



MINISTRY OF GENDER LABOUR AND SOCIAL
DEVELOPMENT STRATEGIC PLAN FOR STATISTICS
(2020/21-2024/25)

THEME:
“Agenda for Innovation, modernization and
Transformation of the Ministry Statistical System”

April 2021

FOREWORD

Ministry of Gender, Labour and Social Development (MGLSD) is dedicated to the Development of the Ministry Strategic Plan for Statistics (SSPS) that meets the international quality standard requirements of Statistical Plans. The formulation, development and Implementation of the Third Ministry Strategic Plan for Statistics (2020/21 - 2024/25) is built on the recently concluded plan of 2013/14-2017/18 that was extended for two additional years.

Under the programme-based approach, the ministry is mandated to handle the responsibility of doing Community Mobilization and Mindset change. In order to be able to implement this programme it is therefore awesomely necessary to have a well-articulated Strategic Plan for Statistics that is aligned to the programme interventions, the National Development Plan III and Uganda's Vision 2040.

The Strategic Plan for Statistics is expected to feed into the Ministry's Strategic Plan and seeks to strengthen the Ministry Statistics Unit to play a greater role in the production of the Community Mobilization and Mindset Programme statistics. The Planning and Policy Division of MGLSD in collaboration with Uganda Bureau of Statistics will develop standards, promote best practices and coordinate the entire statistical value chain to ensure that better statistics are produced for better planning, policy formulation, programme design and implementation. However, the tremendous efforts put in to achieve this have been hampered by coordination, harmonization, and financing and standardization challenges. It is, therefore hoped that with these challenges minimized, the Strategic Plan will articulate ways and strategies that will make a difference in the collection of data for Community Mobilization and Mindset Programme that focuses on women, orphans, people with disabilities, the unemployed youths, the elderly, ethnic minorities and other marginalized groups of people.

This Plan is therefore expected to be a realization and commitment of the Community Mobilization and Mindset Programme that is going to deliver the above-mentioned vulnerable group of people towards a better standard of living, equity and social cohesion. The Plan is to achieve this through systematic collection, analysis and compilation of information to be used for purposes of planning and timely decision making in the Community Mobilization and Mindset Programme.

While the process of developing the Strategic Plan involved the representatives of key programs, it is important that this participation is strengthened throughout the implementation process.

The inclusiveness and consultations that resulted in the production of this Plan is commendable. The contributions of all the stakeholders, Uganda Bureau of Statistics, Government and Non-

governmental organizations as well as development partners who participated in the process of developing and drawing this Plan is acknowledged. I, therefore, urge all participants and other stake holders to join us in its implementation to achieve our objectives. It's my hope that with the renewed commitment that brought on board this Strategic Plan, we can allocate time, resources and fully adopt and implement the Plan



A D Kibenge

PERMANENT SECRETARY

ACKNOWLEDGEMENTS

The formulation, development and Implementation of the third Ministry Strategic Plan for Statistics (2020/21 - 2024/25) was a concerted effort from a number of stakeholders led by the Planning and Policy Division of the Ministry of Gender, Labour and Social Development (MGLSD) spearheaded by UBOS under the Plan for National Statistical Development (PNSD) framework. The Ministry would like to express profound gratitude to all the Heads of department and their subordinates who provided guidance and support towards completion of this statistical planning publication.

The MGLSD would like to recognize the role played by members of the Statistical Committee for taking some time to validate the plan. Furthermore, the MGLSD would like to appreciate support of the Uganda Bureau of Statistics for their technical guidance in the production of the Statistical Plan and coordinating the production. The Ministry has a strong conviction and is much obliged that this Ministry Strategic Plan for Statistics will act as an appropriate road map towards the realization of all the statistical engagements of the social development programme stakeholders who in one way or another support the Ministry in pursuance of its mandate, vision and Mission.

Ministry of Gender Labour and Social Development wishes to extend its gratitude to all individuals, and Institutions for their contributions in producing this statistical publication. Special thanks go to UBOS for their continued contribution in strengthening the capacity of the Statistical Unit in the Ministry and building a reliable statistical system.

It's our sincere wish that this publication meets the demands of all the stakeholders and that it will be relevant to their work. The Ministry appreciates all comments that are aimed at upholding the quality of this publication and continued improvement in subsequent versions.

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LIST OF ACRONYMS

CRS	Catholic Relief Services
DCDOs	District Community Development Officers
EAC	East African Community
EEMIS	External Employment Management Information System
IAC	Inter-Agency Committee
IC	Industrial Court
LMIS	Labour Market Information System
MDAs	Ministries, Departments and Agencies
MGLSD	Ministry of Gender Labour and Social development
NCC	National Cultural Centre
NDP III	National development Plan III
NGBVD	National Gender Based violence data base
NLU	National Libraries of Uganda
NSDS	National Strategy for the development of statistics
NWC	National Women Council
NYC	National Youth Council
OVCMIS	Orphaned and Vulnerable Children Management Information
PNSD	Plan for National Statistical Development
PSWOs	Probation and Social Welfare Officers
RHIMIS	Remand Home Integrated Management Information System
SCCDO	Sub County community development Officers
MSPS	Ministry Strategic Plan for statistics
SWOT	Strengths, Weaknesses, opportunities and Threats
UBOS	Uganda Bureau of Statistics
UCHL	Uganda Child Helpline
UNICEF	United Nations International Children’s Emergency Fund
	Uganda Women Entrepreneurship Programme Management
UWEPMIS	Information System

EXECUTIVE SUMMARY

Ministry of Gender, Labour and Social Development five (5) year Strategic Plan for Statistics 2020/21-2024/25 charts out the course for MGLSD to address organizational and operational issues in a strategic way. It demonstrates Ministry's commitment to advocate for good governance, peace building and provision of quality, effective and efficient service to the community. The plan serves as a reference point to gauge the Ministry's progress towards attainment of its mission, strategic objectives and Goals.

The Ministry's Planning and Policy Division has prepared this strategic plan in a participatory planning process that entailed consultation of the stakeholders and partners across the country. In preparing this five (5) year Strategic Plan, MGLSD put great emphasis on building on its successes and reflecting on challenges that it faced in the implementation of the previous strategic plan.

The 2020/21-2024/25 Strategic Plan is anchored on 4 Strategic Goals as shown below and under each Goal there are strategic objectives

- Strengthen coordination, cooperation and partnerships;
- Increase statistical capacity;
- Strengthen systems for data production and development and;
- Enhance dissemination, uptake and use of statistics

In addition, the Plan incorporates Gender mainstreaming and equity issues, gender statistics, advocacy, research and documentation. The Strategic Plan will provide quality statistics and services that support evidence-based decision in the ministry and development agenda as stated in the National Development Plan (NDP) III 2020/21-2024/25.

This Plan will be implemented by MGLSD in collaboration with UBOS; the Technical Committee shall take the overall responsibility for implementing the Plan.

The Ministry Statistics Committee (MSC) shall be the technical steering team and will meet at least once a Quarter to review progress. The responsibility for monitoring and evaluation will be vested in the MSC and it will be essential for the committee to adopt a participatory approach. This will enable various stakeholders to be actively involved in determining the direction of the Plan.

The total cost of the plan for the next Five Years (2020/21-2024/25) is estimated to be

shs 7.83 billion. The SPS will be financed by the Ministry, GoU and development partners. However, sustainability of the plan will be contingent on provision to the Ministry by GOU of conditional and unconditional grants for statistical development. The Permanent Secretary shall allocate substantial resources to support the statistical work of the Ministry budgets and work plans.

CHAPTER ONE:

1.0 INTRODUCTION

This chapter sites the Background, Legal framework, Rationale for designing the Strategic Plan for Statistics, process of developing it, scope and coverage, and structure of the Plan

1.1 Background

The Plan for National Statistical Development (PNSDIII) is Uganda's strategy for strengthening statistical development under the Leadership of the Uganda Bureau of Statistics (UBOS). The PNSD process benefited greatly from the existing structures and relations between UBOS and key stakeholders, particularly data producing agencies such as Ministry of Gender, Labour and Social Development (MGLSD). The PNSD fosters collaboration and cooperation among sectors engaged in data production and utilization, adherence to principles and overall harmonization of statistical production. Through this arrangement, all the MDAs are required to come up with statistical plans aligned to the PNSD III and NDP III. The current plan 2020/21-2024/25 is the third Plan in the series developed to integrate in new indicators that measure progress on emerging areas of concern such as oil and Gas sectors, women empowerment, gender issues such as poverty, unemployment, time use, disasters, Pandemics such as COVID-19, emigration issues among others and also try to align the Plan with the NDPIII objectives.

Further still, the Community Mobilization and Mindset Programme has grown enormously, and therefore demands evidence-based planning, management and monitoring. This requires generation and making available quality statistical information through the Strategic Plan for Statistics (SPS). The Community Mobilization and Mindset Programme needs a statistical system that is robust and can effectively and efficiently handle programme data in order to meet the demands of various data producers and users and above all be able to efficiently fulfill its mandate of empowering communities to harness their potential through cultural growth, skills development and labour productivity for sustainable and gender responsive development. Furthermore, the need to provide data to measure on the progress registered towards fulfilling the sustainable development Goals at the International level is another major reason for the development of the plan.

In conclusion, the National Statistical System (NSS) is influenced by a wider global statistical system. Official Statistics produced and shared by UBOS through the PNSD III framework and

others responds to Development Agenda such as: Sustainable Development Goals (SDGs), Continental Africa Agenda 2063, Regional – EAC, Vision 2050 and Statistical strategies, principles and frameworks

1.2 Legal and Institutional frameworks

1.2.1 Legal framework

This legal framework examines the structures and mechanisms in place to support the measurement of the progress of all the indicators under the National Standard Indicator framework (NSI) of Government. The framework strengthens the coordination, production, development, and dissemination of statistics and protects UBOS and all the MDAs in the process of delivering quality administrative data to facilitate planning and decision making.

Article 27 of Uganda's constitution provides for citizens' right to privacy, there is currently a law to protect the privacy of an individual's data despite the large amounts of citizen data collected by government departments and private entities on a regular basis. This law is expected to regulate processing of personal information by state and non-state actors, within and outside Uganda.

On 23 May 2019, the Data Protection and Privacy Act, 2019 ('the Act') came into force in Uganda to protect the privacy of an individual's data and the large amounts of citizen data collected by government departments and the private Sector. However, the effective implementation of the above Act is yet to take place in the country.

The Uganda Bureau of Statistics (UBOS) as established in 1998 by Act of Parliament is the Nodal and autonomous government agency responsible for production, co-ordination, Supervision, and dissemination of official statistics; as well as coordinating, monitoring and supervising the National Statistical System (NSS). The NSS comprises data users, producers and suppliers, as well as researchers and training institutions.

1.2.2 Institutional framework

MGLSD recognizes that data is being generated from the various departments of the Ministry and sub programmes and projects. MGLSD data is generated from the ten departments that include: Community Development and Literacy, Culture and Family Affairs, Gender and Women Empowerment, Disability and Elderly, Equity and Rights, Youth and Children Affairs, Finance and Administration, Labour Employment and Productivity and Occupational Safety and Health, Employment Services department. The above departments are coordinated by three Directorates

that include: Directorate of Gender and Community Development, Directorate of Social Protection and Directory of Labour, Employment and occupational Safety and Health.

In the Plan of 2013/14-2017/18, which was recently reviewed to align it with the NDP II period ending in 2020, the Ministry was required to establish a statistics Committee whose activities will be fully funded by government of Uganda and development partners.

This therefore necessitated the formation of a statistics Committee whose members are drawn from the respective departments of the ministry mentioned above and programmes of the Ministry. The major role of the committee is mainly to review and validate statistics that is periodically generated by the Ministry. The committee will also recommend from time-to-time statistics and other data needs for consideration in the development of the annual statistical abstracts and also periodically review the Meta Data dictionary of the Ministry indicators for inclusion in the National Standard Indicator Framework (NSI).

MGLSD also has a strong collaborative arrangement of data management at the district and Lower local government levels. The structures that MGLSD closely works with include: Probation and Social Welfare officers, District Community Development officers, Sub County CDOs, Parish Chiefs, Para-Social Workers, Service Providers, and others.

1.3 Rationale for designing the Strategic Plan for Statistics

To assess progress made in improving the lives of the vulnerable Population, address gender inequalities, ensure cultural growth, Labour and Employment, as well as community mobilization and empowerment, the production and use of relevant, accurate and timely statistics is critical.

The purpose of the MGLSD SPS is to translate the mandate of MGLSD and its functions into Strategies and actions in line with supporting the developments of the Community Mobilization and Mindset Programme in Uganda's economy. The development of the SPS for MGLSD is therefore very important as it feeds into the PNSD under the National Statistical System. The SPS is expected to contribute towards the achievement of the Community Mobilization and Mindset Programme objectives by enhancing effective mobilization of families, communities and citizens for national development; Strengthen institutional capacity of central, local government and non-state actors for effective mobilization of communities; and promote and inculcate the National Vision and value system.

1.3.1 Importance of statistics

The increasing demand for more and better statistics has brought to the front position the importance of statistics as a strategic resource for national and international development. Statistics are now recognized internationally as part of the enabling environment for development.

They constitute an essential element in improving the ability of the government to develop appropriate policies, manage the economy and social development reform policies, monitor improvements in the living standards of the people and report back this progress to the public using solid evidences. According to the World Bank, good quality statistical data are needed to manage results, to set targets and monitor outcomes, to design development policies and strategies, to make evidence-based decisions about allocation and management of scarce resources.

The statistical methods and procedures are useful for socio-economic development and are applied to enormous numerical facts with an objective that **“behind every figure there’s a story or human being”**.

Statistics can be used in a diversified field of study; and some of the functions of statistics are as follows:

- i. To present facts in a definite form.
- ii. Statistics facilitates comparisons.
- iii. Statistics gives guidance in the formulation of suitable policies.
- iv. Statistics can be formulated well in advance for predictions.
- v. Statistical methods are helpful in formulating, testing hypothesis and develop new theories.

In conclusion therefore, statistics plays a vital role in every field of human activity and the use of statistics in informing policy for planning and decision making is one phenomenon that is becoming very important in modern management. Good statistics are absolutely vital to sensible, sound economic management, to good social policy and are as necessary to the nation as sound money and clean water **(Chair of the UK statistic Board, 2007 Michael scholar)**

1.3.2 How SPS enables the achievement of the Community Mobilization and Mindset Programme Goals

The MGLSD-SPS will particularly facilitate achievement of the programme Development Goals by:

- i. Helping to promote transparency and accountability by ensuring availability of information;
- ii. Improving service delivery by promoting evidence-based planning;
- iii. Identifying resources necessary for achieving the programme Statistical objectives and facilitating mobilization of funding from both Government and donors;
- iv. Reversing the decline in the programme statistical production by removing strong constraints in responding to increased user demands;
- v. Providing a “road map” for developing programme statistics in a coordinated, synergic and sustainable manner;
- vi. Harmonizing the Programme Statistical System and
- vii. Acting as the building block for the PNSD III.

1.4 Process of developing the Strategic Plan for Statistics (SPS)

The SPS (2020/21-2024/25) plan was developed through collaborative and team effort of the various departmental strategic level managers and other stakeholders from the MDAs. The whole process started with a Zoom meeting that brought together all the MDAs and other stakeholders. The meeting was organized and chaired by UBOS as the PNSD III coordinating lead Agency.

During the meeting, a consultant had to take the participants through a presentation to explain a template to be used in the SPS drafting process. A copy of the template was provided to all the MDAs as part of the relevant documentation material.

A team of consultants were brought on board to support all the MDAs participating in the programme. At the MDA level, consultative meetings with MGLSD top management, heads of Departments, and staff at all levels was conducted to seek the opinions of the members. The purpose of these engagements was to maximize equity in strategic planning and stimulate ownership and usability of the plan by all family members of MGLSD. The Meeting processes involved brainstorming that allowed quick generation of ideas that were acted on and agreed on

by consensus. The Statistics Unit therefore drafted the SPS that would eventually be validated by the Ministry statistical committee.

This process was followed by a three-day residential retreat which was attended by members of the statistical committee to validate and move the document to the next level. They discussed the first draft of the plan and fine-tuned the outcomes in consideration to the recently concluded plan. The development of this strategic plan was informed by a comprehensive review of relevant documents including: the NDPIII; PNSD III, Vision 2040; the Data Protection and Privacy Act, 2019; the MSPS, the PNSD II (2013/14 – 2017/18); and international statistical frameworks such as the United Nations Fundamental Principles of Official Statistics (UNFPOS 5), and the Data Quality Assessment Framework (DQAF) that provides a structure for assessing existing practices against best practices and internationally accepted methodologies. This Strategic plan for statistics (SPS) was also guided by the General Data Dissemination System (GDDS) of the International Monetary Fund (IMF) that focuses on improving the quality of macroeconomic, financial, and socio-demographic data and its evaluation using internationally agreed frameworks.

The draft document was eventually submitted to UBOS consultant on PNSD III Statistical plans for further Management

1.5 Scope and coverage of the Plan

Basing on the mandate of the Ministry, the Social Development Strategic Plan (SDSP 2020/21-2024/25) was formulated as a planning framework for the Community Mobilization and Mindset Programme. In this Plan, there are statistics requirements for the different interventions therein.

The interventions that require statistics include:

- i. Community Mobilization and Empowerment;
- ii. Labour, Employment and Productivity;
- iii. Gender Equality and Women's Empowerment;
- iv. Social Protection for Vulnerable Groups;
- v. Institutional Capacity Development among others

This therefore implies that the SPS needs to provide data to support the development of the above thematic areas as it feeds into the Ministries strategic plan. Currently the MGLSD SPS provides statistics to inform the Vision 2040, National Development Plan III, Peace Recovery Development Programme (PRDP), Youth Livelihood Programme (YLP), Expanding Social Protection (ESP),

Functional Adult Literacy (FAL), Programme for Children and Youth (PCY), Orphans and other Vulnerable Children (OVC), Community Rehabilitation Programme for Disabled and the UN Joint Programme on Gender Equality under UN-Women.

The Ministry also operates sub-systems that generate statistics namely; Orphans and Other Vulnerable Children Management Information System (OVCMIS), National Gender Based Violence data base (NGBVD), Labour Market Information System (LMIS), External Employment Management Information System(EEMIS), Uganda Women Entrepreneurship Programme (UWEP) MIS, the disability Management Information System(DMIS), Integrated Community learning and Wealth creation (ICOLEW) MIS, Alternative Care Management Information System (ACIMIS), SAGEMIS and the Uganda Child Helpline (UCHL). All these systems generate vast amount of statistics that are used to inform policy and decision making. At the international level, the Ministry must provide statistics to inform the measurement of performance especially on Sustainable Development goal three that aims at achieving gender equality and women empowerment. The global agenda on mainstreaming gender and reducing sexual based violence also requires statistics that must be produced.

Other SDG indicators under MGLSD that the Ministry must provide statistics to inform the measurement of performance include; 1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, work-injury victims and the poor and the vulnerable. The others are whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex, Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy.

The Statistics Unit under planning and Policy division crowns up the statistics production process with the production of an Annual Statistical Abstract, a publication that includes statistics on the core indicators of the sector that are useful in the planning process. This statistics abstract is intended to be used by very many players including other MDAs, the development partners, government of Uganda, and others.

1.6 Structure of the SPS

This Strategic Plan for Statistics is divided into five chapters.

Chapter one presents a general overview of the development of the SPS and it covers the Background, Legal and Institutional framework supporting statistics development in the country, the methodology used or Process of developing the Strategic Plan for Statistics (SPS), Scope and coverage of the Plan, as well Structure of the SPSS and its presentation.

Chapter two gives a detailed analysis of the current status of statistics in MGLSD. It includes the Status of the MDA Statistical System, the Statistical programmes including how data is collected, analyzed and disseminated, and how publicity is handled in the MDA, the stakeholder Analysis (data providers, data users, data producers, donors, technical support, etc.) of the MDA. These stakeholders influence MGLSDs statistical compilation/ production by participating in providing data user needs, use the data generated from the systems and also give appropriate feedback about the data generated. Other stakeholders such as UBOS provide us with technical support and the development partners provide us with financial support.

Chapter three presents MGLSDs vision, mission, strategic goals, and core values to guide further development of the organization in the next five years.

Chapter four provides an elaboration of the goals and extraction of objectives, strategic initiatives, outputs and outcomes of the plan. It also elaborates on the specific milestones and targets under each strategic objective.

Chapter five discusses the implementation of the strategy and sets out how its goals and objectives can be achieved, including the monitoring and evaluation arrangements and the financing plan.

Finally, chapter six presents the financing plan and budget as well as the annexes (data production schedule, logical framework, 5-year budget, list of the statistics committee members and the explanatory notes)

CHAPTER TWO: SITUATION ANALYSIS

2.1 Introduction

This chapter presents an analysis of previous performance, stakeholder's analysis, status of data production and use, data priorities, quality of institutional environment, challenges and SWOT analysis. This chapter is essentially looking at the presentation of previous performance of SPSI and SPSII, and building on this performance to develop the current SPSIII. It further looks at how data is produced and used by the MDA and other stakeholders and the institutional environment under which this statistic is generated. The chapter also looks at the stakeholder analysis and human capacity development and challenges

2.1.1 Status of the Ministry Statistical System

Progress on implementation of SPS II

MGLSD compiles data for computation of key indicators mainly from statistical surveys whose main purpose is to generate data for informed planning and policy formulation in the country. Data for statistical purposes is also generated internally from administrative records. In addition, MGLSD collects data from secondary sources majorly from agencies that are involved in the production of social data such as Uganda Bureau of Statistics.

The MGLSD developed its third Strategic Plan for Statistics for 2015/16–2019/20 as a planning framework for development with a vision to be “a Centre of Excellence in Statistical Production, Development and Dissemination in Uganda” with a mission to coordinate the programme Statistical System and provide quality demand driven statistics that support policy, decision making, research and development initiatives.

The status of the statistical system based on the implementation of the PNSD II Strategic Goals;

Goal 1: Strengthened Coordination and Management of the statistical system;

Goal 2: Increased Usability and Dissemination of Statistics;

Goal 3: Mainstream Quality Assurance in statistics production,

Goal 4: Strengthened Human resource for production and management of statistics; and

Goal 5: Strengthened Data production and Management.

The achievements and challenges experienced are as follows;

Strengthened Coordination and Management of Statistical Production

MLGSD statistical coordination made some achievements based on the planned activities in the last SPS. Over the period the following achievements were made;

- i. The Ministry with the help of UBOS has been able to advocate and create demand for statistical products and services over the 5-year implementation period of the SPSII. Subsequently this created high demand for Annual Statistical Abstracts produced and data requirements from the Statistics Unit by other Departments and Stakeholders such as UNICEF, UN Women, CRS, OPM, Development Initiative Poverty Research Ltd, and others. The volume of Statistics demanded for use by the different stakeholders has tremendously increased.
- ii. The statistics Unit has been able to attend all the Inter Agency Committee (IAC) meetings organized by UBOS on quarterly bases and also submitted all the quarterly progress reports to UBOS

The achievements notwithstanding, the following challenges are still being encountered,

- There is generally low attitude of some Departments to submit data to the Unit for final processing, assembling and dissemination to the entire Ministry and other stakeholders.
- Inadequate coordination among the various departments of the Ministry to harmonize their statistical information needs for timely submission to the unit for final assembling, analysis and dissemination.
- The statistics Unit has also had a very big challenge of Monitoring the data entry and Management processes into the various administrative Management Information systems of the Ministry. This has been so because of the Unit being unable to access the district data bases and that for other systems because of data confidentiality issues. All the login credentials are being kept by the IT department since the establishments of the systems.
- The timeline of the SPS was not aligned to that of NDP II and this necessitated UBOS to come up with extended strategic plan for statistics 2018/19 – 2019/20 that is aligned to NDPII time frame.

Increased Usability and Dissemination of Statistics

Usability and dissemination of Statistics involved identifying mechanisms that increase MGLSD statistics user engagements, statistics user satisfaction, mechanisms that enhance timely availability, and access to Social statistical information, aligning MGLSD statistical products/outputs to user needs, enhancing stakeholders' capacities in the use of statistics, developing and managing data dissemination portals. In that regard, the following planned activity was achieved;

- i. Data management was computerized and upgraded at the Ministry and District levels. Many management Information systems have been developed to provide data to aid management decisions at the Ministry. Some of these include: the NGBVD, OVCMIS, LMIS, UWEPMIS, UCHL, AMIS, ICOLEWMIS, DMIS, SAGEMIS, EEMIS and RHIMIS.
- ii. Social statistics generated over the period disseminated and have been used by several stakeholders for example; MGLSD Statistics Abstract.

However, the following challenges have been encountered,

- The data production programmes have largely been donor- supported (driven) and may not adequately focus on sector priorities. This lack of budget support for data management cannot help to build up a robust statistical system.

Mainstream Quality Assurance in statistics production;

Mainstreaming Quality Assurance in the production of social statistics involved adherence to renowned internationally acceptable standards, guidelines and methodologies for the production of statistics. Under this goal, the following was achieved;

- i. Standardized and harmonized the already existing definitions, concepts, data collection methodologies and classifications

However, various challenges have been encountered,

- Some of the indicators in the SPS have since changed and need to be reviewed. There were also some new indicators that have come on board.

- Incomplete reporting in the MISs by data managers in Higher and Lower local governments and some also by some service providers. This has compromised the quality of data generated through some of the MISs.
- Inadequate knowledge and skills in the application of undertaking quality assessments and statistical audits which hinders the production of quality statistics in the entire Social Development sector.

Strengthened Human resource for production and management of statistics;

Human Resource development and management related to identification of mechanisms for ensuring availability of competent manpower for social statistics production. This was in respect to; adequacy in numbers, capacity and motivation of staff. The following planned activity was achieved;

- i. The Ministry with support from UNICEF did assessment of the district data management processes in January 2019 and one of the key areas identified to be addressed was human capacity development gaps in data management, budgeting and planning. This assessment informed the ministry to plan and conduct trainings in data management, planning and budgeting in the nine UNICEF supported districts of Arua, Kitgum, Kaabong, Amudat, Tororo, Kamuli, Iganga, Kasese and Adjuman in October to December 2019. The ministry intends to roll out these trainings to 32 other UNICEF supported districts in the FY 2021-2022
- ii. Creation of an environment for information gathering and sharing with all stakeholders was achieved especially through the constitution of the Ministry statistics committee (MSC).

The development notwithstanding, the Unit still has manpower challenges and virtually each of the directorates of the Ministry needs a statistician.

Strengthened Data production and Management;

This goal was aimed at broadening the generation of quality statistical information aligned to the requirements of international and national development frameworks. It also involved improvements in administrative data production and enhancing linkages between databases. The institution realized the following achievements;

- i. Further strengthened the implementation of Orphans and Other Vulnerable Children Management Information System (OVCMIS) by including a component of case management in the system to help in the effective management and escalation of child cases. The Ministry with support from the METS and MEEP projects has been able to upgrade the OVCMIS and the system is currently fully functional with reporting rates of up to 100%.
- ii. The Uganda Child Helpline (UCHL) popularly known as SAUTI-116 has been upgraded to capture child walk in cases, do rapid escalation of cases and also be able to integrate VAC cases from the other data sources such as safe pal, OVCMIS, NGBVD and others.
- iii. Over the period of planning (2016/17-2020/21), the Statistics Unit was able to do thorough analysis of the GBV data base, UCHL, OVCMIS, RHIMIS and came up with general statistical reports and specific Child statistical reports for partners such as UNICEF. This was achieved by coming up with effective data analysis and data management plans that properly guided the data analysis processes

However, the following challenges were encountered,

- Inadequate equipment and office supplies to facilitate statistical production and dissemination.
- Inadequate manpower for statistical production and dissemination
- Lack of a data recovery plan for the entire Ministry.
- Lack of enough financial resources to execute the planned activities in the SPS. Most of the statistical activities were not mainstreamed into the main Budget of the Ministry.

2.1.2 Statistical Development Programmes

- i. There has been a deliberate plan to come up with an integrated child protection system in the ministry
- ii. The development of the single registry with the support of world Bank as a single platform to accommodate all the data bases of the Ministry and other MDA stakeholders

- iii. Data collection instruments for GBV and RHIMIS were reviewed and upgraded in August 2020 in a bid to improve data collection and quality of data generated under the JLOS institutions.
- iv. Support and provide data for Children for development in collaboration with UNICEF
- v. Development of the current plan 2020/21-2024/25
- vi. Annual Statistical Abstract Complied;

2.2. Stakeholder Analysis

2.2.1 Key stakeholders (data providers)

Statistical data that is generated by the Statistics Unit comes from the ten departments of the ministry, sub programmes and programmes of the ministry. This data is mainly administrative that comes through the departments and then data that is generated through the various Management Information Systems of the Ministry. The data that comes through the Management Information Systems comes from the districts and sub counties. The data from the Child protection systems is mainly on Children VAC cases, abuse cases, and data on children who have come in conflict with the law, street children, child labour and other statistics on children. The data users here are the child protection Officers, Development Partners such as UNICEF, CRS, Save the Children International, Plan International and other stakeholders.

NGBVD data is collected from GBV survivors by sub county CDOs, DCDOs, health facility workers, village health teams (VHTs), Police, LCs, GBV shelters and Court data managers

Looking at the subprograms and Programmes of the ministry, these usually generate data on their target beneficiaries especially data on Women who are benefitting from the UWEP programme and their livelihood activities, data on YLP on the youth and their economic activities, Employment data on external and internal employment opportunities in the ministry and the OVCMIS that generates data on orphaned and vulnerable children. This data is collected in all the 112 districts of Uganda.

Considering the Inter linkages with respect to statistical production, the statistics Unit works closely with other MDAs and UBOS in the management of data production process. Through this collaborative arrangement we are able to share work experiences, challenges, good practices and also get technical guidance from UBOS. Looking at Intra Linkages with respect to statistical

production at MGLSD, data produced by the Unit flows to other Departments through the Planning department that falls under the Finance and Administration department. Data is also disseminated to other key stakeholders such as groups of people, organizations and institutions that will affect and may be affected by the SPS that is currently being developed. Feedback is usually shared among the members through the statistical committee meetings where all the collected and consolidated data is validated. The availability of quality data that is generated through the above-mentioned systems solely depends on the level of commitment of the respective data managers of the various Management Information Systems both at the ministry and district levels respectively.

Skills Centre and Rehabilitation Centres. These statutory bodies receive subventions from Government through the Ministry and are instrumental in implementing activities for women. The Ministry will among others partner with the following principal stakeholders in the implementation of this SPS: UBOS, Donors, and Academicians, NGOs, Development Partners and District Local Governments. The Ministry operates closely with ten key semi-autonomous bodies: The National Women's Council (NWC), Uganda National Cultural Centre (UNCC); National Youth Council (NYC); National Library of Uganda (NLU); Industrial Court (IC); National Children Authority (NCA), National Council for older Persons (NCOP), Alternative Care Facilities (ACF), Youth and youth empowerment; children rights protection and promotion; enhancement of productivity and employment; cultural growth and mainstreaming social development concerns.

In addition, other sectors and institutions of government such as Health, Education, Water and Natural Resources, Agriculture, Roads, Office of the Prime Minister (OPM), Bank of Uganda, Ministries of Public Service (MoPS), Ministry of Local Government (MoLG), and MoFPED are key partners in ensuring that crosscutting social development concerns are given adequate attention. Local Governments are also key actors within this sector. The Ministry also collaborates with a wide range of non-state actors such as Civil Society Organisations (CSOs), Non-Governmental Organisations, Community and Faith-Based Organisations, Labour Unions, Employer Groups and other interest groups (Politicians, Local authorities in regions and districts, Researchers and academicians, Private Sector Operators, Donor Community/Development Partners, International Organizations, and the Press and the Wider Public.

The above constitute both the primary and secondary stakeholders that play a major role in the generation and use of Statistics. Their demands for data guide the Statistics Unit in the determination and prioritization of data production activities.

Table 2.1: Stakeholder Analysis Matrix

S/n	Primary Stakeholders	Secondary stakeholders
1.	Community Based Organizations	Academicians/Scholars
2.	Politicians	NGOs
3.	Private Sector Operators	The Media
4.	Labor Unions	International Organizations (UNICEF, PLAN International, UN Women, UNFPA, Save the Children)
5.	Civil Society Organizations	Researchers
6.	District Local Governments	Local authorities in regions and Districts
7.	Lower-level Local Governments	MDAs e.g.MoH, MAAIF, MLHUD, MEMD,MOFPED,UPF,UBOS
8.	SACCOs	Banks
9.		Employees and investors etc.

Statistics of interest generated and used by MGLSD and the Stakeholders

- Gender Statistics.
- Labour, Employment and Industrial Relations Statistics.
- Occupational health and safety Statistics.
- OVC Statistics.
- Statistics on Youth Livelihood Programme (YLP)
- Statistics on Older Persons.
- Statistics on People with Disabilities and other people in difficult circumstances.
- Adult Literacy Statistics.
- Community Development Statistics.
- Statistics on Children and Women for development (UCHL, NGBVD)
- Statistics on Women Entrepreneurship programme (UWEP)
- Social Protection statistics

2.2.2 Data production process

Data collection process, utilisation, dissemination and publicity by MGLSD.

The data collection processes in the ministry is anchored on a collaborative mechanism that involves the use of the structures established at the districts and lower local governments. These includes use of PSWOs, DCDOs, SCCDOs, Para-Social workers, district statisticians, Bio statisticians, parish Chiefs and some service providers especially those supporting OVCMIS and NGBVD.

The data collected is analysed by the Statistics Unit on quarterly basis and the statistical reports are validated by the statistical committee members before forwarding them to the senior management for final approval. Thereafter, the data is then dispatched to MGLSD'S IT Unit to be uploaded onto the ministries website to be accessed and used by the various stakeholders

The MGLSD also publishes statistics on annual basis on a statistical abstract that is shared with all its stakeholders. This key statistical output is a major deliverable that is mandatory to produce and UBOS through the PNSD framework requests every MDA to produce and share this output every calendar Year with all the respective stakeholders.

Data collection at departmental level

Statistical data that is generated by the Statistics Unit comes from the ten departments of the ministry that include: Community Development and Literacy, Culture and Family Affairs, Gender and Women Affairs, disability and elderly, Equity and Rights, Youth and Children Affairs, Finance and Administration, Labour Industrial Relations and Productivity, Occupational Safety and Health and Employment Services department. Other data sets also come from the Sub programmes and programmes of the ministry. This data is mainly administrative that comes through the departments and then data that is generated through the various Management Information Systems of the Ministry. The data that comes through the Management Information Systems comes from the districts and sub counties. Therefore, each department has two statistical committee members who are charged with the responsibility of mobilizing data at the departmental level from administrative data and data from the subprograms. Some of the administrative data are generated through field reports, M and E reports from the various activities conducted under each department on routine basis.

2.2.3 Coordination mechanisms in the Ministry.

The ministry of Gender, Labour and Social Development has a coordination mechanism in place in regards to statistics. In the generation of statistics, the collaborative mechanism is through use of the established structures at the districts and lower local governments. The data coordination mechanism makes use of the PSWOs, DCDOs, SCCDOs, Para-Social workers, district statisticians, Bio statisticians, parish Chiefs and some service providers especially those supporting OVCMIS and NGBVD. These technical district and sub county-based officer's work very closely with the data managers at the district level in the process of generating all the Social Development statistics that the Ministry needs. The ministry Initiated and maintains close contacts with statistical and data processing managers at the district level and also closely supervises the data management processes at the district on routine bases. The ministry also tries to hold quarterly data review meetings especially under OVCMIS with the district managers and share with them pertinent data management issues such as data collection, data entry, cleaning, Analysis, data reporting, presentation and use.

Mechanisms for dialogue on statistical production

The ministry in collaboration with Uganda Bureau of Statistics (UBOS) has so far developed statistical plans for the periods 2006/7- 2010/11, 2013/14-2017/18 and is currently developing one for 2020/21-2024/25. The PNSD clearly emphasizes the development of statistics committees in the NSS. The Statistical committee of the Ministry is therefore tasked to ensure that the deliverable in the plans are met; and they also support statistical dialogue with respect to statistical production. One of the key tasks of a statistics committee member is to act as a contact/focal person in the respective Departments on statistical issues of concern.

Mechanisms for enhancing partnerships for development of data in the Sector/MDA.

In the generation of statistics, the ministry has made efforts to enhance partnership for the development of data in the sector. Collaborative mechanism to achieve this are in place and the Ministry for instance has partnered with Development partners such as: Irish Aid, UK- Aid, UNDP, UNFPA, UNWomen, World Bank and others to develop the various Management Information Systems in the ministry. These management Information systems are important in the generation of day-to-day administrative data that is needed for management decisions.

The Ministry of Gender, Labour and Social development in collaboration with UBOS with financial support from UNICEF has been able to do coordination, Management and Capacity building /mentoring of district staffs and lower local government's officers over the period September to December 2019. With this support, the ministry trained the district staffs on good data management practices, budgeting & planning in the nine UNICEF supported districts. The trainings enhanced the ability of the officers to do data Analysis and Usage for Policy, Planning and Budgeting and Service Delivery.

In addition to the above trainings, the ministry also conducted Support Supervision visits and follow up on the implementation of data management practices at the districts (authentic data collection, analysis and usage) of data for the Remand Homes, GBV, OVC, District Action Centres of the Helpline) in the 9 UNICEF operating Districts of Tororo, Amudat, Kaabong, Arua, Kitgum, Kasese, Adjumani, Iganga and Kamuli. With continued funding in the FY2021-22, there are plans to roll out the above activities to 32 other UNICEF supported districts of Uganda.

2.3 Data Production

2.3.1 Data User Needs Assessment

The activities and data priorities of MGLSD are demand-driven and user-focused. Priorities are determined by the user demand to utilise statistical products and services from the ministry. User-demand is therefore the most important factor in the determination of activities and data priorities. The users of the Social Development statistics include: Development partners such as UNICEF, UNWomen, CRS, Academicians, students on research, the general public, Cultural Organizations, Community Based Organizations, World Bank and others.

The users demand the following statistics, among others; Culture statistics, Gender statistics, Gender Equality and Women Empowerment statistics , statistics on Labour, Employment & Industrial relations, Occupational Safety & Health; and Industrial Courts statistics from the Directorate of Labour; while statistics on Orphans and other Vulnerable Children (OVC) from OVC department, Youth, Older Persons, People with Disabilities (PWDs), Adult Literacy, Community Empowerment, and Rights and Minority Groups, and Library Services.

Identification and Handling of data user needs

Data user needs are usually identified through consultations with the relevant stakeholders. This is achieved through organizing stakeholder data user workshops and therefore capturing the appropriate data user needs of the target beneficiaries. Some of the needs are also captured

through data dissemination workshops where users are requested to give in additional needs that could not have been addressed by the previously developed data collection tools.

Implications of Unprecedented demand for development data on the statistical operations of the organisation

The extraordinary demand for development data has over stretched the statistical operations of the ministry. For instance, the need for children's data for development has necessitated the ministry to try and upgrade all the management Information systems of the Ministry with the support of the development partners. The OVCMIS was upgraded to cater for case management, and the Uganda child helpline has also been upgraded to capture child walk in cases. Cases of GBV and VAC cases from Safe pal can now be received under the Child helpline directly.

The extraordinary demand for GBV data has also made the Ministry to plan and have the system rolled out to all districts of Uganda as opposed to the usual 97 districts in which NGBVD was operating. Furthermore, in order to have more data entered into the systems, there has been deliberate effort by the statistics Unit to constantly remind the data managers to enter data into the system. The ministry has also conducted data management, planning and budgeting trainings so as to improve the capacity of the district managers in data management, budgeting and planning in the nine UNICEF supported districts of Tororo, Amudat, Kaabong, Arua, Kitgum, Kasese, Adjumani, Iganga and Kamuli. In the FY 2021-22 we also intend to extend the trainings to other 32 UNICEF supported districts of Uganda. Due to the increased demand for data on children who have come in conflict with the law, the JLOS sector with the help of UBOS and UN Women initiated a programme to strengthen mechanisms for collection of Gender Based Violence (GBV) data in the Justice Law and Order Sector (JLOS). Priority was given to six core institutions namely Police, Judiciary, DGAL, DPP and Ministry of Gender (RHIMIS). The strengthening involves three aspects namely 1) Data collection systems (including collection and Reporting Tools; 2) Data Management Systems; and 3) Capacity needs assessments. The improvement of the data management systems in the JLOS sector is expected to go a long way to improve the quality and quantity of data that goes through the systems.

Data Priorities as demanded by users

The need for data by different individuals and institutions is varied and, therefore, the data priorities are dedicated by what the specific individuals or institutions need at a particular moment. There are many data users who need data from the Ministry but may not get it. Some of these statistics that is demanded and not produced by the institution include the following:

Table 2.2: Statistics that is demanded and not produced

Data Demanded	Reasons for not producing the data
<ul style="list-style-type: none"> • Number of FAL learners supported and trained by NGOs. • Number of FAL literacy classes supported by NGOs. • FAL instructors by NGOs. • % Contribution to culture and its products to GDP. • Number of primary actors in culture and creative industries in Uganda. • Number people with disabilities in Uganda today. • Statistics on Labour productivity. • Statistics on corporate social responsibility. • Statistics on ethnic minorities • Number of districts incorporating human rights. • Recruitment cost borne by employee as a proportion of yearly income earned in country of destination • Statistics on rate of Recevisdim • Percentage of households informed of Government Safety Net Programmes • Art, Entertainment and recreation as a share of GDP • Percentage of children aged 5-17 years engaged in child labour, by sex, by location, • Percentage of separated children from their parents placed in various options of alternative care 	<ul style="list-style-type: none"> • Weak coordination mechanisms in place, and non-submission of this data by NGOs • Limited Technical capacity. • Complexity in the analysis of the indicators. • Lack of collaboration with other concerned MDAs that gather similar data. • New area of interest and therefore attracting less attention. • Non functionality of the industrial court especially for statistics concerned with industrial disputes. • The companies exporting labour have not been submitting this data to the ministry. • Most of these child offenders cannot be uniquely identified

<ul style="list-style-type: none"> • Percentage of sectors integrating disability issues in their budgets and programmes • Women's participation in household decision making • Proportion of seats held by women in national parliaments and local governments • Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations contraceptive use and reproductive health care • Share of women in employment disaggregated by sector, Region, • Adult literacy rate by sex and disability, location, • Percentage of community groups participating in Government Programmes • Percentage of MDAs that have mainstreamed Gender and Women's empowerment in their plans and budgets • Percentage of workplaces complying with labour standards • Percentage of marginalised persons accessing social justice • Statistics on all street children disaggregated by District, Region, Sex 	
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It has been observed that a lot of data are needed but cannot be sufficiently produced due to a various challenges faced by the institution. In addition, there is a variation in the various user's statistics 'requirements. While some users require summarized and highly aggregated statistics (at national or district level); some especially researchers and academicians require micro-data for purposes of conducting definitive/thematic analyses. Furthermore, whereas some users such as NGOs, and district Local Government require highly disaggregated statistics for planning at lower levels, targeting interventions and monitoring; other users require simple indices or time series data covering a specified period in order to discern trends in phenomena. The divergent

demands by the different data users call for rigorous data needs assessment across the board for the different stake holders.

2.3.2 Statistical production

The statistical production schedule explains in details the data that is produced within the Ministry and other line ministry institutions *(Please refer to Annex 1)*

The implications of the Data revolution to your current statistical production.

Data revolution according to the report by the UN Secretary General's Independent Expert Advisory Group (IEAG) refers to an "explosion" in the volume and production of data matched by a "growing demand for data from all parts of society" (IEAG, 2014). PARIS21 takes a complementary approach and refers to data revolution as "delivering the right data to the right people in the right format at the right time" (PARIS21, 2015). This definition puts the emphasis on the fact that the data revolution should increase the use and impact of data on outcomes.

The Data Revolution will affect every area of the National Statistical System (NSS) in many different ways with a change in NSOs' roles from ownership over the statistical production to increase on the use and impact of data.

To enable this increase in use and impact of data, the strategies of MGLSDs statistics Unit under Planning and Policy division is to ensure that where possible include new data sources and increased engagement with new actors, such as the private sector, non-profits making organizations, and academia. It is the access and use of these new data sources in a new data ecosystem of data users, owners, producers and legislators that will enable policy makers, civil society organizations and citizens to "monitor development progress, hold governments accountable and foster sustainable development" (IEAG, 2014).

Official statistics and National Statistical Systems will face challenges in adapting to the new data environment. Models for statistical development which were implemented over the last 15-20 years may be by passed by new data producing agencies and rendered irrelevant if the PNSD under the NSS do not adapt. The Data Revolution will affect every area of the National Statistical System. National Statistical Offices (NSOs) will need to adapt in order to maintain relevance in the new ecosystem.

The use of such new data sources (as defined later in this Section) is explicitly encouraged in the Fundamental Principles of Official Statistics. In particular, to honour citizens' entitlement to public information (based on quality, timeliness, cost), NSOs can draw on "all types of sources" (United Nations, 2014). The defining feature of official statistics is that they be provided by official statistical bodies according to professional standards and norms as laid out in the fundamental principles.

All NSDS stages should respond to these new demands by considering:

- Further developing administrative data systems to produce reliable and robust population estimates to rebase population-based data and anchor new data sources.
- Complementing traditional data collection with new data sources based on reviews of cost, ease of collection, quality of data obtained through new processes and sustainability of the processes.
- Undertaking due process in evaluating cost effective substitution of existing data sources.
- Developing a comprehensive data plan and coordinated approach to data collection accounting for greater frequency in reporting up to now casting, greater disaggregation, more geographic relevance
- Budgeting for staff/ human resources in the emerging field of data science, but also legal and regulatory capacity.
- Developing a plan to build new partnerships, either by building links with different actors within the private sector, tapping into the network of trusted data consultancies or leveraging regional statistical agencies to facilitate access to large multilaterals.
- Establishing strong links with Regional Strategies for the Development of Statistics (RSDSs) to combine regional resources in centres of knowledge and excellence where national statistical agencies don't have the capacity and resources to adapt.
- Reviewing existing statistical business processes and, if necessary, considering revision

2.3.3 Gender Statistics production

Gender Statistics is an area that cuts across traditional fields of statistics to identify, produce and disseminate statistics that reflect the realities of the lives of women and men, and policy issues relating to gender (UBOS, 2013). Gender statistics is central for evidence-based policy, planning and decision making. The MGLSD is currently moving away from producing sex disaggregated

data to producing gender responsive data. Gender responsive data is one obtained by mainstreaming gender issues and concerns in the statistical value chain.

The statistics Unit works closely with gender focal point persons in the process of collecting gender statistics. The ministry also works closely with the gender statistics Unit (UBOS) under the directorate of statistical coordination services to collect and compile gender related statistics.

MGLSD in collaboration with UBOS has retrieved and packaged a series of vital statistics into gender disaggregated data booklets. The value of this data is quite enormous given that it provides evidence of existing gender gaps and directly informs policy and programming.

To strengthen gender statistics, the ministry has also conducted a number of workshops for data collectors and users both at national and district levels. These efforts have stimulated a growing interest in gender disaggregated data in various sectors and local governments.

The analysis of gender statistics data is done with the help of a gender statistician trained from Sweden in collaboration with other statisticians at the ministry. Local capacity building of other data managers at the ministry has been done in form of training them in analysis of gender information, data compilation, dissemination and reporting. The gender statistics compiled by the ministry and that from other sources such as UBOS has been used in many policy documents such as the gender policy of 2007 to advocate for the rights of women and men. Gender statistics has also been used in the equitable allocation of resources in the Ministerial Policy statements and the Budget framework papers of MGLSD.

Regarding the funding of gender statistics, there is no specific earmarked resources for gender statistics, but the ministry generally supports statistics activities under the programme of strengthening MGLSD. There is therefore need to improve resource mobilization for gender statistics production and use

2.3.4 Sources of data

Majority of data is generated from various departments is from administrative sources using Information Management Systems. A few departments have no recognized Management Information systems which assist in data capture, processing and data storage. To a very small extent, surveys and censuses have been under taken using already set guidelines from the Uganda Bureau of Statistics. The Ministry also relies on statistics and data produced from its line

Institutions. A Ministry harmonized database which provides for central repository of statistics is however not operational.

2.3.5 Data Management Systems

The Ministry has strengthened and operationalized the strategic level Management Information Systems in the sector including the Nation Single Registry of Social Protection (NSRSP), the Labour Market Information System (LMIS) and the National Gender Based Violence Database (NGBVD). In addition, operational and transactional level Management Information Systems that support reporting on output and outcome indicators have been promoted including the SAUTI Helpline, EEMIS, ICMIS, ACMIS, Child Protection/Wellbeing MIS, and Culture MIS among others. In addition, the Ministry works with relevant stakeholders including the National Information Technology Authority – Uganda (NITA-U) and the National Identification and Registration Authority (NIRA) among others to integrate the MISs of the ministry with others to improve service delivery and quality of data reporting on indicators.

2.3.6 Data quality mechanisms (with respect to institutional environment assessment)

The Ministry in collaboration with UBOS has over time carried out data quality assessments using the Module 1 Quality Assessment tool to assess the quality of the Institutional Environment for production of statistics. This assessment has so far been done thrice and the current self-assessment for institutional environment is being done in march 2022

Legal framework & policies for statistics

Legal framework

The legal framework looks at the structures and mechanisms in place to support the measurement of the progress of all the indicators under the National Standard Indicator framework (NSI) of Government. The framework strengthens the coordination, production, development, and dissemination of statistics and protects UBOS and all the MDAs in the process of delivering quality administrative data to facilitate planning and decision making.

Article 27 of Uganda's constitution provides for citizens' right to privacy, and the data protection and privacy bill 2019 protects the privacy of an individual's data despite the large amounts of citizen data collected by government departments and private entities on a regular basis. This law

is expected to regulate processing of personal information by state and non-state actors, within and outside Uganda.

On 23 May 2019, the Data Protection and Privacy Act, 2019 ('the Act') came into force in Uganda to protect the privacy of an individual's data and the large amounts of citizen data collected by government departments and the private Sector. However, the effective implementation of the above Act is yet to take place in the country.

The Uganda Bureau of Statistics (UBOS) as established in 1998 by Act of Parliament is the Nodal and autonomous government agency responsible for production, co-ordination, Supervision, and dissemination of official statistics; as well as coordinating, monitoring and supervising the National Statistical System (NSS). The NSS comprises data users, producers and suppliers, as well as researchers and training institutions. Under the PNSD framework for statistics; MGLSD is expected to:

- Set up and ensure effective operation of the Ministry statistics committee
- Synchronize own statistical generation processes to ensure coherence in data generation for the social development programmes
- Generate statistics and disseminating them to relevant stakeholders and the general public
- Collaborating with other MDAs and stakeholders in the generation, dissemination, and use of statistics
- Providing support to local governments and other stakeholders to enhance the quality of generation, analysis, dissemination and use of statistics
- Collaborating with UBOS in the implementation of the Plan for National Statistics Development
- Participating actively in the activities of Inter Agency Committee.

Policies for statistics

The process of the development of policies for statistics across the MDAs are still at their infancy stages including that at MGLSD. The Ministry as an institution does not have at the moment a policy that has been specifically developed for statistics. However, there are plans to collaborate with UBOS and other MDAs to formulate and develop some policies that are going to guide the collection, analysis, presentation, archiving/storage and use of statistics by the Ministry and other stakeholders.

Human Resource

The human resource available at the ministry for statistical production and dissemination to the ministry and its relevant stakeholders is still Inadequate. The ministry currently has only two statisticians at the level of principal and senior. The Ministry has ten departments, sub programmes and programmes which all generate a lot of statistics for the ministry. Therefore, to effectively collect and manage statistics at the above-mentioned departments, programs and sub programmes needs at least four statisticians and one volunteer/statistical assistant. There is therefore need to lobby for the revision of the statistics unit structure to accommodate more statisticians employed by the Ministry

Funding

Funds allocation to support statistical activities still poses as a challenge despite the significance of statistics production in the MLGSD. Table 2.3 below as required shows the status of financing to statistical activities. The funds for the implementation of some statistical activities over the last three financial years has been from off budget support as shown below:

Table2. 3 Financial Status

Financial Year	Amount allocated (Shs)
2018/19	217,000,000
2019/20	224,000,000
2020/21	317,721,706

With effect from July FY 2022/23 MGLSDs statistical activities have now been mainstreamed in the government main budget and statistics unit will have a budget to a tune UGX. 400,000,000= to start with to deliver on the statistical outputs.

2.4 SWOT Analysis

Table 2.4: The Strengths, weaknesses, Opportunities and Threats for statistics in the Ministry

Strengths	Weaknesses
<ul style="list-style-type: none"> • Availability of computers and internet connectivity • Availability of a robust ICT infrastructure and Information Management Systems • Availability of competent human resource • Intersect oral networking and collaboration with other stakeholders 	<ul style="list-style-type: none"> • The Statistics Unit does not have a budget line in the mainstream Ministry budget but the Unit is expected to perform data production and monitoring functions • The Planning Division where the Statistics Unit falls does not have a vote • Inadequate advocacy to trigger support, sustain demand and use of statistics • Inadequate office equipment • Weak coordination, collaboration, networking and information sharing • Inability of the Ministry to recruit more Statisticians • Limited statistical advocacy • Absence of risk management and contingency strategies for statistics • The statistics unit has no means of transport at the moment. • The Unit still has manpower challenges and virtually each of the directorates of the Ministry needs a statistician
Opportunities	Threats
<ul style="list-style-type: none"> • Advances in ICT Innovations • National Partnerships for Statistical Development • Remarkable visibility and demand for statistics in the Ministry and public domain for decision making and planning 	<ul style="list-style-type: none"> • Inadequate government support for statistical programmes and activities • Failure to develop a data recovery plan • Over-reliance on external funding for some statistical programmes

<ul style="list-style-type: none"> • Existence of International Frameworks on statistical development that MGLSD can bench mark • Support for statistics development from MDAs such as UBOS and UNICEF • Increasing partnerships and collaborations in the production and sharing of statistics. 	<ul style="list-style-type: none"> • Externalities such as COVID19, which may present challenges in data collection and stakeholder engagement.
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2.5 Challenges, Risk Mapping and Mitigation Measures of the Ministry statistics production

Challenges

1. The data entry production programmes have largely been donor- supported (driven) and may not adequately focus on Ministry priorities. This lack of budget support for data management cannot help build up a robust statistical system
2. Inadequate equipment and office equipment to facilitate statistical production and dissemination
3. Inadequate human resource for statistical production and dissemination in the Ministry
4. Inadequate coordination among the various departments of the Ministry to harmonise their statistical information needs for timely submission to the unit for final assembling, analysis and dissemination

Table 2.5: Risk Mapping and Mitigation Measures

Potential Risks	High Priority risks	Mitigation Measures	Persons responsible
<ul style="list-style-type: none"> • Delay in remittances of funds to facilitate SPS activities • Limited Statistical Advocacy • Lack of human resources development strategy • Failure to recruit more statisticians 	<ul style="list-style-type: none"> • Inadequate funding • Lack of harmonised data from various departments of the Ministry • Other departments not giving the Statistics Unit the supremacy to assume the responsibility of data collection and analysis in the Ministry • Reallocation of funds meant for statistics • Breakdown/ crashing of computers that contain valuable data 	<ul style="list-style-type: none"> • Lobbying allocation of funds for statistics • Carry out advocacy for statistics in the Ministry • Develop and operationalise a data recovery plan. • Carrying out a risk management task to mitigate the risks • Sensitization of the departments on the roles and responsibilities of the Statistics Unit • Improve the data production processes across the Ministry 	<ul style="list-style-type: none"> • Statisticians in the Unit • MGLSD Top Management • SSC members • Partners such as UBOS, UNICEF

2.6 Priorities over the next five years

- Enhance the compilation, management and use of administrative data
- Review and update documentation of methodologies (Metadata) for the Ministry NSS indicators
- Acquire and/or develop necessary statistical infrastructure in the NSS including physical, Information and Communication Technology and Human Resources;
- Develop and Standardize tools to enable the Ministry have comparable aggregation and comparison of data from different sources
- Earmark resources to ensure that scheduled activities are implemented and delivered as planned.
- Assessing the statistical institutional capacity in terms of capacity, logistics, human resources and financial resources to ensure that the institution realizes its strategic objectives and mission.

CHAPTER 3: STRATEGIC FRAMEWORK

3.1 Introduction

This chapter presents the strategic framework for statistical production and dissemination for the Social Development programmes. It highlights the Vision, Mission, Strategic Goals and the core values and principles that will be upheld in the development and maintenance of the Ministry Statistical System.

3.1.1 Vision and Mission

Vision

A world class Ministry statistical system

Mission

To provide quality statistics and services that support evidence-based decision in the Ministry of Gender Labour and Social Development and development agendas.

Culture: Collaboration, creativity and transparency in statistical production

Core Values and Principles

In the production and dissemination of statistics for informing social development sector programs, the following core values and principles will be upheld.

- (1) **Staff Satisfaction:** Staff are the most important resource in any organization. They will not contribute to organizational success if they are not satisfied. Staff satisfaction is, therefore, an important value/principle of this Plan.
- (2) **User Satisfaction/orientation:** Meeting user needs was the reason for establishing the Statistical Unit and developing the strategic plan.
- (3) **Effective Processes:** An effective process value chain that starts with innovation processes - identifying current and future user needs and developing solutions to meet these needs - proceeds through operations process - delivering quality value-added statistical products and services to users.
- (4) **Confidentiality:** This concerns the aspect and ability of the data producer to keep the information generated in secrecy and only releasing it to the authorized users following the

right channels and protocols. This is because when the data becomes suspect or exposed to the public or unauthorized users, its credibility is brought into Question.

- (5) **Professionalism:** A professional and systematic approach of handling statistics is the only sure way of delivering value added statistical products and services that meet user demands and needs.

3.2 Strategic Goals

3.2.1 Strengthen coordination, cooperation and partnerships for statistics.

Strengthened Coordination, cooperation and partnerships of the Ministry statistical system involves identifying mechanisms for enhancing collaborative partnerships, strategic planning, monitoring and evaluation, institutional governance and resource mobilization. In particular, statistical coordination leads to a unified management and governance of statistics. It also involves development, maintenance and production of harmonized gender responsive as well as quality statistics.

3.2.2 Increase statistical capacity.

Increased statistical capacity of statistics at the Ministry involves the ability of the Ministry to produce data that is fit and can accurately be relied on. It involves the flow of needed statistics, using best statistical practices, i.e. from the production cycle into analysis, dissemination and the use of the available information to inform policy. This will require planning, building and maintaining man power and technical capacity to handle statistical production and development

3.2.3 Strengthen systems for data production and development.

At the Ministry, statistics production and management involves broadening the generation of good and quality statistical information aligned to the requirements of international and the national development frameworks. This also involves strengthening existing data processes, investing in new data processes and on boarding new data sources.

3.2.4 Enhance dissemination, uptake and use of statistics

It involves statistics user satisfaction, mechanisms that enhance timely availability, and access to statistical information, aligning statistical products/outputs to user needs, enhancing stakeholders' capacities in the use of statistics, developing and managing on/off line data dissemination portals.

CHAPTER 4: STRATEGY FOR IMPROVING STATISTICAL PRODUCTION AND DEVELOPMENT

This chapter provides a narrative on the goals, objectives and strategic interventions of the plan.

4.1.1 Strategic Goal 1: Strengthen coordination, cooperation and partnerships

Key Issues

Statistical coordination is essential to the achievement of mutual support and synergy among data producers, avoid duplication of effort and production of conflicting data, rationalize use of available resources for statistics and achieve data quality. Due to inadequate coordination and cooperation, some MDAs engage in statistical activities that are already undertaken by others.

Strategic objectives

- i. To strengthen statistical advocacy at the Ministry
- ii. To maintain functional Ministry statistical structures to ensure coherence in data generation
- iii. To Strengthening the effective operation of the ministry structure to support intra and inter collaboration for statistical development

Specific Actions (activities)

- i. Conduct quarterly Ministry Statistics Committee and related technical committee meetings to advocate for statistics
- ii. Allocate more financing for statistics advocacy
- iii. Develop the Ministry Strategic Plan for Statistics
- iv. Implement the M & E plan for Statistics
- v. Conduct key data producers needs assessment

4.1.2 Strategic Goal 2: Increase statistical capacity

Key Issues

The need to enhance capacity for production, dissemination and utilization of Statistical data to inform planning, policy formulation and decision making cannot be overstated. The MGLSD generates and produces statistical information and as such, the Ministry is no exception. Periodic reports, project templates, facility output forms among others provide vital statistics to inform and

guide policy makers and other end users. Such statistical information needs to be disseminated to users such as partner Agencies, NGOs and the general public. However, Data producers in the Ministry have got limited skills to harness existing data to meet the dynamic user needs. In addition, there is inadequate capacity to capture and manage data at the service delivery points of the Ministry

Strategic objectives

- i. To Strengthen the capacity and skills for the ministry statistics producers to manage a sound data production and management system
- ii. To Increase gender responsive statistical training and learning programs for data producers
- iii. To Institutionalize HR structures for statistics

Specific Actions (Activities)

- i. Conduct skills and competency-based training in line with identified statistical capacity needs e.g., non-traditional data.
- ii. Institutionalize benchmarking, coaching and mentoring statistical personnel.
- iii. Lobby for the revision of the statistics unit structure to accommodate more statisticians employed by the Ministry
- iv. Sensitize Ministry staff, key stakeholders, and development partners on statistical issues

4.1.3 Strategic Goal 3: Strengthen systems for data production and development

Key Issues

There is a need to ensure timely availability of quality data for the various programs and Ministry departments for internal & external user requirements.

Statistics production and management involves strengthening generation of quality statistical information that is aligned to the requirements of local government and national development frameworks. It also involves development of administrative data and enhancing linkages between databases. The common challenging factors include, the available ICT equipment such as desktop computers, printers, and CPUs that are used, most especially in the statistics unit are not

enough. There also exist unlinked databases at departmental level making it evident that there is lack of a harmonized Statistical Management Information System to create linkages of the generated statistics for all the departments leading to poor information sharing and duplication.

Strategic objectives

- i. To develop an integrated administrative data management information system.
- ii. To Adopt appropriate methodologies in statistical production and development
- iii. To promote the production of quality data in the Ministry
- iv. To strengthen the generation and use of gender statistics.

Specific Actions (Activities)

- i. Carry out administrative data quality Assessments
- ii. Adopt guidelines for mainstreaming and assessing the use of gender statistics in decision making.
- iii. Carry out Quality assessment on NSI indicators
- iv. Create awareness on importance of data and statistics quality
- v. Jointly design and produce data collection tools under the leadership of the focal person
- vi. Update Strategy for mainstreaming gender in statistical production
- vii. Engender all statistical products and services from the Ministry
- viii. Provide technical and support supervision to key data producers in the Ministry

4.4 Strategic Goal 4: Enhanced dissemination, uptake and use of statistics

Key Issues

Use, Uptake and dissemination of statistics involve, identifying mechanisms that increase user engagement, statistical advocacy, user satisfaction, timely availability, access and use of statistical information, aligning statistical outputs to user needs, developing and managing data dissemination portals. key issues include: Limited advocacy and publicity of statistical products, Poor and under developed strategies of dissemination of administrative data

Strategic objectives

- i. To develop an effective and efficient data dissemination system and timelines
- ii. To foster availability and usage to statistical information in the public domain

Specific Actions (Activities)

- i. Strengthen data producer /provider feedback
- ii. Develop dissemination plans to ensure the production of quality statistics in the Ministry.

- iii. Widen the scope of dissemination through the ministry website and other social media platforms
- iv. Create Simpler/popular versions of statistical products
- v. Organize workshops and seminars for dissemination of statistics
- vi. Create Accessible datasets.
- vii. Conduct stakeholder consultations to obtain feedback on statistical products
- viii. Develop dissemination plans for gender statistics in the Ministry.

CHAPTER 5: IMPLEMENTATION, MONITORING AND EVALUATION

5.1 Introduction

This chapter illustrates how progress on the implementation of the plan will be tracked. It also defines the roles of the stakeholders as well as the monitoring and evaluation undertakings to be conducted by the ministry. It is a means by which the improvement or lack of improvement of the interventions can be demonstrated

5.2 Implementation mechanisms

This plan will be implemented in collaboration with UBOS and relevant line ministries as follows:

The Policy and planning unit shall take overall responsibility for coordination and management of the SPS. The statistics unit shall be the coordination link and liaison. The Ministry Statistics Committee shall be the technical steering team and will meet at least once a month to review progress. Each department shall, through their statistical focal point person, regularly update the Ministry Statistical Committee (MSC) on implementation of the statistical activities by their departments.

Annual coordination meetings involving representatives of key stakeholders – such as data users, data producers and other MDAs, will be organized by the Ministry Statistics Committee to review progress in implementation of the SPS. Relevant training will be organized to facilitate the implementation process.

5.3 Monitoring and Evaluation

The responsibility for monitoring and evaluation will be vested in the MSC. It will be essential for the committee to adopt a participatory approach. This will be essential for all the various stakeholders to be actively involved in determining the direction of the SPS. Overall, monitoring of the plan will focus on activity implementation and achievement of outputs whereas Evaluation will aim at establishing the achievements of the outputs, outcomes and impact of the SPS over the five-year period. In addition, quarterly, annual and mid-term reviews and final evaluation of the plan will be undertaken. The Statistics Unit will be the repository of all data generated and will provide regular updates to all stakeholders on the nature and form of information in the data bank.

To ensure that the Senior Management Meeting is well informed and involved, the head of the planning unit hand in hand with the principal statistician shall make arrangements to regularly

update the members on quarterly basis. Efforts will be made to encourage the committee to demand statistical updates each time they converge for meetings.

At the national level, monitoring of the plan will be undertaken by the Ministry’s Planning Unit in collaboration with UBOS. Quarterly progress reports on implementation of the plan will be compiled and submitted to UBOS through the head of the statistics unit; closely supervised by the commissioner planning and Policy.

The Logical Framework will be the major tracking tool for monitoring and evaluating implementation of the plan. It indicates the interrelationship between the objectives, strategies and corresponding activities, expected outputs, performance indicators, measures of verification and assumptions. The Logical framework is based on the detailed five-year activity plan (Refer to Annex 2)

5.3.1 Reporting arrangements

5.3.2 Data Reporting and Dissemination

A critical component of the ministry’s data processing and management practices is getting information collected back to decision makers, key stakeholders and implementers in a timely manner so it can be used for planning, management, supervision, coordination and implementation. Regarding data use, the MGLSD uses data from all the management information systems for day-to-day management decisions and also shares this data with UBOS, other development partners and Ministry of Finance, Planning and Economic Development

Table 5.1 Overall reporting Schedule of MGLSDs statistical reports

Nature of Report	Frequency	Submitted to	Responsible Person/Organizations
OVC Service Delivery Report	Quarterly	Sub County CDO	All service providers e.g., CSOs and government service providers
Quarterly District OVC Service Report	Quarterly	OVC MIS	Probation and Social Welfare Officer
Bi-annual National OVC Report	Every 6 months	Permanent Secretary MGLSD and NOSC	OVC NIU
Annual National OVC Programme Performance Report	Annually		OVC NIU
MGLSDs Statistical abstract	Annually	UBOS	Policy and Planning Department MGLSD

Labour Market information Bulletin	Quarterly	Permanent Secretary MGLSD and other stakeholders	Department of Labour and Employment Services
Statistical Analysis Report on Externalization of Labour	Annually	All relevant stakeholders	MGLSD External Employment Unit
UWEP Progressive reports	Quarterly	Permanent Secretary MGLSD and MoFPED	UWEP M& E Unit
YLP	Quarterly	Permanent Secretary MGLSD and MoFPED	M& E YLP Unit
UCLH Child abuse reports	Monthly/Quarterly	Permanent Secretary MGLSD and other stakeholders	IT team and Counsellors at Kireka Child helpline HQs
RHIMIS Report	Annually	Permanent Secretary MGLSD and other stakeholders such as JLOS	The Remand Home in charges
NGBVD violence report	Annually	Permanent Secretary MGLSD and other stakeholders	GBV FP Person and the statistics Unit of MGLSD

In conclusion therefore, reporting is an integral part of any monitoring and evaluation framework. Its main goal is to provide and publish comprehensive and regular information on the implementation of the Sector statistics plan or any other programme.

Chapter 6: Financing Plan/strategy

6.1 Introduction

This Chapter presents the financial plan and sustainability arrangements for financing the Plan. It discusses the costing and funding of the Ministry’s Strategic plan for statistics. This includes the resource requirements, expected annualized expenditure, the projected resource gap as well as the resource mobilization strategy.

6.2 Cost of the Plan

The total cost of the strategic plan is approximately eight billion shillings.

6.3 Financing the Plan/Strategy

Government of Uganda will be the primary source of financing the plan. However, through a rigorous advocacy and resource mobilization, the ministry will also try and lobby for support from Development partners to supplement the government effort.

Table 3: MGLSD Summary Budget (Uganda Shillings (“000,000”))

Strategic Area	FINANCIAL YEAR					Total
	2020/21	2021/22	2022/23	2023/24	2024/25	
1.Strengthen coordination, cooperation and partnerships	223.05	158.7	155.7	147.7	142.7	827.85
2. Increase statistical capacity.	170.953	134.529	63.5	133.524	62.029	564.535
3. Strengthen systems for data production and development	471.1	311.1	291.1	335.1	311.1	1719.5
4.Enhance dissemination, uptake and use of statistics	1230.77	899.665	806.665	897.665	881.665	4716.43
Total	2,095.9	1,504.0	1,317.0	1,514.0	1,397.5	7,828.3

Annex 1: Data Production Schedule

Indicator/s	Frameworks to which Sector/MDA responds (NSI, SDGs, Africa Agenda 2063, EAC Vision 2050, NDP III, SDP III, etc	Data Source (Administrative, Surveys, Census	Level of disaggregation (Sex, Age, Geography, Rural-Urban, Disability, wealth quintile, region, National...)	Frequency of production (monthly, quarterly, annually, 3 years, 5yrs, 10yrs ...)	Level of demand (Low, Medium, High)	Users of the indicator / statistics	Dissemination Channel
Outcome Indicators							
Proportion of women owning businesses increased	NDPIII	Admin., UNHS surveys	By Age, Age groups, Geography, Rural Urban, Disability, Wealth quintile	Quarterly, annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Prevalence rate of GBV reduced	NDPIII, EAC Vision 2050	Admin., UNHS surveys, UDHS and censuses	By Age, Geography, Rural Urban, Disability, Wealth quintile	Quarterly, annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Average proportion of women participating in decision making at all levels (National Parliament, Local Government, Businesses and Managerial positions in formal sector) increased	NDPIII, EAC Vision 2050, SDGs,	Admin., Parliament of Uganda, Uganda Gazette	By Age, Geography, Rural Urban, District, Region, Disability	Annually and 5years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Proportion of women with access to productive resources increased	NDPIII, EAC Vision 2050,	Admin,	By Age, Geography, Rural Urban, District, Region, Disability	Annually and 5years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Eligible vulnerable persons accessing social care and support services increased	NDPIII, EAC Vision 2050, SDGs,	Admin,	By Age, Geography, Rural Urban, District, Region, Disability	Annually and 5years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications

Access to livelihood support by eligible vulnerable persons increased	NDPIII, EAC Vision 2050, SDGs, Ministry Strategic Plan,	Admin, UNHS,	By Age, Geography, Rural Urban, District, Region, Disability	Annually, 5 Years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Functional Social Care and Support Services system in place	NDPIII, EAC Vision 2050, SDGs,	Admin, UNHS,	By Age, Geography, Rural Urban, District, Region, Disability	Annually, 5 Years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Proportion of Labour force transitioning into decent employment increased	NDPIII, EAC Vision 2050, SDGs,	Admin data, ULFSs,	By sector, occupation, Geography, Rural Urban, District, Region, Disability etc	Yearly for admin, 4 Years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications, labour Bulletins,
Proportion of the employed population that suffer from injuries reduced	NDPIII, EAC Vision 2050, SDGs,	Admin,	By Age, sex, Sector, occupation, Geography, Rural Urban, District, Region, Disability	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia, Employment Bureaus	MGLSD website, statistical Publications, labour Bulletins,
Unionization density	NDPIII	Admin.	By Sector, occupation, Geography, Rural Urban, job category	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Satisfaction level of Ministry stakeholders	NDPIII	Admin., UNHS surveys	By Age, Geography, Rural Urban, Disability, Wealth quintile	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Proportion of the population informed about national programmes	NDPIII	Admin.,	By Age, Age groups, Geography, Rural Urban, Region, Disability status,	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Output indicators							
Gender Equality and Women Empowerment							
No. of women groups accessing credit to finance their enterprises	NDPIII	Admin., UNHS surveys	By Age, Age groups, Geography, Rural Urban, Disability status, Wealth quintile	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications

No. of households mobilized for social economic empowerment under the HHD model	NDPIII	Admin., UNHS surveys	By Age, Age groups, Geography, Rural Urban, Disability status, Wealth quintile	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
NEDCWB in place	NDPIII	Admin., UNHS surveys	By Age, Age groups, Geography, Rural Urban, Disability status, Wealth quintile	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of women entrepreneur development groups trained	NDPIII	Admin., UNHS surveys	By Age, Age groups, Geography, Rural Urban, Disability, Wealth quintile	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
A reviewed Uganda Gender Policy in place	NDPIII, SDGs, Africa Agenda 2063, EAC Vision 2050	Admin.,	National	Annual	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of DLGs where the strategy had been implemented	NDPIII, SDGs, Africa Agenda 2063, EAC Vision 2050	Admin.,	National	Annual	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of MDAs and LGs with gender responsive Strategic Plans	NDPIII, SDGs, EAC Vision 2050	Admin.,	National	5 Years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of MDAs and LGs trained in Gender and Equity planning and budgeting	NDPIII, SDGs, EAC Vision 2050	Admin.,	National	Annual	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of Sector Gender Compacts developed	NDPIII	Admin;	National	Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of MDAs and LGs certified	NDPIII	Admin;	National	Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of private sector entities with gender equality seals	NDPIII	Admin;	National	Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications

Number of IWD celebrations report	NDPIII	Admin;	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of CSW report	NDPIII	Admin;	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of GEWE actors mapping report produced	NDPIII	Admin;	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Updated referral pathway in place	NDPIII	Admin;	National	Quarterly, Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No of survivors reporting on the helpline	NDPIII, Africa Agenda 2063, EAC Vision 2050	Admin;	National	Quarterly, Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Upgraded NGBVD in place	NDPIII, Africa Agenda 2063, EAC Vision 2050	Admin;	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No of functional GBV Shelters maintained	Africa Agenda 2063, EAC Vision 2050	Admin;	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Communication strategy on women participation in decision making in place	NDPIII,	Admin,	National	Annual	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Special leadership training programme in place	NDPIII	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Resources sub vented	NDPIII	Admin.,	By Sector, Vote,	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications

Communication strategy on women participation in decision making in place	NDPIII	Admin., Statistical publications	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Social Protection and Livelihoods Enhancement							
No. of beneficiaries accessing SAGE ('000s)	NDPIII, SDGs, EAC Vision 2050	Admin., UNHS surveys, Census	By Age, Age groups, Geography, Rural Urban, Disability,	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of youth groups accessing credit to finance their enterprises	NDPIII,	Admin., UNHS surveys, Census	By Age, Age groups, Geography, Rural Urban, Disability,	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of PWD groups accessing the disability grant	NDPIII,	Admin., UNHS surveys, Census	By Age, Age groups, Geography, Rural Urban, Disability,	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Enterprise Fund for Older Persons in place	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of Labour-Intensive Public Works programmes in place	Africa Agenda 2063, EAC Vision 2050	Admin;	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of beneficiaries on labor intensive public works	Africa Agenda 2063, EAC Vision 2050	Admin;	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Child disability benefits programme in place	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of eligible children accessing disability benefit ('000s)	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications

Adult disability benefits programme in place	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of eligible adults accessing disability benefit ('000s)	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of beneficiaries empowered under the Youth Venture Capital Fund	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of social security schemes for the informal sector developed	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No. of persons in the informal sector enrolled social security programmes	NDPIII,	Admin.,	By Age, Age groups, Geography, Rural Urban, Disability,	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of Private/Community Health Insurance Schemes	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Livelihoods Restoration Strategy for infrastructure projects in place	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of Remand Homes Constructed	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of Social care and support institutions rehabilitated	NDPIII,	Admin.,	National	Quarterly and annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications

Number of Social care and support institutions licensed	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of Social Care and support institutions inspected	NDPIII,	Admin.,	National	Annually and quarterly	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of PWDs rehabilitated at institutional and community-based levels	NDPIII,	Admin.,	By Age, sex, Geography, Rural Urban, Disability,	Annually and quarterly	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of Older persons accessing residential social care services	NDPIII,	Admin.,	Sex, District, Region	Annually and quarterly	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of Older persons accessing home based social care services in the community	NDPIII,	Admin.,	Sex, District, Region	Annually and quarterly	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of children accessing social care and support in the remand homes	NDPIII, SDG,	Admin.,	Sex, District, Region	Annually and quarterly	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of children accessing social care and support in the children's homes	NDPIII, SDG,	Admin.,	Sex, District, Region	Annually and quarterly	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of Social Protection Laws, Policies developed/reviewed	NDPIII,	Admin.,	National	5 Years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Legal framework on indigenous and ethnic minorities in place	NDPIII,	Admin.,	National	5 Years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
NSSF Act reviewed	NDPIII,	Admin.,	National	5 Years	High	Government, Development Partners,	MGLSD website, statistical Publications

						and Private Sector, civil society and academia,	
Social Protection Single Registry in place	NDP III,	Admin.,	National	5 Years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Social protection financing strategy in place	NDP III,	Admin.,	National	5 Years	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of youth enrolled into Service Scheme	NDP III,	Admin.,	Sex, District, Region	Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of Youth friendly service points established	NDP III,	Admin.,	Sex, District, Region	Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
National Plan for Youth Employment in place	NDP III,	Admin.,	National	5 Years	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of youth leaders trained	NDP III,	Admin.,	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Proportion of youth in leadership positions	NDP III,	Admin.,	National	annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Youth curriculum developed	NDP III,	Admin.,	National	5 Years	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Youth regulatory framework developed	NDP III,	Admin.,	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of district officers in charge of youth trained on youth work	NDP III,	Admin.,	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications

Number of DLGs with substantive youth officers	NDPIII,	Admin.,	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of youth trained in non-formal skills	NDPIII,	Admin.,	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
National multipurpose serviced youth centre established	NDPIII, Africa Agenda 2063, EAC Vision 2050	Admin;	National	Anually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of youth centres renovated	NDPIII,	Admin.,	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Number of youth centres equipped	NDPIII,	Admin.,	National	Annually	Medium	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Labour, Employment and Productivity							
Reviewed OSH Act in place	NDPIII,	Admin.,	National	5 Years	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of workplaces registered	NDPIII,	Admin.,	District, Region,	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of workplaces inspected	NDPIII,	Admin.,	District, Region,	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
A functional analytical laboratory in place	NDPIII,	Admin.,	National	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications

No of regional OSH centres established	NDPIII,	Admin.,	National	5 Years	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of equipment certified	NDPIII,	Admin.,	National	5 Years	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No. of workplaces inspected for chemical safety	NDPIII,	Admin.,	District, Region,	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of projects integrating social safeguards	NDPIII,	Admin.,	District, Region,	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of GBV cases at work places reported	NDPIII, Africa Agenda 2063, EAC Vision 2050	Admin;	Sex, District, Region, National	Anually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Oil & Gas QHSSE system & standards in place and functional	NDPIII,	Admin.,	District, Region,	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of policies and laws on labour, employment and OSH reviewed/developed	NDPIII,	Admin.,	National	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
National Labour Institute in place	NDPIII,	Admin.,	National	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Revitalized Boards in place	NDPIII,	Admin.,	National	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of labour offices and inspection centres equipped	NDPIII,	Admin.,	District, Region,	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications

No of Labour Officers trained	NDPIII,	Admin.,	District, Region	Yearly	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of workplaces inspected	NDPIII,	Admin.,	District, Region,	Quarterly,	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of children withdrawn from child labour and integrated into the school system	NDPIII, Africa Agenda 2063, EAC Vision 2050	Admin;	Sex, District, Region, National	Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No of employers and workers trained in labour standards, industrial relations and productivity	NDPIII, Africa Agenda 2063, EAC Vision 2050	Admin;	Sex, District, Region,	Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
Relief Programme for vulnerable workers affected by COVID-19 in place	NDPIII, Africa Agenda 2063, EAC Vision 2050	Admin;	National	Annually	High	Government, Development Partners, and Private Sector, civil society and academia,	MGLSD website, statistical Publications
No of new recruitment companies licensed	NDPIII,	Admin.,	District, Region,	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of Bi Lateral Agreements signed	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of Labour attaches deployed	NDPIII,	Admin.,	District, Region,	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of awareness creation campaigns on external employment conducted	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications

No of job seekers trained and counselled	NDPIII,	Admin.,	District, Region, Sex	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of internal and external monitoring visits conducted	NDPIII,	Admin.,	District, Region,	Quarterly, Anually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Workers' rehabilitation and protection center in place	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of job centers established	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of green skills packages developed	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of workers trained	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of Jua Kalis trained	NDPIII,	Admin.,	Sex, district, Region	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of employers trained	NDPIII,	Admin.,	Sex, district, Region	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of youth mentored in integrated farming practices	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of Industrial Business Shelters constructed & equipped	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications

No of people in the working age bracket benefiting from quality apprenticeship	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of regional industrial courts constructed	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
National Productivity Centre in place	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of workplaces with functional workplace HIV/AIDs Policy	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Skills anticipation reports	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Web based LMIS in place	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of stakeholders trained	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Digital Job Matching Tool in place	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Simulation employment multiplier model in place	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Employment Impact Assessment on private and public investments Reports produced	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications

Number of labour complaints and disputes registered	NDPIII,	Admin.,	National, District, Region	Quarterly, Anually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Number of labour complaints and disputes settled	NDPIII,	Admin.,	National, District, Region	Quarterly, Anually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of workers trained	NDPIII,	Admin.,	National, District, Region	Quarterly, Anually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of Labour Offices rehabilitated and equipped	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of unions registered	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
No of persons prosecuted	NDPIII,	Admin.,	Region, District, National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
% of eligible workers accessing timely compensation	NDPIII,	Admin.,	National	Annually	High	Government, Development Partners, and Private Sector	MGLSD website, statistical Publications
Institutional Capacity Development							
Number of MGLSD M&E Plans developed and in place	MSP	Administrative	National	5 Years	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
Number of Social Development sector MIS developed and in place	MSP	Administrative	National	5 Years	High	Government, Development Partners, Private Sector	MGLSD Website, Publications

MGLSD Risk Management plan developed	MSP	Administrative	National	5 Years	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
MGLSD Strategic Plan for Statistics (2020/21 – 2024/25) developed	MSP	Administrative	National	5 Years	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
MGLSD Communication Strategy developed	MSP	Administrative	National	5 Years	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
Number of Social care and support institutions rehabilitated	NSI, MSP	Administrative	National, Region, Geography	Annually, quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
Number of Remand Homes Constructed	NSI, MSP	Administrative	National, Region		High	Government, Development Partners, Private Sector	MGLSD Website, Publications
No of plots surveyed and titled	NSI, MSP	Administrative	National	Annually, Quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
Health and wellness programme in place	NSI, MSP	Administrative	National	Annually	Medium	Government, Development Partners, Private Sector	MGLSD Website, Publications
Number of MGLSD Capacity Building Plan developed and in place	NSI, MSP	Administrative	National	Annually	Medium	Government, Development Partners, Private Sector	MGLSD Website, Publications
Number of schemes of Service for the Ministry developed and in place	MSP	Administrative	National		High	Government, Development Partners, Private Sector	MGLSD Website, Publications
Community Mobilization and Mind set Change							

No. of policies and laws community mobilization reviewed	NDP III, NSI	Administrative	National	Annual	Medium	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of community structures (CDOs, FAL, PDC, CBIG) trained in family planning and food and nutrition security	NDP III, NSI, MSP	Administrative	National, Region	Annually, Quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of household and village improvement campaigns conducted	NDP III, NSI, MSP	Administrative	National, Region, Geography	Annually, quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of Village cluster formed and supported with 1-time investments	NDP III, NSI, MSP	Administrative	National, Region, Geography	Annually, quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of CDOs trained in bottom-up planning and community extension	NSI, MSP	Administrative	National, Geography, Sex	Annually, quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of Community Development Officers retooled	NSI, MSP	Administrative	National, Geography, Sex	Annually, quarterly	Medium	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of feedback platforms organized at district level	MSP	Administrative	National, Geography	Annually	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications
Community Based Management Information System in place	NSI, MSP	Administrative	National	Annually	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
No of adult learners trained at different levels	NSI, MSP	Administrative	National, Geography, Sex, Disability	Annually, quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
No of Community learning centres established and equipped	MSP	Administrative	National, Geography	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications

No of VSLAs, and community empowerment groups established and strengthened	MSP	Administrative	National, Geography, Disability	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications
No of mindset change campaigns conducted in communities	MSP	Administrative	National, Geography	Annually, quarterly	Medium	Government, Development Partners, Private Sector, NGOs	MGLSD Website, Publications
Number of National Library Building in place	MSP	Administrative	National, Geography	Annually	Medium	Government, Development Partners, Private Sector, NGOs	MGLSD Website, Publications
No of community libraries established	MSP	Administrative	National, Geography	Annually	Medium	Government, Development Partners, Private Sector, NGOs	MGLSD Website, Publications
No of community libraries digitized	MSP	Administrative	National, Geography	Annually	Medium	Government, Development Partners, Private Sector, NGOs	MGLSD Website, Publications
No. Of CDOs trained on parenting	NSI, MSP	Administrative	National, Geography, Sex, Disability	Annually, quarterly	Medium	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. Of Communication and media campaigns conducted	NSI, MSP	Administrative	National	Annually	Medium	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. Of CDOs trained on provision of Psychosocial support services	NSI, MSP	Administrative	National, Geography, Sex, Disability	Annually, quarterly	Medium	Government, Development Partners, Private Sector	MGLSD Website, Publications
Number of Early warning framework on family vulnerability developed and in place	NSI, MSP	Administrative	National	Annually, quarterly	Medium	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of CDOs and religious leaders trained on marital Counselling	NSI, MSP	Administrative	National	Annually, quarterly	Medium	Government, Development Partners, Private Sector	MGLSD Website, Publications

No. Of religious and cultural leaders trained on family life	NSI, MSP	Administrative	National, Geography, Sex, Disability	Annually, quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of talent regional centres established	NSI, MSP	Administrative	National, Geography, Sex, Disability	Annually, quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
Number of national one stop Centre for registration and licensing established	MSP	Administrative	National	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications
Number of Cultural frameworks developed	MSP	Administrative	National	Annually, quarterly	Low	Government	MGLSD Website, Publications
Number of Kiswahili Councils established and in place	MSP	Administrative	National	Annually, quarterly		Government, Development Partners, Private Sector	MGLSD Website, Publications
Proportion of reviewed Kiswahili Curriculum in place	MSP	Administrative	National	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications
No of Swahili facilitators trained	NSI, MSP	Administrative	National, Geography, Sex, Disability	Annually, quarterly	High	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of campaigns on negative cultural practices conducted	MSP	Administrative , Surveys	National	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications
No of research studies conducted	NSI, MSP	Evaluation studies	National	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications
Capacity of Cultural Heritage clubs in primary and secondary schools built	MSP	Administrative	National	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications
Digital Cultural Heritage Data Bank in place	MSP	Administrative	National	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of cultural institutions supported to deliver services	MSP	Administrative	National	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications
No. of Authographies developed	MSP	Administrative	National	Annually, quarterly	Low	Government, Development Partners, Private Sector	MGLSD Website, Publications

Annex 2: Logical Framework Matrix

(A) Strategic objective	(B) Strategic Initiatives for SPS	(C) Activities	(D) Objectively Verifiable Indicators(OVIs)	(E) Sources of data for indicators (MOVs)	(F) Risks and assumptions
Strategic Goal 1: Strengthen coordination, cooperation and partnerships					
To Strengthen statistical advocacy at the Ministry	To Develop Ministry-wide Advocacy Strategy	Conduct quarterly Ministry Statistics Committee and related technical committee meetings to advocate for statistics	Number of quarterly Ministry Statistics Committee and related technical committee meetings conducted	Advocacy materials. Budget line for statistics.	Resource Availability
	Improve skills for advocacy and communication of statistics.	allocate more financing for statistics advocacy	Proportion of Ministry budget line allocated to statistics advocacy	Budget line for statistics.	
To Maintain functional Ministry statistical structures to ensure coherence in data generation	Strengthen statistical planning in the Ministry	Develop a strategic plan for statistics	Approved Strategic plan for statistics in place	Planning unit reports	
		Implement the M & E plan for Statistics	M & E plan for Statistics Implemented	M and E Plan reports	
To Strengthening the effective operation of the ministry structure to support intra and inter collaboration for statistical development	Establish partnerships with the Key data producers in the ministry in statistical production and development	Conduct key data producers' needs assessment.	Number of meetings held with key data producers	Minutes reports	Resource Availability
Strategic Goal 2: Increase statistical capacity					
To Strengthen the capacity and skills for the ministry statistics producers to manage a sound data production and management system	Conduct the Ministry capacity skills needs assessments	Conduct skills and competency-based training in line with identified statistical capacity needs e.g., non-traditional data	Number of skills and competency training in line with identified statistical capacity needs carried out	HR reports	Resource Availability
To Increase gender responsive statistical training and learning	Improve skills and knowledge of staff in gender responsive statistical development	Institutionalize benchmarking, coaching and mentoring statistical personnel	Proportional of statistical personnel institutionalized, coached and mentored		

(A) Strategic objective	(B) Strategic Initiatives for SPS	(C) Activities	(D) Objectively Verifiable Indicators(OVIs)	(E) Sources of data for indicators (MOVs)	(F) Risks and assumptions
programs for data producers		Sensitize Ministry staff, key stakeholders, and development partners on statistical issues	Number of Ministry staff, key stakeholders, and development partners sensitized on statistical issues	Statistical Committee meeting reports	
To Institutionalize HR structures for statistics	Advocate for establishment of statistical units in all Ministry departments	Lobby for the revision of the statistics unit structure to accommodate more statisticians employed by the Ministry	Number of statisticians recruited per department		
Strategic Goal 3: Strengthen systems for data production and development					
To develop an integrated administrative data management information system.	Improve standards and guidelines for compilation of Administrative Data	Carry out administrative data quality Assessments	Number of administrative data quality assessments carried out	Quality Assurance Reports	Resource Availability
To Adopt appropriate methodologies in statistical production and development	Develop methodologies for new statistical products	Create guidelines for mainstreaming and assessing the use of gender statistics in decision making.	Number of guidelines for mainstreaming and assessing the use of gender statistics established	Gender reports	
		Provide technical and support supervision to key data producers in the Ministry	Number of technical and support supervision carried out to key data producers in the Ministry		
To promote the production of quality data in the Ministry	Undertake statistical quality compliance assessments	Carry out Quality assessment on NSI indicators	Proportion of National Standard Indicators assessed for quality compliance	Quality Assurance Reports	
		Create awareness on importance of data and statistics quality	Proportion of personnel made aware of the importance of data and statistics quality	Training reports	
	Enhance standardization in the collection, analysis and publication of statistics.	Jointly design and produce data collection tools under the leadership of the focal person	Number of statistical tools jointly designed with collaboration with UBOS	Field reports	

(A) Strategic objective	(B) Strategic Initiatives for SPS	(C) Activities	(D) Objectively Verifiable Indicators(OVIs)	(E) Sources of data for indicators (MOVs)	(F) Risks and assumptions
To strengthen the generation and use of gender statistics.	Review and update the gender statistics capacity building programme	Develop dissemination plans for gender statistics in the Ministry.	Number of gender dissemination plans developed in a year	Gender reports	
		Update Strategy for mainstreaming gender in statistical production	An updated strategy for mainstreaming gender in statistical production by 2021		
		Engender all statistical products and services from the Ministry	Proportional of statistical products engendered in a year		
Strategic Goal 4: Enhance dissemination, uptake and use of statistics					
To develop an effective and efficient data dissemination system and timelines	Formulate policies to promote and enhance dissemination and use of statistics	Strengthen data producer /provider feedback	Number of producer /provider feedback done	Minutes reports	Resource Availability
		Develop dissemination plans to ensure the production of quality statistics in the Ministry.	Number of dissemination plans for production of quality statistics developed in a year	Ministry strategic plan	
		Develop dissemination plans for gender statistics in the Ministry.	Number of dissemination plans for gender statistics in the Ministry.	Ministry strategic plan	
	Improve data packaging and promote extensive use of data visualization technologies to communicate/disseminate statistics	Widen the scope of dissemination through the ministry website and other social media platforms	Proportion of statistical products disseminated using the ministry website and other social media platforms	Ministry website	
		Create Simpler/popular versions of statistical products	Proportion of statistical products with simpler/ popular versions		
To foster availability and usage to statistical information in the public domain	Enhance availability of survey/census datasets	Organize workshops and seminars for dissemination of statistics	Number of workshops done in disseminating statistics	Minutes reports	
		Create Accessible datasets	Proportion of surveys/censuses with online datasets	Ministry website	

(A) Strategic objective	(B) Strategic Initiatives for SPS	(C) Activities	(D) Objectively Verifiable Indicators(OVIs)	(E) Sources of data for indicators (MOVs)	(F) Risks and assumptions
	Conduct stakeholder consultations to obtain feedback on statistical products	Number of Stake holders meeting held	Minutes reports	Minutes reports	

Annex 3: SPS 5 Year Budget in millions Uganda Shillings (“000,000”)

	(A) Strategic objective/Activities	YR1	YR2	YR3	YR4	YR5	TOTAL	FUND SOURCES BY AMOUNTS
Strategic Goal 1:								
	Strengthened coordination, cooperation and partnerships.							
	To Strengthen statistical advocacy at the Ministry							
	Conduct quarterly Ministry Statistics Committee and related technical committee meetings to advocate for statistics	12	12	12	12	12	60	Gou, Development partners
	Allocate financing for statistics advocacy	25	20	24	20	16	105	Gou
	To Maintain functional Ministry statistical structures to ensure coherence in data generation							
	Develop a strategic plan for statistics	6					6	Gou, Development partners
	Ministry Strategic Plan for statistics printed and disseminated	21.615					21.615	Gou, Development partners
	Develop an M and E plan for statistics	13.2					13.2	Gou, Development partners

	M and E plan for statistics printed and disseminated	18.035					18.035	Gou, Development partners
	Implement the M & E plan for Statistics	8	8	6	7	9	38	Gou
	Conduct Quarterly M&E exercise of the MGLSD programmes and sub programmes Sampled sub programmes and Programmes)	37.7	37.7	37.7	37.7	37.7	188.5	Gou, Development partners
	To Strengthening the effective operation of the ministry structure to support intra and inter collaboration for statistical development							
	Conduct key data producers needs assessment	12	12	12	12	12	60	Gou, Development partners
	Conduct data user needs assessment of MGLSD departments	10	10	10			30	Gou
	Conduct data producer and user meetings	15.5	12	12	15	12	66.5	Gou, Development partners
	Ministry statistical committee meetings conducted	12	12	12	12	12	60	Gou, Development partners
	Data review meetings both internal and external	32	35	30	32	32	161	Gou, Development partners
	subtotal	223.05	158.7	155.7	147.7	142.7	827.85	
	Strategic Goal 2: Increased statistical capacity.							

	To Strengthen the capacity and skills for the ministry statistics producers to manage a sound data production and management system							
	Conduct skills and competency-based training in line with identified statistical capacity needs e.g. non-traditional data satellite images, call records, citizens generated data, birth and death registrations	35	40		35.6	30	140.6	Gou, Development partners
	Training on indicator formulation and how to track data on MGLSD indicators	32.455			32.455		64.91	
	Training statistical committee members and data producers on data management processes, data assurance and data audits	10.029	10.029			10.029	30.087	Gou, Development partners
	Refresher training for statistical committee members on data management processes, data assurance and data Audits	9.469			9.469		18.938	Gou, Development partners
	Ministry statistical committee meetings conducted	14	14	14	14	14	70	Gou, Development partners
	Training in ordinary data management and Geospatial data management	20	25		35		80	Gou, UBOS, UNICEF
	To Increase gender responsive statistical training and learning programs for data producers							

	Institutionalize benchmarking, coaching and mentoring of statistical personnel	4	5	6	7	8	30	Gou,
	To Institutionalize HR structures for statistics							
	Lobby for the revision of the statistics unit structure to accommodate more statisticians employed by the Ministry	8	5.5	6.5			20	
	Train statistical committee members and other data managers in Gender statistics	38	35	37			110	Gou, Development partners
	subtotal	170.953	134.529	63.5	133.524	62.029	564.535	
	Strategic Goal 3: Strengthen systems for data production and development.							
	To develop an integrated administrative data management information system.							
	Carry out administrative data quality Assessments	10	10	8	5	3	36	GOU
	Quality Assurance of the already MGLSD existing Data base	22	22	22	22	22	110	GOU
	Conduct quarterly M and E assignments	24	20	20	24	24	112	Gou, Development partners
	Stakeholder consultative meetings on development of data base conducted	6					6	Gou, Development partners

Ministry data base developed (Development of statistical data base)	60	0	0	0	14	74	Gou, Development partners
TOR developed for the consultant						0	
Stakeholder consultative meetings conducted						0	
Evaluation of the data base						0	
Retooling of the statistics Unit with computers and accessories	30	0	0	30	0	60	
To Adopt appropriate methodologies in statistical production and development							
Create guidelines for mainstreaming and assessing the use of gender statistics in decision making.	34	32	30	36	30	162	Gou, Development partners
Provide technical and support supervision to key data producers in the Ministry and districts	24	25	27	26	20	122	Gou, Development partners
To promote the production of quality data in the Ministry							
Validation of the Ministry Quarterly Statistical Bulletins	11.6	11.6	11.6	11.6	11.6	58	
Carry out Quality assessment on NSI indicators	10	12	14	13	15	64	
Reporting on MGLSD indicators	10.5	10.5	10.5	10.5	10.5	52.5	
Create awareness on importance of data and its quality	28	20	24	28	32	132	Gou, Development partners

Jointly design and produce data collection tools under the leadership of the focal person/PNSD focal point person	16	20	24	28	32	120	Gou, Development partners
Quality Assurance of MGLSD management Information Systems	20	20	20	20	20	100	Gou, Development partners
Conduct data Audit exercise	10	10	10	10	10	50	
To strengthen the generation and use of gender statistics.							
Formulate guidelines for the generation of gender statistics in the ministry	32	28				60	Gou, Development partners such as UN Women
Develop dissemination plans for gender statistics in the Ministry.	25					25	Gou, Development partners such as UN Women
Dissemination Plan for gender statistics printed and disseminated	30					30	Gou, Development partners such as UN Women
Update Strategy for mainstreaming gender in statistical production	34	30	35	32	30	161	Gou, Development partners such as UN Women
Engender all statistical products and services from the Ministry	7	10	8	9	10	44	Gou, Development partners such as UN Women

	Identification of current gender issues and incorporating them into plans						0	Gou, Development partners such as UN Women
	Compilation and dissemination of Gender statistics profile for the ministry	27	30	27	30	27	141	Gou, Development partners such as UN Women
subtotal		471.1	311.1	291.1	335.1	311.1	1719.5	
Strategic Goal 4: Enhance dissemination, uptake and use of statistics.								
	To develop an effective and efficient data dissemination system and timelines							
	Strengthen data producer /user feedback	15	20	15	14	16	80	Gou
	Data collection and analysis activities under taken	14	14	14	14	14	70	Gou
	Conduct stakeholder consultations to obtain feedback on statistical products	35	36			35	106	Gou, and Development Partners
	Develop dissemination plans to ensure the production of quality statistics in the Ministry.	15	20				35	Gou, and Development Partners
	Widen the scope of dissemination through the ministry website and other social media platforms	6	7	8	7	5	33	

	Create Simpler/popular versions of statistical products (stat plan, M and E plan, stat abstracts,)	12	15	20	25	23	95	Gou, and Development Partners
	Printing Quarterly Ministry Statistics Outputs/Bulletins	12	12	12	12	12	60	
	Dissemination of the Quarterly ministry statistics outputs/Bulletins	43.98	43.98	43.98	43.98	43.98	219.9	
	MGLSD Facts and Figures. (Comprehensive version)	25	25	25	25	25	125	Gou, and Development Partners
	Annual Statistical Abstracts (for 2021/22-2024/25 developed and printed	28	28	28	28	28	140	Gou, and Development Partners
	Ministry Statistical abstract 2022/23 disseminated	16.485	16.485	16.485	16.485	16.485	82.425	Gou, and Development Partners
	Formulation and development and dissemination of MGLSD statistical compendium and printing	6					6	
	Dissemination of the statistical compendium	14.105					14.105	
	To foster availability and usage to statistical information in the public domain							
	Organize workshops and seminars for dissemination of statistics	38	36	35	36	35	180	Gou, and Development Partners

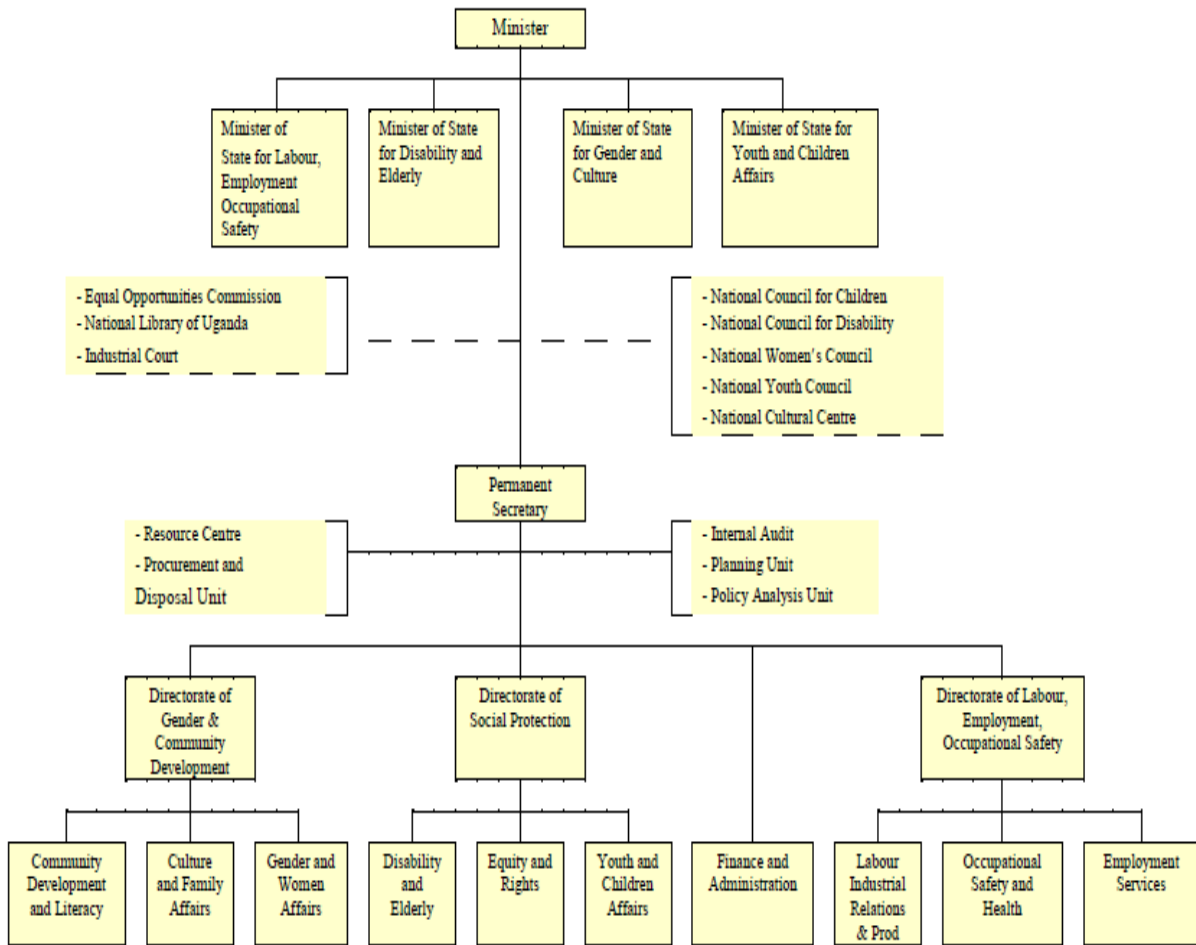
	Create Accessible datasets	8	4	7	6	6	31	
subtotal		1230.77	899.665	806.665	897.665	881.665	4716.43	
Grand total		2095.873	1503.994	1316.965	1513.989	1397.494	7828.315	

ANNEX 5. MGLSD MEMBERS OF THE MINISTRY STATISTICS COMMITTEE (MSC)

S/No	NAME(S)	DESIGNATION	DEPARTMENT	TELEPHONE	E-MAIL ADDRESS
1.	Mr. Katamba Francis	Asst.Comm. Planning and Policy	Policy and Planning(F&A)	0772525377	fkatamba@yahoo.com
2.	Mr. Omene Emmanuel	Principal Economist	Policy and Planning(F&A)	0773043038	emmanuelomene@yahoo.com
3	Mr. Etoma Charles	Principal Statistician	Policy and Planning(F&A)	0772971208	etomacharles@gmail.com
4.	Mr. Turyasiima Milton	Principal Labour Officer	Employment Services	0772496059	mturyasiima@yahoo.com
5.	Mr. Brian Masimbi	M and E Officer UWEP	Gender and Women Affairs	0782595799	bmasimbi@gmail.com
6.	Mr. Kisu Ibrahim	Project Assistant	Labour, Industrial Relations and Productivity	0786344062	ibrahimkisu@gmail.com
7.	Ms Imelda Kyalingabira	PLO/National ICOLEW Coordinator	Community and Literacy Development	0772677158	imeldakyari@gmail.com
8.	Mr. Buyodo Moses Kibwami	Specialized safety Inspector	OSH	0701243150	Moses.buyondo@gmail.com
9	Mr. Simon Ndizeye	Social Development Officer (SDO)	Equity and Rights	0777730156	gashcliff@gmail.com

10.	Ayikoru Beatrice	Principal Youth Officer (PYO)	Youth and Children Affairs	0772445994	bayikoru@yahoo.co.uk
11.	Ms. Ajom Cecilia		Culture and Family Affairs	0772451600	aujoajom@gmail.com
12.	Kaitesi Patience	Rehabilitation Officer	Disability and Elderly	0781595842	
13.	Yeka Emmanuel	Senior ICT Officer	ICT	0773510756	yekaemmanuel@gmail.com

ANNEX 6: MACRO STRUCTURE OF THE ORGANIZATION



Explanatory Notes

The notes in the matrix below are intended to create a common understanding of the given terms across the NSS and should be maintained throughout the design and implementation process.

Plan for National Statistical Development	This is the national plan for developing statistical capacity across the entire national statistical system (NSS). It sets out a vision of where the NSS should be over a five-year period, and presents a comprehensive and unified framework for the continuous assessment of users' evolving needs and sets the priorities necessary to build capacity to meet these needs in a coordinated, synergistic and efficient manner.
Strategic Plan for Statistics	This is the individual sector/Ministry, Department, or Agency/ Higher Local Government, five-year plan for strengthening statistics production and development to meet data user needs for evidence-based decision-making. It forms a building block to the PNSD aspirations.
Data sources	A data source is the where data originates, and may be directly or indirectly obtained. Direct methods of data collection involve scientifically collecting new data for a specific purpose - known as primary data (Censuses, Surveys) .
	Indirect methods of data collection involve sourcing and accessing existing data that were not originally collected for the purpose it is demanded for but suits the need - secondary data – administrative data .
Non-Traditional Data	Non-traditional data includes information that may be publicly available but often difficult to get in a structured and easily usable format e.g. Big Data, Citizen Generated Data, social media, cloud sourcing etc. These data are mostly generated from the non-traditional sources like telecom services etc.
Data ecosystem	A data ecosystem includes the national statistical system along with the complex organizations of dynamic social relationships, which move and transform data/information such as (data infrastructure, tools, media, producers, consumers, curators and sharers) (PARIS21, 2018b).
Data revolution	“ Data revolution ” is that set of transformative actions needed to make statistics an integral part of evidence-based decision making. It is about providing the right data to the right people at the right time and in the right format, and involves reshaping of how statistical information is produced and used. A true data revolution focuses on sustainable improvements in both the production and uptake/use of statistics. Data revolution draws on both existing (traditional) and new (non-traditional) data sources
Unprecedented demand for development data	Changing and increased demand for data to inform monitoring and reporting progress on different development frameworks such as the District Development Plan, NDP III, Sustainable Development Goals
Gender indicators	Gender indicators serve to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (mainly but not exclusively based on statistics differentiated by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings) (EIGE, 2015).

Gender mainstreaming in statistical system	Gender mainstreaming in statistical system include activities that aim to apply a gender perspective holistically at all stages of data production, statistical coordination, communication and statistics use.
The Issue	The Issue refers to the fundamental question or critical challenge affecting the CSOs ability in the specified goal. I.e. what the problem is that the CSO needs to address.
Goal	A goal is a broad primary outcome
Strategy	A strategy is a plan of action to achieve an objective that is usually major, comprehensive and long-term (Higgins and Vince, 1989). A strategy is basically the approach you take to achieve a goal
Strategic Objective	A strategic objective (SO) is a measurable step you take to achieve the strategy.
Strategic Intervention	Strategic intervention (SI) refers to a set of sequenced planned actions or events intended to facilitate attaining of an objective. A Strategic objective may have one or more strategic interventions.
Strategic Action	A Strategic Action is the concrete step or activity needed to make the strategy a reality. A strategic intervention may have one or more strategic actions simultaneously or sequenced into an action plan.
Key Output	A Key Output is a projected result of an action or activity. Each action is expected to yield specific outputs. An activity may have one or more outputs. These outputs may at times be unintended
Output Indicator	An Output Indicator is the clue, sign or markers that measure one aspect of an action and show how close it is to its desired path and outcomes. Indicators usually describe observable changes or events, which relate to an intervention. Indicators must be realistic and measurable. Each of the expected output must have a measurable indicator of success.