District	80%	40%	69%	37%	50%	53%
Mubende District	20%	95%	52%	41%	100%	53%
Kumi District	20%	75%	36%	63%	75%	52%
Pallisa District	100%	60%	52%	51%	38%	52%
Mpigi District	100%	100%	42%	42%	100%	52%
Bukomasimbi District	0%	95%	53%	52%	50%	52%
Wakiso District.	100%	30%	58%	48%	31%	52%
Soroti District	100%	80%	48%	55%	31%	52%
Kapchorwa District.	40%	45%	70%	37%	50%	52%
Busia District	0%	75%	68%	46%	19%	51%
Masindi District.	100%	20%	70%	37%	25%	51%
Butambala District	0%	60%	48%	55%	56%	51%
Kagadi District	0%	0%	64%	50%	31%	51%
Tororo District	60%	80%	49%	44%	75%	51%
Rukiga District	0%	70%	49%	57%	38%	51%

Local Government	LG Objectives	Medium Term Plans	Past Performance FY 2018/2019	Plans for Ensuing year FY 2019/2020	Identification of Gender and Equity Challenges and coming up with Solutions	Overall Compliance Score
Kakumiro District	100%	60%	49%	44%	69%	51%
Manafwa District.	0%	75%	65%	34%	69%	50%
Kotido District	40%	60%	58%	39%	63%	50%
Mbale District	100%	75%	55%	37%	63%	50%
Butaleja District	100%	75%	54%	30%	100%	50%
Busia MC.	100%	80%	50%	50%	29%	50%
Kapchorwa MC.	100%	80%	58%	35%	57%	50%
Namayingo District	80%	60%	55%	45%	38%	50%
Kabale District	0%	60%	51%	52%	50%	50%
Kyenjojo District	100%	70%	45%	52%	38%	50%
Kiruhura District	0%	80%	52%	51%	50%	50%
Kasese MC	100%	40%	55%	46%	43%	50%
Kira MC	100%	60%	42%	38%	114%	50%
Kween District	100%	80%	43%	43%	75%	50%
Nakaseke District	0%	55%	55%	49%	44%	50%
Mityana District	100%	85%	50%	46%	38%	50%
Jinja MC.	20%	60%	64%	41%	21%	47%
Bundibugyo	100%	80%	45%	42%	50%	47%
Kalungu District	0%	0%	50%	50%	50%	47%
Sheema MC	100%	75%	46%	43%	43%	47%
Ngora District	40%	100%	51%	41%	31%	46%
Kasanda District	20%	0%	49%	46%	63%	46%
Kibaale District	0%	0%	60%	49%	6%	46%
Katakwi District	0%	100%	42%	47%	50%	46%
Bulambuli District.	0%	80%	70%	26%	31%	46%

GENDER MAINSTREAMING IN LOCAL GOVERNMENTS

Local Government	LG Objectives	Medium Term Plans	Past Performance FY 2018/2019	Plans for Ensuing year FY 2019/2020	Identification of Gender and Equity Challenges and coming up with Solutions	Overall Compliance Score
Kotido MC.	0%	75%	60%	37%	36%	45%
Bugiri MC.	20%	30%	57%	45%	21%	45%
Mbale MC	0%	60%	55%	46%	21%	45%
Kamuli District	100%	70%	43%	38%	50%	45%
Lyantonde District	20%	75%	61%	29%	38%	45%
Kayunga District	0%	80%	41%	51%	38%	45%
Rukungiri District	100%	20%	55%	26%	63%	45%
Mukono MC	0%	100%	41%	49%	43%	44%
Bushenyi District	0%	75%	57%	39%	19%	44%
Kaberaido	100%	80%	44%	45%	13%	44%
Buhweju District	100%	80%	45%	32%	50%	44%
Kaabong District	20%	75%	45%	34%	63%	43%
Sembabule District	0%	55%	51%	42%	25%	43%
Kamwenge District	0%	80%	39%	52%	19%	43%
Kabarole District	60%	60%	40%	41%	50%	43%
Kyotera District	100%	80%	45%	33%	38%	43%
Mubende MC	20%	35%	41%	55%	7%	42%
Kalangala District	100%	40%	37%	39%	50%	42%
Gomba District	100%	70%	43%	34%	38%	42%
Kikuube District	40%	40%	41%	47%	19%	41%
Moroto District.	0%	80%	65%	24%	19%	41%
Gulu District	100%	70%	42%	30%	50%	41%
Kisoro District	40%	100%	40%	41%	19%	40%
Masindi MC.	100%	50%	69%	12%	14%	40%
Koboko MC	0%	70%	33%	43%	57%	40%

Local Government	LG Objectives	Medium Term Plans	Past Performance FY 2018/2019	Plans for Ensuing year FY 2019/2020	Identification of Gender and Equity Challenges and coming up with Solutions	Overall Compliance Score
Buyende District Lg	60%	75%	43%	37%	19%	39%
Lwengo District	0%	25%	39%	46%	31%	39%
Ntoroko District	40%	35%	36%	41%	50%	39%
Kibuku District	0%	100%	40%	37%	31%	39%
Bukwo District	0%	100%	38%	42%	25%	39%
Amolatar District	20%	75%	30%	44%	50%	39%
Sironko District	20%	20%	41%	45%	13%	38%
Omoro District	60%	75%	43%	29%	31%	38%
Kole District	0%	60%	42%	38%	19%	38%
Kiryandongo District	100%	60%	50%	20%	25%	37%
Nakapiripirit District	100%	0%	47%	30%	19%	37%
Budaka District	100%	70%	36%	14%	100%	37%
Gulu MC	60%	50%	38%	40%	14%	37%
Amudat District	0%	65%	36%	42%	25%	37%
Pader District	0%	100%	37%	43%	6%	37%
Lugazi MC	0%	0%	44%	44%	14%	37%
Amuria District	0%	55%	30%	42%	50%	37%
Adjumani District	40%	70%	38%	31%	38%	36%
Bunyangabu District	40%	30%	39%	31%	44%	36%
Obongi District	0%	35%	0%	38%	0%	36%
Nabilatuk District	0%	60%	35%	41%	19%	36%
Makindye Ssabagabo MC	0%	100%	38%	37%	21%	36%
Moyo District	40%	75%	40%	23%	50%	36%
Oyam District	60%	70%	37%	28%	38%	35%
Iganga District	40%	45%	39%	38%	6%	35%

GENDER MAINSTREAMING IN LOCAL GOVERNMENTS

Local Government	LG Objectives	Medium Term Plans	Past Performance FY 2018/2019	Plans for Ensuing year FY 2019/2020	Identification of Gender and Equity Challenges and coming up with Solutions	Overall Compliance Score
Maracha District	0%	75%	37%	39%	13%	35%
Mukono District	100%	55%	40%	23%	25%	34%
Amuru District	0%	55%	40%	27%	44%	34%
Nakasongola District	0%	0%	36%	38%	38%	34%
Namisindwa District	60%	70%	33%	26%	50%	34%
Mbarara MC	0%	25%	49%	29%	14%	34%
Apac District	0%	50%	48%	19%	44%	34%
Kitgum District	0%	60%	33%	40%	13%	34%
Rukungiri MC	0%	20%	35%	36%	36%	33%
Mitooma District	100%	0%	51%	11%	38%	33%
Kwania District	100%	55%	40%	11%	63%	33%
Mayuge District	0%	80%	33%	34%	25%	33%
Rakai District	0%	20%	40%	27%	38%	32%
Otuke District	0%	55%	32%	32%	25%	31%
Butebo District	40%	75%	28%	34%	6%	31%
Lira MC	0%	0%	39%	24%	43%	30%
Bugweri District	60%	70%	28%	31%	6%	29%
Lamwo District	0%	25%	27%	37%	19%	29%
Madi-Okollo District.	80%	0%	0%	24%	13%	29%
Buliisa District	0%	60%	31%	23%	38%	28%
Nansana MC	40%	80%	30%	25%	14%	28%
Ibanda MC	40%	35%	35%	16%	43%	28%
Zombo District	40%	30%	27%	23%	38%	27%
Luwero District	0%	40%	38%	22%	6%	27%
Moroto MC.	0%	40%	38%	21%	14%	27%

Local Government	LG Objectives	Medium Term Plans	Past Performance FY 2018/2019	Plans for Ensuing year FY 2019/2020	Identification of Gender and Equity Challenges and coming up with Solutions	Overall Compliance Score
Kazo District	0%	25%	0%	29%	0%	26%
Bududa District	0%	45%	33%	23%	13%	26%
Hoima MC	40%	50%	19%	24%	57%	26%
Yumbe District LG	60%	20%	30%	17%	31%	26%
Masaka MC	0%	75%	26%	28%	14%	26%
Kyankwanzi District	40%	55%	32%	20%	6%	26%
Arua Municipality	100%	80%	13%	21%	43%	25%
Kasese District	40%	70%	27%	14%	38%	25%
Agago District	100%	50%	17%	21%	31%	25%
Kiboga District	0%	30%	19%	27%	38%	24%
Napak District	0%	60%	23%	23%	19%	23%
Luuka District	40%	60%	27%	7%	50%	23%
Ntungamo District	40%	55%	27%	14%	13%	22%
Ibanda District	0%	20%	31%	17%	6%	22%
Koboko District LG	20%	70%	18%	20%	25%	22%
Bukedea District	0%	75%	21%	23%	0%	21%
Pakwach District	100%	50%	20%	12%	25%	21%
Namutumba District	0%	95%	14%	18%	25%	19%
Kisoro MC	60%	0%	18%	20%	7%	19%
Karenga District	20%	80%	0%	20%	50%	17%
Bugiri District	60%	0%	14%	16%	19%	16%
Soroti MC	0%	25%	8%	25%	7%	15%
Kitagwenda District	20%	0%	0%	0%	6%	3%
National Average	46%	59%	44%	39%	43%	42%

Source: EOC G&E Assessment of LG BFPs FY 2019/2020

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