THE REPUBLIC OF UGANDA

CAPACITY BUILDING PROGRAMME FOR GENDER STATISTICS

(CBPGS 2018-2023)

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from the British people

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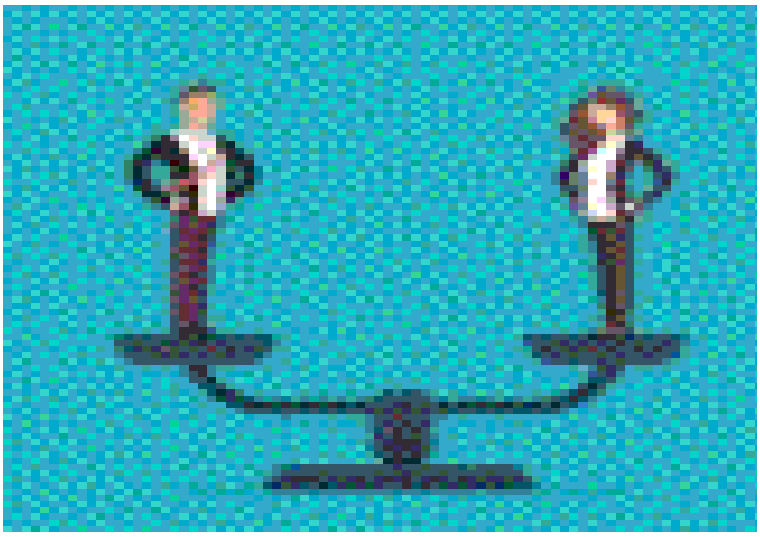
CAPACITY BUILDING PROGRAMME FOR GENDER STATISTICS IN THE NATIONAL STATISTICAL SYSTEM

2018/19 - 2022/23

Theme: From theory to practice



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FOREWORD

The implementation of the Capacity Building Programme for Gender Statistics is in line with the Bureau's mandate. The Bureau is responsible for coordinating and supervising the National Statistical System (NSS). In addition, under the UBOS Act Section 4, the Bureau is responsible for promoting standardization in the collection, analysis and publication of statistics to ensure uniformity in quality, adequacy of coverage and reliability of statistics information, and providing guidance, training and other assistance to other users and providers of statistics. Capacity development efforts for gender statistics should therefore cover both the users and producers of statistics in the NSS.

Strengthening the capacities of individuals and organizations in the NSS for production and use of gender statistics puts in place a foundation for meaningful participation in national and local development processes through sharing data for evidence decision making and thereby achieving sustainable development results. Statisticians know how to produce the statistics but lack the deeper knowledge of understanding the gender issues and gender analysis. Knowledge about gender issues is found in institutions specializing in gender or women rights. It is important that the National Statistical Office collaborate with all stakeholders of the NSS to maximize the benefits. The Capacity Building Programme for Gender Statistics is for all NSS stakeholders. As part of the training needs assessment, a network of data producers, data users, training institutions, and data intermediaries will be established. The training needs assessments will be conducted annually to document the capacity gaps. It is worth noting that capacity development is an ongoing arrangement. Capacity could be lost through; destruction, capacity flight, lack of exposure, and change of technology.

On behalf of the Board of Directors of the Uganda Bureau of Statistics, I would like to thank UN Women for funding the preparation of the Capacity Building Programme for Gender Statistics document and for providing funding for the implementation of the programme activities. Appreciation also goes to Mr. Johnson Lubega Kagugube the Consultant who conducted the consultations and prepared the Programme document. Finally, we wish to thank all the stakeholders who provided useful information during the updating of the Capacity Building Programme for Gender Statistics.

Imelda Atai Musana

Ag Executive Director

LIST OF ACRONYMS

CBPGS	Capacity Building Programme for Gender Statistics
CSO	Civil Society Organisation
DDSCD	Directorate of District Statistics and Capacity Development
DSCS	Directorate of Statistical Coordination Services
EOC	Equal Opportunity Commission
FGD	Focus Group Discussion
HLGs	Higher Local Governments
ICT	Information Communication and Technology
KII	Key Informant Interview
LG	Local Government
MAAIF	Ministry of Agriculture Animal Industry and Fisheries
MDA	Ministries, Departments and Agencies
MOGLSD	Ministry of Gender Labour and Social Development
MOH	Ministry of Health
MOLG	Ministry of Local Governments
MoWE	Ministry of Water and Environment
MOFPED	Ministry of Finance Planning and Economic Development
NDP	National Development Programme
NPGEIs	National Priority Gender Equality Indicators
NSI	National Standard Indicators
NSS	National Statistical System
PNSD	Plan for National Statistical Development
SDGs	Sustainable Development Goals
TORs	Terms of Reference
UBOS	Uganda Bureau of Statistics
UGP	Uganda Gender Policy
UN	United Nations

PREAMBLE

This document has been prepared to guide capacity building for the production and utilization of gender statistics in the National Statistical System (NSS). Capacity building (or capacity development) is the process by which individuals and organizations obtain, improve, and retain the skills, knowledge, tools, equipment and other resources needed to do their jobs competently or to a greater capacity. By strengthening the capacities of individuals, organizations and the enabling environment, the foundation is laid for meaningful participation in national and local development processes and thereby achieving sustainable development results. It is worth noting that capacity development is an ongoing arrangement. There are a number of ways through which capacity could be lost. These include, capacity destruction, capacity flight, lack of exposure, and change of technology.

UBOS is prioritizing the implementation of a capacity building programme for gender statistics in order to strengthen the capability of the stakeholders in the NSS to produce and use gender statistics. It was vital to update and strengthen the Capacity Building Programme for Gender Statistics to efficiently and sustainably build institutional and technical capacities of stakeholders in the NSS. Limited capacity for the development of methodological work on emerging areas of gender statistics and innovative measures also underscores the need to update the capacity building program. The results of the capacity assessment study revealed that capacity building initiatives existed within selected Ministries, Department and Agencies (MDAs) in the form of supportive structures such as gender units or desks, capacity building departments, technical support units that included gender as well as policies, guidelines and tools. Capacity gaps highlighted in MDAs included staffing levels, limited appreciation of the concepts and limited capacity to use skills and experiential learning. In addition, the Gender and Equity capacity development plan (2017/18-2021/22) identified limited availability of gender statistics data as a capacity gap that limits identification of gender priorities and concerns for the budget.

The overarching aim of the Capacity Building Programme for Gender Statistics is to enhance capacity and skills of staff across the entire NSS to mainstream gender in statistical production and use.

1. INTRODUCTION

1.1 Background

The National Statistical System (NSS) is a framework that brings together all stakeholders in the field of statistics, including the data producers, data users, data suppliers, data intermediaries, and research and training institutions. It is decentralized with many institutions/ agencies compiling statistical data and information to inform planning and evidence based decision making. As enshrined in the Uganda Bureau of Statistics (UBOS) Act of June 2018, the Bureau is mandated to develop and maintain a NSS so as to ensure collection, analysis and dissemination of integrated, reliable and timely statistical information.

The Bureau is, therefore, responsible for coordinating, monitoring and supervising the NSS as well as the production and dissemination of official statistics to inform policy, planning and decision making processes and provide evidence for monitoring and evaluation of government programmes. UBOS in collaboration with various Ministries, Departments and Agencies (MDAs), and the Higher Local Governments (HLGs) developed a comprehensive framework for strengthening statistical capacity in the country, and establishing structures, as well as institutional frameworks and arrangements that bridge producers and users of statistics in the NSS. The comprehensive framework is popularly known as the Plan for National Statistical Development (PNSD). The PNSD underlines the need, and provides for the generation of gender responsive statistics to monitor progress on gender equality among others.

In response to the ratification of declarations on gender equality on the international scene such as the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action (BPfA) and the Sustainable Development Goals (SDGs), Uganda, like many other countries, is making effort to mainstream gender in the production and use of statistics. The 37th Session of the United Nations Statistical Commission cited the general lack of gender statistics as a major limitation to many countries hindering formulation of gender-inclusive plans, policies and programmes for informed decision making. Among the mentioned challenges was; inadequate statistical capacity, limited gender mainstreaming and inadequate concepts and methodologies as some of the challenges hindering countries' ability to collect, analyze and disseminate gender statistics.

In order to achieve the objective, there is a need to put in place a robust capacity development programme for improved gender responsive data production. The capacity development programme should target all stakeholders in the NSS. UBOS in collaboration with the United Nations (UN) Women in 2014 designed a three (3) year Capacity Building Programme for Gender Statistics (CBPGS), under the UN Joint Programme on Gender Equality and Women's Empowerment (UNJPGEWE). The main objective of the Gender Statistics Capacity Building Programme was to strengthen capacity and skills of staff across the National Statistical System (NSS) to mainstream gender in statistical production and use. The specific objectives were;

1) To develop a 3-year CBPGS for mainstreaming gender in statistical production and use;

2) To develop a training module for mainstreaming gender statistics; and

3) To provide technical support in mainstreaming gender to staff involved in statistical production.

The capacity building efforts of the Bureau are in line with its mandate. Under UBOS Act Section 4, it is stated that the Bureau in carrying out its work will be responsible for promoting standardization in the collection, analysis and publication of statistics to ensure uniformity in quality, adequacy of coverage and reliability of statistics information; providing guidance, training and other assistance as may be required to other users and providers of statistics; and review all initiatives to collect data at the national and local government levels and approve instruments developed for data collection including census frames, registers, sample designs and questionnaires.

1.2 Rationale for updating the Capacity Building Programme for Gender Statistics

A 3-year Capacity Building Programme for Gender Statistics (CBPGS) which was developed by Uganda Bureau of Statistics for the National Statistical System in 2014 expired at the end of the 2017. There was a need to update the capacity building programme to guide the delivery of capacity development efforts to NSS stakeholders. The updated CBPGS would efficiently and sustainably build institutional and technical capacities of UBOS, and key MDAs staff to focus on the production of data for the National Priority Gender Equality Indicators (NPGEIs), the National Standard Indicators (NSIs), and other development frameworks.

An assessment of the status of institutionalizing gender statistics undertaken in 2015 indicated that capacity building initiatives existed within selected Ministries, Department and Agencies in the form of supportive structures such as gender units or desks, capacity building departments, technical support units that include gender as well as policies, guidelines and tools. It also noted that the skills development, policies and structures highlighted were often general and not specific to gender or integrating gender. Capacity gaps highlighted in MDAs included staffing levels, limited appreciation of the concepts and limited capacity to use skills and experiential learning. In addition, the Gender and Equity capacity development plan (2017/18-2021/22) identifies limited availability of gender disaggregated data as a capacity gap that limits identification of gender priorities and concerns for the budget.

In order to address the capacity gaps, the CBPGS had to be addressed to efficiently and sustainably build institutional and technical capacities for production and use of gender statistics by all stakeholders (including the private sector, media and civil society organisations) in the NSS. The abilities and capabilities put in place would also facilitate regular production of gender statistics and reporting to inform the National and International development frameworks in line with the Gender Statistics Strategy for the NSS.

1.3 Capacity Building Concept-Aims and Objectives

Capacity building is the process by which individuals and organizations obtain, improve, and retain the skills, knowledge, tools, equipment and other resources needed to do their jobs competently or to a greater capacity. The UN defines capacity building as the process through which individuals, organizations and societies obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time. The elements of capacity building are mainly four; training, equipping, mentoring and coaching as part of technical assistance and supervision. By strengthening the capacities of individuals, organizations and the enabling environment, the foundation is laid for meaningful participation in national and local development processes and thereby sustainable development results. Capacity development is an ongoing arrangement. Capacity can be lost due to capacity destruction, capacity flight, lack of exposure, and change of technology.

It was vital to update and strengthen the Capacity Building Programme for Gender Statistics to efficiently and sustainably build institutional and technical capacities of stakeholders in the NSS. Limited capacity for the development of methodological work on emerging areas of gender statistics and innovative measures also underscores the need to update the capacity building program. An assessment of the status of institutionalizing gender statistics undertaken in 2015 indicated that capacity building initiatives existed within selected Ministries, Department and Agencies (MDAs) in the form of supportive structures such as gender units or desks, capacity building departments, technical support units that included gender as well as policies, guidelines and tools. It also noted that the skills development, policies and structures highlighted were often general and not specific to gender or integrating gender. Capacity gaps highlighted in MDAs included staffing levels, limited appreciation of the concepts and limited capacity to use skills and experiential learning. In addition, the Gender and Equity capacity development plan (2017/18-2021/22) identified limited availability of gender disaggregated data as a capacity gap that limits identification of gender priorities and concerns for the budget.

The overarching aim of the Capacity Building Programme for Gender Statistics is to enhance capacity and skills of staff across the NSS to mainstream gender in statistical production, analysis, use and reporting. The specific objectives are;

1. To develop a capacity building programme for mainstreaming gender in statistical production and use;

2. To implement an effective and efficient gender statistics capacity enhancement programme for NSS stakeholders; and

3. To provide technical support to staff in mainstreaming gender in the production and use of statistics.

2. METHODOLOGY

Four (4) major data collection methods were employed, namely: document review, Key Informant Interviews (KIIs), Focus Group Discussions (FGDs), and consultative/validation workshops. Each of these methods is described below.

2.1 Document Review

A comprehensive desk review of internal and external documents of relevance to the assignment was conducted. The review of the documents was undertaken in order to identify policies and frameworks favoring the implementation of the CBPGS. The National and International development frameworks, policies and strategies are very critical in the development of the CBPGS. They guide the process of capacity gaps identification and decisions on the most appropriate strategies to address the identified capacity gaps.

The documents reviewed included the following:

1) **Uganda Gender Policy**

According to the Uganda Gender Policy, the collection, analysis, reporting and dissemination of data and information through the already established periodic surveys, censuses, participatory poverty assessments and other related activities as well as sector MIS are critical entry points and opportunities for generating gender and sex disaggregated data and information for monitoring and evaluation on gender equality. One of the policy strategies is ensuring the collection, retrieval, compilation, packaging and dissemination of gender disaggregated data (GDD)

2) **Plan for National Statistical Development (PNSD)**

Statistics provide the basis for evidence-based decision making and resource allocation at both national and lower levels of planning. The demand for statistics has increased tremendously in the recent past because government and non-state data users including the private sector, civil society, academia, researchers and analysts, the media, development partners and the general public have put new focus on managing for development results, which is about achieving development outcomes and impact for sustained improvement in people's lives.

In execution of its mandate, one of the core values of UBOS is gender responsiveness. The statistics produced should clearly illuminate gender disparities with a view to supporting their elimination. A lot of data disaggregated by sex is required to inform the understanding of the gender issues, also to support the Gender Based Budgeting processes.

3) **National Priority Gender Equality Indicators (NPGEI)**

The framework presents a set of harmonized list of 106 National Priority Gender Equality Indicators (NPGEI) aligning to SDGs and NDPII to monitor the progress of gender equality in the implementation of plans and programs. The Indicators are in six areas including;

economic, education, health, leadership and political participation, human rights and ICT and are categorised into three tiers according to availability of data and methodology. These will be useful in gender-responsive evaluation.

The NPGEI indicators have baseline information set for the year 2015 and targets based on NDP terminal year 2020. Monitoring of the NPGEI is guided by a three tier criteria based on the availability of data and methodology. The NPGEIs consists of 66 indicators in Tier I and 42 in Tier II and III and guides the production and utilization of data and gender statistics for systematically monitoring gender equality. The framework provides a starting point from which to assess the progress made towards achieving gender equality and empowerment of women and girls in Uganda. It is also a tool to facilitate the change needed to address gender issues and provides the basis for more thorough checking of the accuracy of data collection and recording as it allows for additional logical checks.

4) National Standard Indicators (NSI)

The National Standard Indicator (NSI) is a four-level hierarchical National Standard Indicator (NSI) framework covering the national, sectoral and service (MDAs) levels of Government operations. The NSI framework supports national development and is a measurement of progress against the international and regional development frameworks committed to by NDPII. It is based on the overall goal and objectives of NDP II and key regional and international development frameworks that Uganda is party to. The indicators are aligned to; the overall goal and objectives of the National Development Plan II, the mandates of respective MDAs of Government within the sector planning frameworks, and, also addresses the broad requirements of the Sustainable Development Goals (SDGs). It is envisaged that the NSI framework will guide planning, budgeting, monitoring, evaluation, production of responsive quality statistics and data and reporting.

5) Sustainable Development Goals (SDG) framework

The Sustainable Development Goals (SDG) framework presents 17 goals and 169 targets of the 2030 Agenda for Sustainable Development. All the 17 Goals emphasize equity and inclusive growth and seek to end all forms of poverty, fight inequalities, tackle climate change and address a range of social needs like education, health, social protection and job opportunities over the next 15 years. Uganda is one of the first countries in the world to align its national planning processes to Agenda 2030. The relevant Sustainable Development Goals (SDGs) have been integrated into the country's second National Development Plan (NDP II). To support monitoring and data collection, the SDG monitoring framework and the sustainable development goals and targets were developed.

6) National Development Plan (NDP) II

National Development Plan (NDP 2- 2015/16 – 2019/20) acknowledges that "the attainment of gender equality and women empowerment is a prerequisite for accelerated socioeconomic transformation. Women constitute more than half of Uganda's population but continue to be left behind in the development process, thus slowing down the country's economic development". Efforts have been made to strengthen gender equality and women's

empowerment, including the formulation of gender responsive policies and strategies; institutionalization of gender planning in all sectors and increased availability of gender disaggregated data and information. Gender mainstreaming in statistical production is yet to be fully institutionalized to enable users predict the type of gender statistics, their availability and frequency of production.

7) Gender statistics strategy

In 2018, UBOS developed a Gender Statistics Strategy with the aim of addressing challenges constraining the production and use of gender responsive statistics in Uganda. The strategy provides

mechanisms for production of quality gender statistics in the NSS. The overall objective of the strategy is to strengthen the production and use of gender statistics in Uganda. Specifically, the strategy seeks to;

i. Strengthen coordination and management of gender statistics production and use;

ii. Strengthen the human resource capacity for production and use of gender statistics;

iii. Strengthen the production and use of gender statistics;

iv. Enhance advocacy and dissemination of gender statistics; and

v. Improve resource mobilisation for gender statistics production and use.

8) Africa Gender Statistics Strategy

The United Nations Economic Commission for Africa (UNECA) acknowledges that using the existing data to monitor gender equality and women's empowerment in Africa is not new. However, due to lack of interest and resources in gender issues, the continent is lagging behind other regions, making it urgent to mainstream and integrate gender issues and concerns with the appropriate data and statistics. There are challenges and gaps in using existing data and statistics to formulate policies, programmes, assessing the outcomes of development in terms of gender issues.

The inability in terms of capacity, technical and financial resources in African countries has compelled the United Nations Economic Commission for Africa (UNECA) to facilitate technical assistance and deploy the necessary guidelines and tools to strengthen gender mainstreaming and integration for effective and efficient monitoring of the Sustainable Development Goals (SDGs). The capacity building efforts are geared toward strengthening the capacities of countries to generate gender sensitive statistics and indicators to plan and inform gender based programmes.

2.2 Key Informant Interviews

Key Informant Interviews were conducted with officials from UBOS, key MDAs, local governments, and Civil Society Organisations (CSOs). A discussion guide was drafted which guided soliciting information from the key informants.

2.3 Consultative meetings/ Focus Group Discussions

Focus Group Discussions were used to conduct a capacity needs assessment using a semi-structured questionnaire guide. The process involved moderating discussions with small groups of stakeholders. This approach was employed when seeking information from the members of the gender statistics committee and other stakeholders who were interviewed in groups. This allowed flexibility for in-depth exploration of the views, attitudes and experiences of defined groups of stakeholders regarding capacity building program for gender statistics. Capacity gaps were captured from the NSS stakeholders and they informed the updating of the capacity building programme for gender statistics.

2.4 Validation meeting

A meeting was organised for carefully selected categories of key stakeholders drawn from UBOS, MDAs, HLGs, civil society organisations, private sector and development partners to generate and review ideas in an open format. The platform was used to present and facilitate discussion on the preliminary findings, conclusions and recommendations. The feedback from the stakeholders facilitated the finalization of the report.

3. SITUATIONAL ANALYSIS FOR CAPACITY BUILDING

3.1 Pro-Capacity Development for Gender Statistics Policies and Frameworks at National Level

There are a number of policies and frameworks which form a springboard for implementation of a capacity development programme for gender statistics.

3.1.1 UBOS Act

The implementation of the capacity building programme for gender statistics is in line with the Bureau's mandate. The Bureau is responsible for coordinating and supervising the National Statistical System. In addition, under the UBOS Act Section 4, the Bureau is responsible for promoting standardization in the collection, analysis and publication of statistics to ensure uniformity in quality, adequacy of coverage and reliability of statistics information, and providing guidance, training and other assistance to other users and providers of statistics. Gender statistical capacity development efforts should therefore cover both the users and producers of statistics.

3.1.2 Uganda Gender Policy

The goal of the Uganda Gender Policy (UGP) is to achieve gender equality and women's empowerment as an integral part of Uganda's socio-economic development. The UGP provides a clear framework for the identification, implementation and coordination of interventions designed to achieve gender equality and women's empowerment in Uganda. The policy guides all stakeholders in planning, resource allocation, implementation, monitoring, and evaluation of programmes with a gender perspective. It is a requirement that sector ministries carry out gender and equity analysis of the various policies and programmes that they undertake. Implementation of the capacity development programme for gender statistics benefits a lot from the provisions of the UGP.

3.1.3 National Priority Gender Equality Indicators (NPGEI)

The National Priority Gender Equality Indicators (NPGEI) are aligned to the Sustainable Development Goals (SDGs) and the NDPII to monitor the progress of gender equality in the implementation of plans and programs. The Indicators are in six areas including; economic, education, health, leadership and political participation, human rights and ICT. They are categorised into three tiers according to availability of data and methodology. The capacity needed to generate the required data was assessed and the findings would inform the implementation of the capacity building programme for gender statistics.

3.1.4 Equal Opportunities Commission Act

The Equal Opportunity Commission (EOC) is a statutory body established by an Act of Parliament to effectuate Article 32(3) and Article 32 (4) of the Constitution of Uganda. The EOC is mandated to eliminate discrimination and inequalities on the basis of gender, age, race etc. and take affirmative

action in favour of marginalised groups. Their role is to assist individuals to understand their rights to equal opportunities and to facilitate to redress discrimination.

The Commission has also developed tools and training materials to implement the gender and equity certificate. Among the tools include; the Management and implementation schedule, assessment tools and monitoring tools. Uganda was one of the first countries in the region to have a legislation that recognizes inclusion of gender and equity in the management of public finance expenditure. The Public Finance and Management Act, 2015 (PFMA) mandates the Equal Opportunities Commission (EOC) to issue a Gender and Equity Certificate to all Ministries, Departments and Agencies (MDAs) and Local Governments. The EOC and the Ministry of Finance Planning and Economic Development (MOFPED) are responsible for formulating the guidelines and frameworks by means of which the gender and equity compliance of government ministries, departments and agencies is assessed. This has promoted and enforced the gender based budgeting process.

3.2 Status Quo of Institutional Capacity Initiatives

A number of institutional capacity development initiatives have been put in place by both state and non-state actors. In this sub-section, the discussion is going to concentrate on capacity building efforts which are relevant to the development gender statistics.

3.2.1 Statistical Capacity Development Programme

The Statistical Capacity Building Programme benefiting the NSS stakeholders at the national and local government level is being implemented by the Directorate of District Statistics and Capacity Development (DDSCD). The Directorate is collaborating with some universities to conduct training at the regional level for the local governments. Seven training modules were developed by the DDSCD supported by the University of Reading, UK. The seven training modules were designed to address all capacity gaps at every stage of data management. The training modules are;

Module 1: Building confidence in statistics

Module 2: Data Management and analysis using EPIINFO and INSTAT

Module 3: Data collection techniques, Instrument design, Sampling and Survey design

Module 4: Data Analysis using a specialized statistical package STATA

Module 5: Project planning, and management

Module 6: Training the statistical Trainer

Module 7: Integrating Quantitative and Qualitative Techniques of data collection

3.2.2 Capacity Building Programme for Gender Statistics

The Bureau established a gender statistics unit to promote the production and use of gender statistics in the NSS. A gender statistics strategy was also developed. A Capacity Building Programme for Gender Statistics (CBPGS) was also designed.

The design process of the CBPGS was preceded by an assessment of the current status of institutionalizing gender statistics in the NSS in order to establish their capacity to mainstream gender in their statistical production processes. This was undertaken to assess four (4) major areas, namely: existence of structures, existence of policies to support gender mainstreaming, existence of statistical materials, and the history of gender related skills development.

The assessment was conducted through field visits to eight 8 MDAs which included: the Ministry of Education and Sports (MoES), Ministry of Gender, Labour and Social Development (MGLSD), Ministry of Health (MoH), Ministry of Agriculture, Animal Industry and Fisheries (MAAIF), Ministry of Water and Environment (MWE), Ministry of Energy and Mineral Development (MEMD), Ministry of Local Government (MoLG) and Ministry of Public Service (MoPS).

Findings showed that four (4) of the eight (8) MDAs that were assessed had structures to support gender mainstreaming. These included the existence of a capacity building unit and a gender desk/unit. On the other hand, five (5) MDAs had undertaken skills development initiatives to build capacity in statistical production and gender related issues. The availability of appropriate methods and tools to guide the production of gender responsive statistics was found in three (3) of the MDAs. Insufficient knowledge, information and skills on compiling gender statistics cited as a major capacity gap.

Eight training modules were developed for the CBPGS. The modules were developed by the Technical Working Group (TWG). The module are presented in table 3.1.

Table 3.1: Training Module

Session	Main Objective (s)
Session 1: Introduction to the Gender Statistics Module	Equip participants with knowledge and skills to mainstream gender in statistical production and use.
Session 2: Concepts and Definitions	Enable participants to appreciate the different concepts and definitions on gender.
Session 3: Survey Design	Provide guidance on the design of a gender responsive survey.
Session 4: Instrument Design	Introduce the general considerations for questionnaire design. Highlight some of the considerations for designing a gender-sensitive questionnaire.
Session 5: Data Collection Techniques	Introduce the basic sampling concepts. Highlight the different sampling techniques. Introduce some data collection techniques.
Session 6: Data Processing and Analysis	Train participants in the development of analyses and presentation of gender responsive data.
Session 7: Report writing, Proof reading and General Editing	Outline best practice and challenges in writing, proofreading and general editing of gender statistics reports and other products.
Session 8: Dissemination	Outline User-Friendly Mechanisms for Disseminating Gender Statistics Products.

The 2015 Capacity Building Programme for Gender Statistics was implemented by the Directorate of Statistical Coordination Services (DSCS) in collaboration with the Directorate of District Statistics and Capacity Development (DDSCD). All the training modules were implemented in all MDAs and HLGs implementing the PNSD. The gender capacity building programme enabled stakeholders to prepare a number of reports on gender including;

1. Women and men in Uganda;

2. Sector gender statistics profile reports;

3. The state of gender equality in Uganda;

4. Female Genital Mutilation/ Cutting report;

5. Engendering of the Strategic Plans for Statistics for sectors and higher local governments; and

6. The MDA statistical abstracts.

The major challenge faced by the Programme was limited funding and inadequate trainers to reach many stakeholders producing and using statistics for evidence decision making.

3.2.3 Initiatives among the NSS Stakeholders

Capacity building initiatives exist within selected Ministries, Department and Agencies (MDAs) in the form of supportive structures such as gender units or desks, capacity building departments, technical support units with policies, guidelines and tools on gender. The skills development, policies and structures highlighted were not specific to gender or integrating gender. The capacity gaps highlighted in MDAs included; staffing levels, inadequate support from the institutional leadership to prioritise the gender issues, and limited capacity in generating gender statistics.

Based on the findings of the capacity needs assessment, there is therefore a need to strengthen the skills of data producers to generate gender responsive statistics for evidence-based planning and improved Service Delivery. Capacity building of the institutions involved in the NSS is vital to ensure harmonisation of gender statistical concepts and definitions used in compilation of data. A number of stakeholders (gender focal point persons and staff involved in data production) indicated that in the past two years they had received training in relation to the understanding of the gender issues and generation of gender statistics. Table 3.2 presents the gender related trainings reported and the beneficiary institution.

Table 3.2: Gender related Training Received by Institution

Type of Training	Beneficiary Institution
Macro-economic statistics and gender	MOFPED
Gender Data analysis for Gender Based Budgeting	MOFPED
Gender Equity Budgeting	MOFPED, MAAIF, MOWE, MOLG
Identification of gender issues and concepts	MOES, MOWE, MDA Gender focal point persons
Production of gender statistics	MOES, MOLG, MOGLSD
Gender mainstreaming	MAAIF, MOWE
Gender responsive budgeting	MAAIF
Gender data analysis	MAAIF
Communicating gender statistics	MDA Gender focal point persons

4. STRATEGIES FOR GENDER STATISTICS CAPACITY BUILDING

Addressing the capacity gaps for sustainable production and utilization of gender statistics requires collaboration from all stakeholders in the NSS including the donor community. Data generation is an investment which is not very easy to cost. Due to the decentralized nature of data production all stakeholders both state and non-state actors should be targeted. The CBPGS should be linked to the Gender Based Budgeting and Assessment process spearheaded by the EOC and MOFPED. The linkage would increase the participation of the stakeholders and ensure sustainability of the Programme.

The data collection instruments should be gender responsive. When the gender issues are not covered at the time of the design of the instruments, the follow-up processes could not cover such issues. Table 4.1 presents the strategic objectives, related strategic actions and the target group. From the strategic objectives and actions stated, training modules would be designed.

Table 4.1: Strategic objectives, associated strategic actions, and the target group

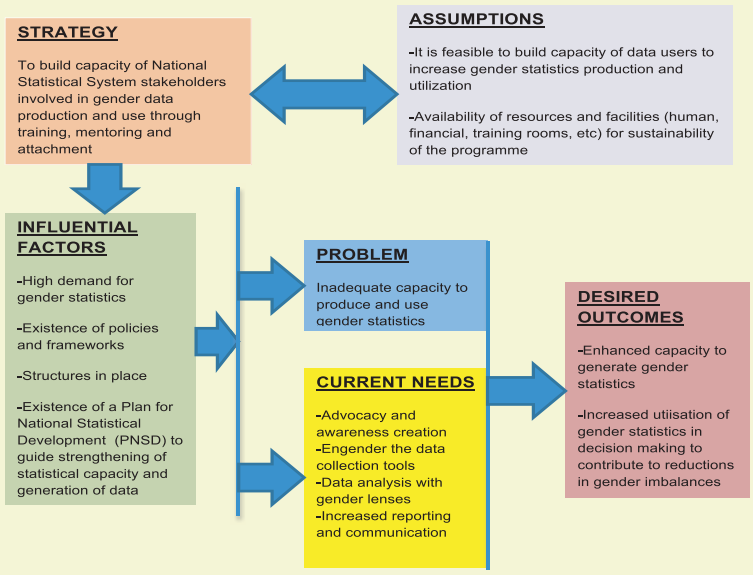
Strategic Objective	*Strategic Actions*	*Responsibility*
1. To document the capacity gaps of gender statistics NSS stakeholders for regular production and utilization of gender related data	2. Update the list of stakeholders involved in capacity building for understanding of gender related issues and statistics; 3. Regularly conduct capacity needs assessments; 4. Update a capacity building for gender statistics coordination strategy; 5. Sensitize key stakeholders on gender issues and importance of statistics for evidence decision making; 6. Organize monitoring sessions on gender statistics capacity building; 7. Organize technical committee meetings to discuss and approve gender statistics related training materials and messages; 8. Coordinate technical and financial resources for gender statistics capacity development.ww	UBOS MOFPED MOGLSD OPM
2. To enhance the capacity of data producers for increased production of gender responsive statistics	1. Develop institutional and individual capacity building for generation of gender statistics; 2. Develop standardized gender statistics training modules; 3. Conduct regular training for production of gender statistics; 4. Identify a core of gender statistics trainers; and 5. Organize internship and attachment for university undergraduates to enable them relate the training and the actual statistical production process.	UBOS

Strategic Objective	Strategic Actions	Responsibility
2. To enhance the capacity of data producers for increased production of gender responsive statistics	1. Develop institutional and individual capacity building for generation of gender statistics; 2. Develop standardized gender statistics training modules; 3. Conduct regular training for production of gender statistics; 4. Identify a core of gender statistics trainers; and 5. Organize internship and attachment for university undergraduates to enable them relate the training and the actual statistical production process.	UBOS
3. To increase the awareness and interpretation of the gender related data and information	1. Provide technical support to key stakeholders including MDAs, HLGs, private sector, CSOs, and the media to interpret the gender statistics; 2. Develop specific gender statistics sensitization materials for awareness creation and advocacy; 3. Organize gender related training for key staff in public, private, CSO, faith based organization, and the media; 4. Document and organize staff exchange sessions on gender statistics production and interpretation; and 5. Regularly avail gender statistics to media and CSOs.	UBOS MDAs Training Institutions

The objective should be achieved through organizing sensitization of the key stakeholders, training of staff involved in data production and utilization, and by mentoring and attaching staff for improved understanding of the subject. The capacity development programme for gender statistics should present user-tailored materials to address the challenge of the different levels of appreciating the gender statistics.

Figure 4.1 presents the theory of change to illustrate how the change would come about when the capacity building programme for gender statistics is implemented. The interventions respond to the problem of inadequate capacity to produce gender statistics in order to achieve the desired outcomes of enhanced capacity for gender statistics production and increased utilization statistical outputs.

Figure 4.1: Theory of Change for the Capacity Building Programme for Gender Statistics



5. TRAINING MODULES

The stakeholder consultation revealed inadequate technical skills in generation of gender statistics as a major challenge. Technical skills in understanding of the gender issues, designing data collection instruments, gender data analysis, gender budgeting, gender data auditing, data interpretation and reporting was required.

Table 5.1: Gender capacity gaps and needs for the staff in specific positions

Position	*Gender capacity Gaps*	*Gender capacity needs*		
		Training	*Exposure tour*	*Technical assistance*
Senior staff in MDAs, HLGs, and Private sector	Limited experience in the understanding of the gender issues Limited skills in interpretation of gender statistics	Training on gender mainstreaming, identification of gender issues and interpretation data	Visit to institutions with best practices in production and reporting gender statisticsw	Trainers to provide hands on support at the beneficiary place of work or another convenient venue.
Media and key data users	Limited skills in gender concepts, identification of gender issues, interpretation of data and reporting	Training in gender concepts mainstreaming, planning , budgeting, interpretation of data and reporting/ communication	Visit to UBOS and MOGLSD	Organise sensitisation sessions and short-term trainings for key stakeholders
Planners in MDAs and HLGs	Limited skills in gender concepts, mainstreaming, planning, budgeting, data analysis, data interpretation and reporting	Training in gender concepts mainstreaming, planning , budgeting, data interpretation, and reporting, Equipping the planners with specific gender communication skills	Visit to UBOS and MOGLSD	Trainers provide hands on training for understanding of the gender concepts and production of gender data.
Staff involved in the production and utilisation of gender statistics	Limited skills in gender concepts, gender sensitive data collection, analysis and reporting	Training in gender concept, design of gender responsive data collection tools, gender data analysis, reporting and communication	Exposure visits to institutions with best practices in gender statistics production and dissemination	Organise short-term trainings each lasting about 5 days

Based on the capacity gaps identified, six (6) standardised training modules should be developed and used to extend capacity on production and utilisation of gender statistics to all key stakeholders in the NSS. The training modules with outline, duration and target group are presented in table 5.2. Pre and Post assessment of the learners/ trainees should be undertaken in order to evaluate their understanding of the course content. An assessment form for every module should be designed at the time of developing the training modules. In addition, test/ examination should be given at the end of the training to test the trainees understanding. A Certificate of attendance should be given to every participant qualifying for it. A participant with good marks according to the assessment levels of the trainers will qualify for the certificate.

Table 5.2: - Training Modules, Outline, Duration and Target Group

Training Module	*Module outline*	*Duration*	*Target Group*
Module 1: - Understanding the key statistical and gender concepts	-Introduce the Capacity Building Programme for Gender Statistics -Understanding the gender concepts -National, regional and international frameworks/ commitments for gender mainstreaming, planning, budgeting, gender data analysis, and reporting -Importance of statistics:-meaning, development, definitions, sources of data, compendium of statistical concepts and definitions, and the National Statistical frameworks -Key statistical concepts of relevance to gender:- definitions, data generation, presentation and reporting -Introduction to Module 2 on data collection instrument and data collection	4 Days	Data producers and users at all levels
Module 2: - Gender data collection Instrument and data collection techniques	-Recap on Module 1 -Table design and the tabulation plan -Questionnaire and data reporting format design -Gender data collection; data collection cycle, identification of elements of data collection, data types, methods and techniques -Key data collection concepts -Sampling methodology:- purpose, probabilistic, non-probabilistic -Sample size determination and evaluation -Introduce Module 3 –Data management	5 Days	Data producers and users at all levels

Training Module	*Module outline*	*Duration*	*Target Group*
Module 3:- Data Management	-Recap on Module 2 -Understanding the concepts:- data, meta data, data types, information, and data management -Non-electronic and electronic data management -Designing application for hand held devices using specialized packages -Data organization, editing and validation -Electronic data storage -Data anonymisation -Introduce Module 4	5 Days	Data producers
Module 4:- Data analysis using a specialized statistical package –STATA or SPSS	-Recap on Module 3 -Understanding the statistical packages:-What they can do, When to use, different statistical packages, and consideration for a statistical package -Introduction to STATA: -Commands, variables, working directory, command interface, opening files, memory, saving files, create variables, sort data, and log files -Descriptive analysis:- frequencies, tables and cross-tabulations -Creating and working with do files -STATA graphics -Introduce Module 5	5 Days	Data producers
Module 5: - Gender statistics presentation, report writing and communication	Recap of Module 4 -About statistical products and dissemination -Gender data presentation and interpretation for different stakeholders -Report writing -Gender data dissemination and choice of media -Statistical advocacy -Introduce Module 6	5 Days	Data producers, data users, media, etc.. at all levels
Module 6:- Training of the gender statistics trainers	-Refresher training on modules 1,2,3,4 and 5 -Assessing the training needs -Training the adult learners -Communication skills -Facilitation skills	10 Days	Statistical trainers

With regard to the venue of the training, the stakeholders proposed organizing the trainings away from the workplaces for maximum concentration. Some MDAs like MAAIF, MOWE and MOGLSD indicated that they could avail space for the training. UBOS offices (Headquarter and Entebbe) could serve as conducive venues for the gender statistics trainings. The trainings should be carried out on a quarterly basis in the months of February, May, July and November of every year. Participants should always be encouraged to come with raw data from their institutions for the hands on sessions.

The differences between the 2015 and 2018 CBPGS programme are enumerated in table 5.3 below;

Table 5.3: Differences between the 2015 and 2018 CBPGS documents

2014 Programme	*2018 Programme*
1. Developed for three (3) years – 2015, 2016 and 2017	Developed for five (5) years – 2018/19, 2019/20, 2020/21, 2021/22, and 2022/23
2. Targeted data producers and users in MDAs	Targets data producers, and data users in MDAs, HLGs, private sector, media, and civil society organisations
3. Used eight (8) training modules for the training component of the capacity building programme	There are total of six (6) comprehensive training modules and proposes more approach for extension of capacity to stakeholders, including in-service training, gender statistics sensitization and advocacy programmes
4. The contents of the training modules and duration of the were not included as part of the Programme document.	The proposed contents of the training modules and the duration of the training are included as part of the Programme document
5. Had few trainers for the programme	Proposes increasing the number of trainers to address many capacity gaps of stakeholders.
6. Lacked a comprehensive workplan and budget	A comprehensive workplan and budget has been included
7. Source of funding for the three (3) years was UN Women	Proposes widening the sources of funding for sustainability of the Programme.
8. Lacked a Theory of Change and an elaborate M&E strategy	Theory of Change and an elaborate M&E strategy are included

Some of the anticipated challenges and possible solutions in relation to the implementation the gender statistics capacity building programme are presented table 5.3. The challenges enumerated could be discussed and solutions sought during the MDA Statistics and PNSD Steering Committee meetings.

Table 5.3: Anticipated challenges and recommendations

Anticipated challenge	*Possible solution*
Inadequate advocacy for production and use of gender statistics	Advocacy and awareness creation campaign targeting state and non-state actors should be carried out through sensitization meetings, workshops and institutional visits
Inadequate commitment and planning for gender statistics development	UBOS working with MOFPED and EOC should inform MDAs about the importance of planning and budgeting for in-house gender statistics capacity development
Inadequate statistical infrastructure	The MDAs should budget and procure the necessary equipment for data management
Inadequate participation due to conflicting programmes/ priorities or difficulty in attending full sessions by participants, due to competing demands from stakeholders	The training programme with actual dates when the training is taking place should be shared annually with the stakeholders before sending out the invitations. This could be done in the month of May or June.
Lack of statistical trainers to sustain the training programme especially when the implementation is expanded to cover the HLGs.	Recruit and train many trainers to enable the programme reach many stakeholders
Limited funding for the gender statistics capacity development programme	Need to mobilise financial resources in order to sustain the implementation for all the 5 years of the capacity building programme
Limited coordination and collaboration among data producers and experts on gender as well as research and training institutions	The Directorate of Statistical Coordination Services (DSCS) of UBOS should always engage the stakeholders to know what they had done, what they are doing, and what they plan to do. The interactions will minimize on the duplication of efforts.

6. BUDGET ESTIMATES

The estimated budget for implementing the Capacity Building Programme for Gender Statistics is presented in tables 6.1 and 6.2. Table 6.3 presents the number of times the training modules could be delivered in a year. The estimated budget took into consideration the duration of the training, number of trainees and the trainers.

The following assumptions in relation to the CBPGS budget were made;

1. Every training class should have between 25 to 35 trainees for maximum concentration during the training. The ideal class size proposed for modules 1,2,3,4 and 5 is 30 trainees.
2. The ideal class size for module 6 is 10 trainees to ensure maximum attention. However, if the trainers are many the class size could be expanded up to 20 trainees.
3. Every training session should have a minimum of 5 trainers with different roles in the training room. The roles include; facilitator, assistant facilitator, rapporteur, training evaluator, and administrator.
4. Trainees and trainers should attend the training with their computers preferably laptops for every training session to minimize on the expenditure on stationery.
5. The cost estimates have been adjusted to take care of the inflation at a rate of 10%.

Table 6.1: Cost of Non-residential Capacity Building Interventions per Person(trainee)

Capacity Building Element/ Item	*Venue for Capacity Building Intervention*		
	Hotel	*MDA/ HLG Premises*	*UBOS*
TRAINING			
Venue	25,000.00	0.00	0.00
Meals	70,000.00	50,000.00	50,000.00
Stationery	10,000.00	10,000.00	10,000.00
Trainers Allowance (5 trainers/ training)	33,333.33	33,333.33	33,333.33
Transport refund (Trainer)	16,666.67	16,666.67	16,666.67
Transport refund (Trainee)	50,000.00	30,000.00	30,000.00
Total Year 1 (2018/19)	205,000.00	140,000.00	140,000.00
Total Year 2 (2019/20)*	225,500.00	154,000.00	154,000.00
Total Year 3 (2020/21)*	248,050.00	169,400.00	169,400.00
Total Year 4 (2021/22)*	272,855.00	186,340.00	186,340.00
Total Year 5 (2022/23)*	300,140.50	204,974.00	204,974.00
EQUIPPING			
Computers - Participants should come for training with their laptops			
Flash disks	50,000.00	50,000.00	50,000.00

MENTORING/ COACHING			
Venue	NA	0.00	0.00
Meals	NA	20,000.00	20,000.00
Stationery	NA	0.00	0.00
Transport refund	NA	30,000.00	30,000.00
Total Year 1 (2018/19)	NA	50,000.00	50,000.00
Total Year 2 (2019/20)*	NA	55,000.00	55,000.00
Total Year 3 (2020/21)*	NA	60,500.00	60,500.00
Total Year 4 (2021/22)*	NA	66,550.00	66,550.00
Total Year 5 (2022/23)*	NA	73,205.00	73,205.00
* - Figures adjusted to take care of the inflation at a rate of 10%			

*Table 6.2: Cost of delivering a training of 30 participants for Modules 1,2,3,4 and 5 in a Hotel by year of implementation***

Training Module	Year 1 (2018/19)	Year 2 (2019/20)	Year 3 (2020/21)	Year 4 (2021/22)	Year 5 (2022/23)
1. Understanding the key statistical and gender concepts (4 days)	24,600,000.00	27,060,000.00	29,766,000.00	32,742,600.00	36,016,860.00
2. Design of a gender responsive data collection instrument and collection techniques (5 days)	30,750,000.00	33,825,000.00	37,207,500.00	40,928,250.00	45,021,075.00
3. Gender responsive data management (5 days)	30,750,000.00	33,825,000.00	37,207,500.00	40,928,250.00	45,021,075.00
4. Gender responsive data analysis using a specialised statistical package (5 days)	30,750,000.00	33,825,000.00	37,207,500.00	40,928,250.00	45,021,075.00
5. Gender statistics presentation, report writing and communication (5 days)	30,750,000.00	33,825,000.00	37,207,500.00	40,928,250.00	45,021,075.00
6. Training of the gender statistics trainers (10 days for 10 trainees)	20,500,000.00	22,550,000.00	24,805,000.00	27,285,500.00	30,014,050.00
** - Assumption - one training conducted every year. However, the training should be carried out on a quarterly basis					

Table 6.3: Training module by year of implementation

Training Module	Year 1 (2018/19)	Year 2 (2019/20)	Year 3 (2020/21)	Year 4 (2021/22)	Year 5 (2022/23)
1. Understanding the key statistical and gender concepts (4 days)	2	4	4	2	2
2. Design of a gender responsive data collection instrument and collection techniques (5 days)	1	2	4	4	4
3. Gender responsive data management (5 days)	0	1	2	4	4
4. Gender responsive data analysis using a specialised statistical package (5 days)	0	1	1	2	4
5. Gender statistics presentation, report writing and communication (5 days)	0	1	1	4	4
6. Training of the gender statistics trainers (10 days)	1	1	1	1	1
Number	4	10	13	17	19

7. MONITORING AND EVALUATION

The Monitoring and Evaluation (M&E) matrix allow for regular and consistent tracking of performance through reviews of various inputs and outputs for each outcome. The assessment of progress, outcomes and impact of interventions to address capacity gaps is a responsibility of the Directorate of Statistical Coordination Services (DSCS). The M&E framework would enable DSCS to;

1) Clarify objectives, linking activities and resources to pre-defined objectives;
2) Translate objectives into performance indicators and set targets;
3) Routinely collect information on indicators, comparing actual results with targets; and
4) Report critical issues to UBOS management.

Planned outputs and indicators are presented tables 7.1 and 7.2.

Table 7.1: Key Performance Indicators

Indicator	Data Collection	Responsible Institution/Directorate
Availability of up to date capacity needs assessment reports presenting the gender statistics capacity gaps	Annual reports	DSCS, DSCD - UBOS
Number of stakeholders sensitised on gender issues	Annual reports	DSCS - UBOS
Number of technical committees on gender statistics held	Quarterly reports	DSCS - UBOS
Number of standardised gender statistical training modules designed or developed	Annual reports	DSCS, DSCD - UBOS
Number gender statistics trainings conducted	Annual reports	DSCS - UBOS
Availability of up to date list of stakeholders to benefit from the Gender Statistics Capacity Building Programme	Quarterly reports	DSCS - UBOS
Number of persons offered an internship or attachment places in relation to gender statistics	Annual Reports	DSCS, DSCD - UBOS
Number of MDAs, HLGs, Private sector actors, media and CSOs provided with technical support	Quarterly reports	DSCS, DSCD - UBOS

Table 7.2: - M&E Matrix for the Gender Statistics capacity building strategy

Output	Output Indicators	Baseline	Target					Frequency of Data collection	Mean of verification	Responsibility Centre
			YR1 18/19	YR2 19/20	YR3 20/21	YR 4 21/22	YR 5 22/23			
Outcome1: improved coordination and harmonization of gender statistics production and utilisation										
Output 1: Coordination and harmonization of gender statistics production and utilisation strengthened	Level of implementation of the Gender statistics capacity gaps documentation	xx	35%	50%	80%	100%	100%	Every year	Annual reports	UBOS
Outcome 2: Enhanced capacity of gender data producers for increased production of gender responsive statistics										
Output 1: Gender statistics capacity building programme implemented	Number of institutions sensitised on gender issues and CBPGS	xx	10	50	60	100	100	Every year	Annual reports	UBOS
Output2: Standardised Gender statistics training modules and sensitisation materials developed	Number of standardised training modules developed and approved	xx	2	3	4	6	6	Every year	Annual reports	UBOS
Output 3: Training conducted using the standardised gender statistics training modules	Number of trainings conducted using the standardised gender statistics training modules	xx	4	10	13	17	19	Every year	Annual reports	UBOS
Outcome 3. Increased awareness and interpretation of gender related data and information										
Output1. Advocacy and awareness creation carried out for gender statistics production and use	Number of advocacy and awareness creation programmes carried out	xx	4	4	4	4		Quarterly	Periodic report	UBOS
Output2: User-friendly gender statistical reports and materials produced and disseminated	Number of dissemination sessions held for gender related statistics	xx	4	4	4	4		Quarterly	Periodic report	UBOS

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APPENDICES

A1 – LIST OF PERSONS CONSULTED

Organisation	Name of person met	Title
UN Women	Dr. Mitra Sadananda	Program Specialist (Gender Statistics)
Uganda Bureau of Statistics (UBOS)	Ms Norah Madaya Ms Diana Byanjeru Mr Innocent Orishaba Ms Flavia Naiga Oumo Ms. Lydia Tuhaise Ms Naome Khalayi Ms Shallon Niwagaba Mr. Eric Ssajjabi Mr. Ronnie Ms Pamela Khisa Mr. Dan Gidudu Ms Esther Nabwire Mr Innocent Orishaba Ms Grace Gulere Bulenzi	DSCS SO - Gender Activity contact person Senior Statistician Senior Statistician Statistical Assistants PO – Statistical Coordination
Ministry of Agriculture Animal Industries and Fisheries (MAAIF)	Ms Annunciata Hakuza Mr. Godfrey Sunday	Senior Economist Senior Statistician
MoPS	Mr. Tagoole Ali Mr. Joseph Lule	Principal Economist Senior Policy Analyst
MoH	Mr. Jimmy Ogwal Dr. James Mugisha	Senior Bio-statistician
MoES	Ms Irene Lubega Mr Edson Tusiime	Principal Statistician Senior Statistician
MFPED	Mr Mustafa Acidi Mr Bob Munene Ms Angela Matsiko Mr Obadia Turiname Mr Victor Mukasa Ms Sylvia Tereka Ms Winnie Murungi	Ag AC/MEDD PE/ISSD Senior Statistician Economist/MEDD Gender Advisor
MGLSD	Mr. Charles Etoma	Senior Statistician
MWE	Mr. Joseph Epitu Ms Maria Sseruwo	AC – Senior Sociologist
Wakiso District Admnistration	Mr. Paddy Galabuzi	District Planner
NAWOU	Ms Monica Emiru Enyai	Executive Director
NGO Forum	Ms. Esther Nakayima Ms. Racheal Damba	
Development Research and Training (DRT)	Mr. John Nsubuga Ms. Daphine Akampulira	

Organisation	Name of person met	Title
UBOS – Gender Focal Persons	Ms Sharon Apio Ms Jane Magoola Ms Esther Muyisa Ms Sarah Nakasinde Mr. Sam Okalang Mr. Moses Okello Ms Flavia Naiga Oumo Ms Lydia Tuhaise Mr. Dick Wadada	ST - DPSS ST – DMES FO – DF&A SO/HRM – D/A&HR SO – DPU AO – DIA SST – DAES SST – DDS&CD SST - DBIS
PNSD – Gender Sub-committee	Mr. Benedict Byamugisha Ms. Patricia Nambafu Ms. Firmina Acuba Ms. Stella Naiga Mr Edward Eric Ediruma Mr James Olanya Mr Tonny Bbale Mr Jimmy Ogwal Mr Apollo Ssempungu Dr James Mugisha Ms Adoch Winifred Gena Ms Peace Nabakembo	UPF MoES MoWE MAAIF MoLG MOICT&NG MTIC MoH UPS MoH MoWT/SGR MLHUD
Participants for the validation meeting	Mr Benard Justus Muhwezi Mr Tonny Bbale Ms Asaba Harriet Mr Ssempungu Apollo Mr Jimmy Ogwal Ms Judith Akullo Ms Diana Nabukalu Ms Nakanwagi Maria Mr Ronald Opolot Ms Nyamaizi Marion Ms Firmina Acuba Ms Khalayi Naome Hon Tezira Jamwa Mr George Sserunjogi Mr Mayega Jova Ms Kyomuhendo Behinda Ms Nabitaka Priscilla S Mr Opio Peter Ms Nafungo Irene Mr Ssajjabi Eric Ms Orishaba Innocent Mr Okalang Sam Mr Byamugishaha Benedict Dr James Mugisha Mr Abe Julius Peter Ms Lucy Ladira Mr Hakim Kizito Ms Diana Byanjeru	UBOS MTIC UBOS UPS MOH MEMD UBOS UBOS MOPS UPF MOWE UBOS UWONET MTIC URA ACFODE MGLSD UBOS EOC UBOS UBOS UBOS UPF MOH MLHUD JLOS MTWA UBOS

A2- GUIDING QUESTIONS FOR THE DISCUSSIONS

INTERVIEW GUIDE FOR STAKEHOLDERS *(Gender statistics committee members, planners and statisticians in MDAs, UBOS, LGs, CSOs and any other key stakeholders)*

[Note: All interview guides will have a uniform protocol introducing the consultant, informing the respondents of the purpose of the interview as well as its objectivity and anonymity, and requesting their consent to be interviewed.]

1) (a) Does your organization have a gender unit? (b) What are the staffing levels by sex? (c) Which activities is the unit involved in? (d) Which Ministries, Departments and Agencies (MDAs) do you relate with, and how?

2) What is the qualification of the gender unit staff? *(Please indicate their areas of expertise)*

3) (a) Have you ever been trained in gender issues? (b) What components of gender training were covered? (c) Where did the facilitators come from?

4) (a) Have you ever been trained in gender statistics? (b) What components of gender statistics training were covered? (c) Where did the facilitators for gender statistics training come from?

5) (a) What areas of training do you need in your organization for gender statistics production and reporting? (b) How often should the training be conducted?

6) (a) Which gender disaggregated data is regularly produced, disseminated or required? (b) Who are the users of the gender disaggregated data? (c) How often is data produced/required? (d) Is the data generated or accessed cover the expected gender indicators related to your institution? ---NPGEI, SDG, NSI, Gender based budgeting, etc… (d) What are the main avenues for sharing or disseminating the gender statistics?

7) (a) Do you have adequate capacity in terms of knowledge and skills to generate gender statistics to inform national development? (b) If not, what specific capacity do you lack? (c) Please suggest ways of addressing the capacity needs mentioned. (d) What other challenges in relation to production of gender statistics are faced by your organization?

8) (a) How do you perceive the quality and usefulness of the gender statistics generated in tracking progress on SDGs? (b) Are you aware of the Code of Practice for Official Statistics – US 942? (c) How have you utilized it to improve the quality of gender statistics?

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