



THE REPUBLIC OF UGANDA

MINISTRY OF GENDER LABOUR AND SOCIAL DEVELOPMENT

**REPORT ON TRAINING AND MENTORSHIP OF GENDER AND
EQUITY RESPONSIVE BUDGETING AND PLANNING AND
INTEGRATING GBV/VAC AND HARMFUL PRACTICES
INTO THE DISTRICT DEVELOPMENT PLANS.**



FOREWORD

Gender and Equity Responsive Budgeting and Planning (GERB) is essential for achieving sustainable inclusive growth and development and its implementation is crucial in Uganda due to persistent socioeconomic inequalities, a significant human capital deficit, and the need to ensure that economic growth translates into improved living standards for all citizens. GERB is essential to address the underinvestment in health and education, which has fueled a persistent human capital deficit. By integrating gender and equity considerations into budgeting and planning, the government can prioritize social spending, reduce inequality, and build resilience, aligning with the goals of its Fourth National Development Plan (NDP IV).

To institutionalize this commitment, the Government of Uganda enacted the Public Finance Management Act (PFMA) of 2015, which includes three provisions mandating compliance with Gender and Equity (G&E) requirements in planning and budgeting. Sectors, Ministries, Departments, Agencies (MDAs), and Local Governments (LGs) must now adhere to these standards to obtain a Certificate of Compliance, issued by the Minister of Finance, Planning and Economic Development (MoFPED) in consultation with the Equal Opportunities Commission (EOC). This legal framework underscores the government's dedication to fostering equal opportunities.

The Ministry of Gender, Labour and Social Development, collaborating with MoFPED and supported by UNICEF, since August-September 2019, has conducted trainings and follow-up assessments on gender-responsive budgeting and planning in districts of Arua, Adjumani, Kitgum, Amudat, Tororo, Iganga, and Kamuli. Current initiatives include mentorship and coaching in districts of Arua, Yumbe, Kasese, Kyegegwa, and Kween, alongside comprehensive trainings in Terego, Gulu, Moroto, Nakapiripirit, and Kampala Capital City Authority (KCCA), among others.



A.D. Kibenge,

Permanent Secretary

ACKNOWLEDGEMENT

We express our gratitude to the Ministry of Gender, Labour and Social Development, particularly Planning department members, the Equal Opportunities Commission (EOC), participants from the different district local government, the Ministry of Finance, Planning and Economic Development (MoFPED), and UNICEF for their unwavering commitment to advancing Gender and Equity Responsive Budgeting and Planning (GERB) in Uganda.

Special appreciation is extended to Permanent Secretary A.D. Kibenge for his insightful guidance, that has facilitated and enabled the ministry team, and other collaborative agents to effectively participate in the capacity building initiatives. The dedication to capacity-building efforts across districts, as highlighted, lays a strong foundation for sustainable development and the empowerment of vulnerable populations.



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List of Acronyms.

- KCCA – Kampala Capital City Authority
- HPs – Harmful Practices
- UNICEF – United Nations Children’s Fund
- MGLSD – Ministry of Gender, Labour and Social Development
- G & E – Gender and Equity
- VAC – Violence Against Children
- VAW – Violence Against Women
- LGs – Local Governments
- GERB & P&B – Gender and Equity Responsive Budgeting and Planning and Budgeting
- EOC – Equal Opportunities Commission
- MoFPED – Ministry of Finance Planning and Economic Development.
- DHO – District Health Officer
- DEO – District Education Officer
- NGBVD – National Gender Based Violence Database
- DCDO – District Community Development Officer
- GDD – Gender Disaggregated Data
- EDD – Equity Disaggregated Data
- LLG – Lower Local Government.
- SGBV – Sexual and Gender Based Violence
- FGM – Female Genital Mutilation
- CWDs – Children with Disability
- PWDs – People with Disability
- DLG – District Local Government
- PDM – Parish Development Model
- UWEPP – Uganda Women Entrepreneurship Program
- TBA – Traditional Birth Attendants
- STEM – Science Technology Engineering and Mathematics
- SDG – Sustainable Development Goals
- NGO – Non-Government Organization
- CAO – Chief Administrative Officer
- P&B – Planning and Budgeting
- ToT – Training of Trainers
- RDC – Resident District Commissioner
- SPSWO – Senior Probation and Social Welfare Officer
- PAS – Principal Assistant Secretary
- LO – Labour Officer
- LGBFPs – local Government budget framework papers
- GEI- Gender and Equity Inclusion

Chapter One

INTRODUCTION

1.0 Background

The Government of Uganda, through Ministry of Gender, Labour and Social Development has committed to promoting gender equality and equity as a cornerstone of Uganda's development agenda. This commitment is enshrined in the country's Vision 2040, the National Development Plan and the United Nations' Sustainable Development Goals. The Ministry with the support of United Nations Children's Fund (UNICEF) through the spotlight initiatives (2019/20–2025), trained technical officers in the districts of; YUMBE, ARUA, BUKWO, MOROTO, OMORO, TEREKO, GULU, NAKAPIRIPITI, KITGUM, KAPCHORWA, TORORO, AMUDAT, KWEEN, KASESE, KYEGEGWA, OTUKE and KCCA. The technical officers received training and knowledge on how to integrate gender-based violence (GBV), violence against children (VAC), and harmful practices (HPs) into their district development plans (DDPs) to synthesize gender equity issues, evaluate training outcomes, and propose harmonized solutions, while introducing new dimensions such as the economic impact of gender inequity, the role of technology, and comparative insights from other regions.

The Spotlight Initiative, spearheaded by UNICEF and other development partners has enabled the Ministry of Gender, Labour and Social Development (MGLSD), to undertake a series of trainings in Data Management and Analysis, Planning and Budgeting, and Gender and Equity Responsive Budgeting and Planning across several districts in Uganda. These trainings were conducted from FY 2019/20 to September 2021, just before the onset of the COVID-19 pandemic. The trainings were delivered by MGLSD's Policy and Planning Division, Gender and Women Affairs, and the Uganda Bureau of Statistics (UBOS), to improve data management skills as well as strengthening planning and budgeting capacities.

To date the total number of participants trained by the ministry is 1,726 participants {(Male 1,071(62.1%), and Female 655(37.9%) } of district and lower local government staff from UNICEF supported districts.

The key target groups included district planning unit representatives, members of the Community-Based Services Department, and sub-county officials handling budgeting. The initial and preliminary trainings covered the pioneer districts of Arua, Amudat, Kitgum, Adjumani, Tororo, Iganga, Kamuli, Amudat, Kaabong, Kween, Kyegegwa, Kasese, Mubende, Isingiro, Kikube, Yumbe, kiryandongo and Koboko, some of which were later targeted for mentorship, follow up and coaching. These districts were mainly

UNICEF supported districts that were in dear need of capacity building trainings to help them improve service delivery in the community-based services department.

The first phase of the trainings in UNICEF supported districts and the spotlight initiative trainings have made significant progress in enhancing the technical capacity of district officials in data management, planning, and budgeting, with a strong focus on achieving gender equality, equity and fairness in the distribution of resources from an evidence based perspective. The application of the knowledge gained through the trainings have also improved the performance of the districts in the assessment of LGBFPs. Given the success of these interventions, MGLSD will continue to expand similar trainings to additional districts that have not benefited from the current capacity training programmes.

Despite progress made in promoting gender equality, through some of these interventions, Uganda still grapples with significant gender and equity challenges. Women and girls continue to face disparities in education, health, economic empowerment and participation in decision making processes. The country's patriarchal norms and cultural practices perpetuate gender-based violence, unequal distribution of resources and limited access to opportunities.

1.1 Objectives:

- (i) To assess progress registered in mainstreaming gender and equity into district planning and budgeting.
- (ii) To establish whether Gender & Equity indicators are in place, monitored and reported on.
- (iii) To find out if G & E issues, VAC/VAW/HPs are being integrated in the district development plans and eventually reflected in the budgets and plans of LGs
- (iv) Highlight additional areas (e.g., climate resilience, disability inclusion) for comprehensive GERB
- (v) Explore the economic implications of gender inequity and the potential strategies to address it
- (vi) To analyze the integration of GBV, VAC, and HPs into District Development Plans
- (vii) To identify shared and district-specific gender and equity challenges in the implementation of Planning & Budgeting and GERB, and recommend solutions.

1.2 Expected outputs and outcomes of the activities implemented (Mentorship, coaching and training):

1.2.1 Outputs

The trainings aimed to provide participants with immediate knowledge and skills to incorporate gender and equity considerations into budgeting processes to better address inequalities, inequity and prevent GBV and VAC, HPs and ensure that policies and interventions are adequately funded and effectively implemented. The following undermentioned were the most immediate expected tangible results of the training:

- Gender Responsive Planning and Budgeting mainstreamed in Local Government Development Plans


- The knowledge of the district stakeholders enhanced in good data management practices, planning and budgeting and also in Gender and equity responsive budgeting and planning.
- The capacity of the local Government staff in P&B and GERB strengthened
- Gender Analytical capacity among budgeting and planning officers at LG and LLG levels built
- Gender and equity concepts appreciated and understood by the participants
- Participants equipped with knowledge to integrate and mainstream G&E issues, GBV/VAC/HPs into plans and budgets
- Increased knowledge on Gender disaggregated data (GDD) and Equity disaggregated data (EDD)
- Increased knowledge in G&E planning processes in order to address Gender and equity concerns
- Improvement in gender equality, equity and empowerment of Women
- Improvement in assessment results for compliance standards in gender and equity certification processes
- Challenges of Addressing Gender and Equity Issues collectively discussed and mitigation measures established

1.2.2 Expected outcomes

The learning outcomes of a Gender and Equity Budgeting (GEB) training, and P&B for the elimination of Gender-Based Violence (GBV) and Violence against Children (VAC) can encompass a range of skills and knowledge, enabling participants to better understand and address these issues in the context of budgeting and resource allocation.

Below are some of the expected outcomes:

- knowledge and skills on how to mainstream gender in work plans and budgets acquired,
- knowledge and skills in B&P, GERB, and Gender analysis attained
- Gender and Equity Budgeting (GEB) Principles Understood
- Gender Responsive and Equity Planning and Budgeting mainstreamed in Local Government Development Plans
- GBV/VAC and harmful practices integrated in the district development plans
- Existence of annual budget assessment of allocations for districts to prevent and eliminate SGBV, VAC, HP and promote SRHR (G4DU Output Indicator 3.1.2).

- Skills to Analyze Budget Allocations enhanced
 - Ability to Design Gender-Responsive and Equity-Oriented Budgets enhanced
 - Capacity to Advocate for Increased Budgetary Support Improved
 - Gaps and Recommendations for Policy Changes Identified
 - Monitoring and Accountability Mechanisms understood
 - Gender-Based Violence (GBV) and Violence against Children (VAC) Issues understood
- 

Chapter Two

2.0 Methodology

The methodology used in these trainings, Mentorship and coaching activities involved use of mixed methods of delivery. The first phases of the trainings involved use of power point presentations to deliver the trainings to the participants through a participatory and engaging approach that is adult friendly over a three (3) days period.

The other methodology that was used especially in the follow up processes, involved the development and formulation of three key data collection tools that included the district questionnaire to be populated by the district planner and the individual questionnaire tool to be populated by the selected individuals and the third questionnaire to be populated by the DHO and DEO on key health and Education indicators in the district; to give us a picture of G & E issues in the district using those two departments as a model.

These tools were administered to the district planner and to the individuals that attended the meetings through a one-on-one interview. Particularly, on day one, participants were taken through the presentation of the gender and equity planning and budgeting process. They were then taken through the district questionnaire and the Individual questionnaire respectively.

The assessment teams also actively engaged the district technical officers by reviewing their knowledge in budgeting and planning and in gender and equity budgeting and planning by way of subjecting them to do Pre and Post-tests in good data management practices, Budgeting and planning, Gender and equity responsive budgeting.

The teams also engaged the DCDO/NGBVD focal point persons by taking them through the NGBVD data base and running some data points over the period 2023/23 to 2023/24 for comparison purposes. The SAUTI-Helpline focal point persons were engaged to take teams through the system and some data was retrieved from the system to analyze VAC/GBV cases over the same period of time.

To assess the success of the training sessions, pre- and post- tests were given to the participants to gauge the knowledge they came with from home and the knowledge they gained as a result of the trainings. At the end of the training sessions, evaluation forms were given to the participants to evaluate the training sessions and the meals that were given to the participants. Thereafter, a data entry screen was designed in SPSS and the data on the questionnaires and evaluation forms were entered into the

computer. The data was analyzed in SPSS and descriptive statistics and graphs generated which eventually guided the report writing processes.

2.1.0 Methodology and Context

The training aimed to enhance skills in gender and equity-responsive budgeting, planning, and data management, targeting participants from district local governments.

The evaluation forms captured feedback on various dimensions, including training materials, meals, venue, facilitators, allowances, and recommendations for improvement.

2.1.1 Training Approach

Trainers Composition

The training team was drawn from government Ministries Departments and Agencies. They included officers from Ministry of Gender, Labour and Social Development (MGLSD) as lead Ministry for the activity. Others included; technical officers from Uganda Bureau of statistics and focal point persons from equal opportunities commission. *(See Annex 6-Trainer's list)*

2.1.1.2 training tools

Power point presentations were used for the training. The training content was drawn from the training manual that was developed specifically for the GERB training by the ministry in consultation with the UN GBV training manual. The other data collection tools used involved the following:

- i. The EOC LGBFPs assessment tool,
- ii. The individual data collection tool on GBV/VAC/SRHS
- iii. The district data collection tool and
- iv. The Evaluation forms and
- v. The third questionnaire to be populated by the DHO and DEO on key health and Education indicators in the district (G & E issues)
- vi. The knowledge assessment tools (Pre and Post tests)

2.2 FINDINGS

2.2.1 Key findings of the statistical analysis from the districts that were trained in GERB

The evaluation forms for the training on Gender and Equity Responsive Budgeting, Planning, conducted in Kapchorwa, KCCA, Yumbe, Bukwo and Moroto districts, provided valuable insights into participant experiences. The analysis was based on summaries generated using SPSS, with data combined into tables for clarity. Below is a detailed breakdown of each aspect, suitable for inclusion in a comprehensive report. The total representative number of respondents was 106, with district-wise breakdowns as follows: Kapchorwa (31), KCCA (16), Yumbe (44), and Moroto (15). The data was analyzed to identify trends and areas for enhancement, ensuring future trainings meet participant needs effectively and also provide information that will improve similar future trainings.

Table 1: View and Opinion on Training Materials Content

Response	Kapchorwa (n=31)	KCCA (n=16)	Yumbe (n=44)	Moroto (n=15)	Total (n=106)
Excellent and easy to understand	9 (29.0%)	5 (31.2%)	14 (31.8%)	1 (6.7%)	29 (27.4%)
Very good, inclusive, and understandable	17 (54.8%)	8 (50.0%)	21 (47.7%)	7 (46.7%)	53 (50.0%)
Good material	5 (16.1%)	3 (18.8%)	9 (20.5%)	7 (46.7%)	24 (22.6%)
Total	31 (100%)	16 (100%)	44 (100%)	15 (100%)	106 (100%)

Source: SPSS tables

The training materials were generally well-received across all districts, with 100% of respondents rating them as "Good" or better.

The data shows that 50% of participants (53 out of 106) found the materials "Very good, inclusive, and understandable," making it the most common response. Kapchorwa had the highest proportion in this category (54.8%), while Moroto had the lowest (46.7%), with a notable shift toward "Good material" (46.7%). The "Excellent and easy to understand" rating was highest in Yumbe (31.8%) and lowest in Moroto (6.7%), suggesting some variation in perceived clarity or accessibility.

Overall, the materials appeared effective, though Moroto's lower "Excellent" rating may indicate a need for simplification or contextual adaptation in future iterations.

Table 2: Meals and Refreshments Sufficiency

Response	Kapchorwa (n=31)	KCCA (n=16)	Yumbe (n=44)	Moroto (n=15)	Total (n=106)
Strongly agree	13 (41.9%)	6 (37.5%)	15 (34.1%)	0 (0%)	34 (32.1%)
Agree	17 (54.8%)	8 (50.0%)	26 (59.1%)	14 (93.3%)	65 (61.3%)
Disagree	1 (3.2%)	1 (6.2%)	1 (2.3%)	0 (0%)	3 (2.8%)
Not certain	0 (0%)	1 (6.2%)	2 (4.5%)	1 (6.7%)	4 (3.8%)
Total	31 (100%)	16 (100%)	44 (100%)	15 (100%)	106 (100%)

Source: SPSS tables

Satisfaction with meals and refreshments was overwhelmingly positive, with 93.4% of all respondents (99 out of 106) either agreeing or strongly agreeing that the meals were sufficient. Moroto stands out with 93.3% selecting "Agree" and no "Strongly agree" responses, possibly indicating consistent but not exceptional satisfaction.

Kapchorwa had the highest "Strongly agree" rate (41.9%), while Yumbe had the highest "Agree" rate (59.1%). Disagreement was minimal (2.8% overall), with one instance each in Kapchorwa, KCCA, and Yumbe, and "Not certain" responses were rare (3.8%).

This suggested that catering was a strength of the training, though minor adjustments could address the small pockets of dissatisfaction.

Table 3: Quality of Meals

Response	Kapchorwa (n=31)	KCCA (n=16)	Yumbe (n=44)	Moroto (n=15)	Total (n=106)
Excellent	3 (9.7%)	1 (6.2%)	4 (9.1%)	0 (0%)	8 (7.5%)
Very Good	17 (54.8%)	4 (25.0%)	23 (52.3%)	3 (20.0%)	47 (44.3%)
Good	8 (25.8%)	5 (31.2%)	12 (27.3%)	7 (46.7%)	32 (30.2%)
Fairly Good	3 (9.7%)	6 (37.5%)	5 (11.4%)	5 (33.3%)	19 (17.9%)
Total	31 (100%)	16 (100%)	44 (100%)	15 (100%)	106 (100%)

Source: SPSS tables

The quality of meals received positive ratings across all districts, with 82.0% of respondents (87 out of 106) rating them "Good", "very good" or "excellent" and only 17.9% regarding the meals as fairly good. Yumbe and Kapchorwa had the highest "Very Good" ratings (52.3% and 54.8%, respectively), while KCCA and Moroto leaned toward lower ratings, with 37.5% and 33.3% selecting "Fairly Good." The "Excellent" rating was rare (7.5% overall), absent in Moroto, and highest in Kapchorwa and Yumbe (9.7% and 9.1%).

This aligns with the sufficiency feedback but reflects that while meals were adequate, their quality needs to be enhanced, particularly in KCCA and Moroto, where "Fairly Good" responses were more prevalent.

Table 4: Opinion on Training Venue

Response	Kapchorwa (n=31)	KCCA (n=16)	Yumbe (n=44)	Moroto (n=15)	Total (n=106)
Very good	19 (61.3%)	3 (18.8%)	23 (52.3%)	5 (33.3%)	50 (47.2%)
Good	7 (22.6%)	5 (31.2%)	11 (25.0%)	7 (46.7%)	30 (28.3%)

Fair	4 (12.9%)	7 (43.8%)	8 (18.2%)	3 (20.0%)	22 (20.8%)
Poor	1 (3.2%)	1 (6.2%)	2 (4.5%)	0 (0%)	4 (3.8%)
Total	31 (100%)	16 (100%)	44 (100%)	15 (100%)	106 (100%)

Source: SPSS tables

The training venue was rated positively by 75.5% of respondents (80 out of 106) as "Good" or "Very good." Kapchorwa and Yumbe had the highest "Very good" ratings (61.3% and 52.3%), indicating strong satisfaction with the facilities.

In contrast, KCCA had the lowest "Very good" rating (18.8%) and the highest "Fair" rating (43.8%), suggesting that venue quality was a relative weakness there. Moroto leaned toward "Good" (46.7%), with no "Poor" responses. "Poor" ratings were minimal (3.8% overall), indicating that venue issues were not widespread but may require attention in KCCA to align with the higher satisfaction seen elsewhere.

Table 5: Facilitators' Competence and Time Management

Response	Kapchorwa (n=31)	KCCA (n=16)	Yumbe (n=44)	Moroto (n=15)	Total (n=106)
Strongly agree	19 (61.3%)	8 (50.0%)	24 (54.5%)	2 (13.3%)	53 (50.0%)
Agree	11 (35.5%)	8 (50.0%)	18 (40.9%)	13 (86.7%)	50 (47.2%)
Disagree	1 (3.2%)	0 (0%)	1 (2.3%)	0 (0%)	2 (1.9%)
Not certain	0 (0%)	0 (0%)	1 (2.3%)	0 (0%)	1 (0.9%)
Total	31 (100%)	16 (100%)	44 (100%)	15 (100%)	106 (100%)

Source: SPSS tables

Facilitators were highly regarded, with 97.2% of respondents (103 out of 106) agreeing or strongly agreeing that they were competent and managed time well.

Kapchorwa had the highest "Strongly agree" rate (61.3%), followed by Yumbe (54.5%) and KCCA (50.0%). Moroto had a lower "Strongly agree" rate (13.3%) but a high "Agree" rate (86.7%), suggesting consistent but less enthusiastic approval. Disagreement was rare (1.9%), with one instance each in Kapchorwa and Yumbe, and a single "Not certain" response in Yumbe.

This indicates that facilitation was a strong aspect or component of the training, with minor room for improvement in consistency across districts.

Table 6: View on Allowances

Response	Kapchorwa (n=31)	KCCA (n=16)	Yumbe (n=44)	Moroto (n=15)	Total (n=106)
Insufficient, needs adjustment	23 (74.2%)	16 (100%)	35 (79.5%)	14 (93.3%)	88 (83.0%)
Sufficient	8 (25.8%)	0 (0%)	9 (20.5%)	1 (6.7%)	18 (17.0%)
Total	31 (100%)	16 (100%)	44 (100%)	15 (100%)	106 (100%)

Source: SPSS tables

Allowances were a significant concern, with 83.0% of respondents (88 out of 106) considering them insufficient and in need of adjustment.

KCCA reported universal dissatisfaction (100%), followed by Moroto (93.3%), Yumbe (79.5%), and Kapchorwa (74.2%). Kapchorwa had the highest "Sufficient" rating (25.8%), while KCCA had none (0%).

This widespread dissatisfaction highlights allowances as a critical area for improvement, likely impacting participant morale and perceived value of the training. Addressing this could enhance overall satisfaction and participation in future sessions.

Table 7: Recommendations for Future Training Improvement

Recommendation	Kapchorwa (n=31)	KCCA (n=16)	Yumbe (n=44)	Moroto (n=15)	Total (n=106)
Provide training tools for participation	1 (3.2%)	1 (6.2%)	3 (6.8%)	0 (0%)	5 (4.7%)
More trainings every 6 months, increase days	12 (38.7%)	4 (25.0%)	14 (31.8%)	7 (46.7%)	37 (34.9%)
Escalate to lower local government levels	6 (19.4%)	2 (12.5%)	6 (13.6%)	3 (20.0%)	17 (16.0%)
Off-site trainings in another district	4 (12.9%)	1 (6.2%)	8 (18.2%)	1 (6.7%)	14 (13.2%)
Reconsider transport refunds and allowances	6 (19.4%)	7 (43.8%)	9 (20.5%)	4 (26.7%)	26 (24.5%)
Consider gender balance	1 (3.2%)	0 (0%)	3 (6.8%)	0 (0%)	4 (3.8%)

Increase and distribute facilitators	1 (3.2%)	1 (6.2%)	1 (2.3%)	0 (0%)	3 (2.8%)
Total	31 (100%)	16 (100%)	44 (100%)	15 (100%)	106 (100%)

Source: SPSS tables

The most frequent recommendation across all districts was to organize more trainings every six months and increase the number of days (34.9%), with Moroto showing the strongest preference (46.7%).

Reconsidering transport refunds and allowances was the second most common suggestion (24.5%), particularly in KCCA (43.8%), aligning with the dissatisfaction noted in view of allowances' table.

Escalating trainings to lower local government levels (16.0%) and conducting off-site trainings (13.2%) were also notable, with Yumbe favoring the latter (18.2%).

Less common suggestions included providing training tools (4.7%), ensuring gender balance (3.8%), and increasing facilitators (2.8%). These recommendations collectively emphasize the need for more frequent, accessible, and better-resourced trainings, with a strong call to address financial support.

2.2.2 Gender Equity Issues observed Across Key Sectors at the district level

Gender disparities manifest differently across districts but share common threads, compounded by regional factors such as conflict (e.g., Karamoja districts: Moroto, Nakapiripirit, Amudat), cultural practices (e.g., Kapchorwa, Kween), and refugee influxes (e.g., Yumbe, Arua).

a) Health Sector

- **Issues:** Limited access to maternal healthcare (Bukwo, Moroto, Kasese), high teenage pregnancy rates (Bukwo, Kitgum, Otuke), and widespread GBV (all districts). Shortages of female health workers (Bukwo, Kyegegwa) and poor family planning access (Moroto, Terego) are prevalent.
- **Teenage pregnancy.** The current teenage pregnancy rate in Uganda at 25% is the highest in East Africa and accounts for 22.3 % of school dropouts among girls aged between 14 to 18 years. Only 8 per cent of the girls that drop out of school are given a second chance to enroll (MOES, 2020). These premature pregnancies cut across all districts we trained in with the worst cases of over 6000 teenage pregnancies registered in Kasese district alone. Other districts with high cases of teenage pregnancies include: Yumbe, Kyegegwa, Arua, Iganga, kitgum and Adjumani
- **Regional Variations:** Nakapiripirit and Amudat reported elevated maternal mortality due to pastoralist lifestyles, while Gulu and Arua struggle with health service gaps tied to post-conflict recovery and refugee populations.

- **New Concern:** Mental health services for GBV and VAC survivors are virtually nonexistent, exacerbating trauma-related challenges.

b) **Production Sector (Agriculture & Livelihoods)**

- **Issues:** Women lack access to land (Bukwo, Tororo, Kween), agricultural inputs (Kapchorwa, Yumbe), and markets (Kitgum, Otuke) due to cultural biases and unpaid care responsibilities.
- **Regional Variations:** Cattle rustling disrupts livelihoods in Moroto, Nakapiripirit, and Amudat, while in refugee-hosting districts (Arua, Terego and Yumbe) exclude women from cash-crop benefits sharing opportunities which is an injustice/inequity that needs to be addressed.
- **New Concern:** Climate change, including droughts in Kasese and floods in Tororo, disproportionately impacts women farmers with limited adaptive resources. There are also issues of the environment being degraded in some of the districts (Yumbe, Bukwo, Tororo, Arua, Kitgum, Amudat) where charcoal burning was becoming a problem.

c) **Water and Engineering Sector**

- **Issues:** Women and girls spend hours fetching water from distant sources (Bukwo, Kyegegwa, Otuke), worsened by poor sanitation in schools and public spaces (Kapchorwa, Gulu). This is a serious gender issue as it inconveniences girls and takes away part of their valuable schooling time.
- **Regional/district climate Variations:** Droughts in Nakapiripirit and Amudat intensify water scarcity, while Kasese faces flood-related infrastructure damage. All these Natural disasters have a toll burden mainly on women and girls in these districts as they directly participate in agricultural activities.
- **New Concern:** Women are underrepresented in water management committees, limiting their influence over resource allocation and reflecting a broader national trend of gender inequality in leadership positions within the water sector.
- Cultural attitudes significantly hinder female participation in water management committees (Kapchorwa, Gulu, Nakapiripirit and Amudat) as women and girls are not allowed to attend some of these meetings

d) **Education and Sports Sector**

- **Issues:** High school dropout rates among girls due to early marriages and pregnancies (Bukwo, Moroto, Kitgum), and limited science Technology, Engineering and Mathematics (STEM) participation in (Tororo, Kween), and inadequate sports facilities for girls (Kapchorwa, Gulu). School dropouts among girls aged between 14-18 years is a common phenomenon with very few girls given a second chance to go back to school.
- **Regional/district variations:** Moroto and Nakapiripirit report 88% dropout rates linked to female genital mutilation (FGM) and pastoralism, while Yumbe and Terego face school overcrowding from refugee populations. High pupil to teacher ratios and generally lacks of teachers and classrooms is a very big problem in the two districts.
- **New Concern:** Children with disabilities (CWDs) lack access to inclusive education, particularly in rural areas.

e) **Governance and Decision-Making**

- **Issues:** Low female representation in local leadership (Moroto, Arua, Kasese) due to cultural resistance and family burdens.
- **Regional/district Variations:** Conflict-affected districts (Kasese, Gulu, Kitgum) exclude women from peace building, while Kween and Kapchorwa resist female land ownership.
- **New Concern:** Youth (male and female) lack platforms for civic participation, limiting their influence on development priorities.

f) **Cross-Cutting Issues**

- **GBV/VAC/HPs:** FGM (Kapchorwa, Kween, Amudat), early marriages (Moroto, Otuke), and domestic violence (all districts) remain pervasive. GBV against men is underreported (Bukwo, Terego).
- **Street Children:** Increasing numbers in Bukwo, Gulu, and Arua, with girls at risk of sexual exploitation.
- **Climate Resilience:** Women bear the brunt of climate shocks (Kasese, Nakapiripirit) without sufficient support.
- **Disability Inclusion:** Persons with disabilities (PWDs) are excluded from services and decision-making across all districts.

2.3 **Economic Impact of Gender Inequity**

Gender inequity imposes significant economic costs on these districts, reducing productivity, increasing healthcare expenditures, and stifling growth potential. Addressing these gaps is essential for sustainable development.

- **Lost Productivity:** Women, who form a majority of the agricultural workforce, are constrained by limited access to land and resources. In Bukwo and Tororo, women's restricted land ownership reduces agricultural output by an estimated 20-30%. In Moroto and Nakapiripirit, insecurity from cattle rustling further diminishes women's economic contributions.
- **Healthcare Costs:** High GBV and teenage pregnancy rates strain health systems. In Kitgum and Otuke, teenage pregnancies contribute to 25% of maternal health complications, raising healthcare costs by 15-20%. Untreated mental health issues among GBV survivors also lead to long-term productivity losses.
- **Economic Gains from Equity:** Closing gender gaps could yield substantial benefits. For example, empowering women in agriculture could increase yields by up to 30%. Reducing poverty through women's economic inclusion could boost district GDP by 10-15%, fostering broader development. These gaps are being bridged by some of the central government interventions through YLP, UWEP and the GROW project

2.4 Training Outcomes and Lessons Learned

Training in GERB, conducted from 2019/20 to 2021 under the Spotlight Initiative (extended to 2025), used pre/post-tests, focus groups, and case studies to build capacity across districts.

- **Knowledge Gains:** Participants enhanced skills in gender analysis, budgeting, and monitoring. For instance, Moroto saw significant pre/post-test score improvements, while Bukwo developed gender reporting tools.

Shared Lessons:

- i. GERB promotes equitable resource allocation (in all districts trained).
 - ii. Gender-disaggregated data improves planning (Moroto, Kitgum, Yumbe).
 - iii. Cultural norms and funding shortages impede progress (all districts).
 - iv. All the districts trained in GERB are performing well in Gender and Equity certification processes (Tororo, Kotido, Lamwo, Kikuube, Kitgum, Gulu, Yumbe, etc)
- **Unique Insights:** Bukwo requested motorcycles and certificates for trainees, Arua and Terego emphasized refugee inclusion, and Kasese highlighted climate-responsive budgeting.

2.5 Challenges

Shared Challenges:

- Patriarchal attitudes, limited budgets, weak policy enforcement, and poor data collection (all districts).
- Regional Variations in the implementation and management of G&E issues:
- Conflict and displacement (Moroto, Gulu, Yumbe, Bukwo), FGM prevalence (Kapchorwa, Amudat), and refugee pressures (Arua, Terego, kasese).
- Climate vulnerability (Kasese, Bukwo, Nakapiripirit), disability exclusion (Otuke, Kyegegwa), and youth unemployment (Tororo, Kitgum).

2.6.1 General challenges:

The respondents highlighted some of the challenges to addressing Gender and Equity issues in their local governments (DLGs), as follows;

- Inequitable recruitment of women at the departmental levels,
- Capacity gap (human resource gap),
- Delays in funding (lack of sufficient funds)
- Child neglect by biological parents and the family members
- Poor parenting skills
- Cultural barriers,
- Documentation of issues in regard to GERB is not done by the persons responsible
- Fear by adolescent mothers to access services at health centers,
- High teenage pregnancy rates,

- limited funding for modifications at health facilities for already in existence structures to cater for gender equity e.g., separation of males and female toilets
- High rates of youth unemployment
- Lack of assistive devices for PWDs
- Lack of safe places for breast feeding mothers, in many workplaces at the districts visited
- Inadequate budget allocation for addressing G and E issues
- Limited awareness on gender and equity issues by stakeholders
- High illiteracy rates and ignorance
- Inadequate data for effective planning and resource allocation
- Lack of commitment to address gender and equity issues
- Limited knowledge and skills on how to integrate the gender and education issues in planning and budgeting frameworks
- Negative mindset among political and technical leaders, negative cultural norms, etc.
- Reluctance by some district leaders to address the importance of funding some gender and equity issues
- Due to staff turnover, the staff that have been trained in gender and equity budgeting and planning tend to relocate to other places, hence causing uncalled for gaps
- Poor recovery rates of monies appropriated to some beneficiary groups eg PWDs, Youths, UEWP, YLP
- Poor mind set of the youths towards the money that government supports them with. Some youth groups have ended up misusing such monies on non-priority areas and therefore failing to pay back
- Poor preparation of the youth and other groups to be able to properly uptake and effectively under take government development initiatives
- Politicization of the gender and equity issues, by the local politicians
- Some of the programmes that are targeted to addressing Gender and Equity issues might fail because of poor management e.g. Emyooga, PDM, UWEPP, and others

2.5 Key Recommendations for Gender and Equity Budgeting (GERB) & Planning and Budgeting and tackling gender/cross cutting issues

The following detailed recommendations aim to address sectoral and cross-cutting challenges comprehensively:

a) Health Sector interventions

- Mobile Clinics: Deploy mobile health units to remote areas in Nakapiripirit, Amudat, and Terego, offering maternal care and vaccinations.
- Training Traditional Birth Attendants (TBAs): Train TBAs in Moroto and Kween to support safe deliveries and link women to formal health services.
- Mental Health Programs: Establish community-based counseling services for GBV/VAC survivors in all districts.
- Establish GBV shelters in Kween, Yumbe, Arua, Kamuli, Iganga and Kasese

b) Production Sector (Agriculture & Livelihoods)

- Women-Led Cooperatives: Support women's agricultural cooperatives in Bukwo, Tororo, and Kasese to improve market access and bargaining power.
- Microfinance Access: Provide low-interest microfinance programs for women and youth in Kitgum, Otuke, and Yumbe.
- Climate-Resilient Farming: Introduce drought-resistant crops and flood management techniques for women farmers in Kasese and Nakapiripirit.

c) Water and Engineering Sector

- Community Water Points: Install boreholes and piped water systems in Bukwo, Kyegegwa, and Otuke to reduce women's water-fetching burden.
- Women in Governance: Mandate women's inclusion in water management committees across all districts.

d) Education and Sports Sector

- Mentorship and Scholarships: Offer mentorship and STEM scholarships for girls in Tororo, Kween, and Kapchorwa.
- Inclusive Education: Equip schools with accessible facilities and train teachers in inclusive practices for CWDs in Otuke, Kasese, and Gulu.

e) Governance and Decision-Making

- Leadership Quotas: Enforce quotas for women in local councils and provide training in Moroto, Arua, and Kasese.
- Youth Councils: Establish youth advisory councils in Kitgum, Tororo, and Terego to enhance civic engagement.

f) Cross-Cutting Recommendations

- GBV/VAC/HP Prevention: Fund alternative rites of passage in FGM-prone districts (Kapchorwa, Amudat) and build safe shelters in Arua, Yumbe and Kasese.
- Climate Adaptation: Include women in climate planning, such as early warning systems in Nakapiripirit and Kasese.
- Disability Inclusion: Ensure public infrastructure accessibility and involve PWDs in decision-making across districts.

g) **Improving gender and equity responsive budgeting and planning/Planning and Budgeting**

- The GOU should endeavor to provide more funds for gender and equity responsive budgeting and planning initiatives
- Other development partners and UNICEF to continue supporting the GERB trainings and roll out the trainings to other districts that have not benefitted

- Improving data collection processes and sex disaggregated reporting so guide planning, decision making and policy formulation processes and programming for GERB
- Enhancing transparency and accountability mechanisms; this boosts trust and resource utilization mechanisms
- Address social cultural barriers/practices. This will improve equity in high impact sectors like Agriculture and Education
- Arising from the SPSS analysis results, the most frequent recommendation across all districts was to organize more trainings every six months and increase the number of days for the trainings from three (3) days to five (5) in a week
- There is also need to reconsider reviewing the transport refunds especially for those coming from distant places and also give allowances to the district-based staffs as opposed to only serving the sub county staffs only.
- Provide continued mentorship and coaching sessions and support supervision activities on a regular basis for all the districts trained in GERB

2.6 The Role of Technology in Addressing Gender Equity.

There is need to make use of technology to amplify GERB efforts by improving access to services and empowering women and marginalized groups. This can be achieved through use of:

- **GBV Reporting Apps:** Develop mobile apps for anonymous GBV reporting eg(SAFEPAL), linked to local support services, piloted in Kitgum and Gulu and in districts like Arua where there is less reporting of GBV cases. This will greatly contribute to GBV reporting and improve the quality of GBV data
- **Online Education Platforms:** Provide digital learning tools for girls in Moroto and Nakapiripirit to ensure education continuity during crises.
- **Digital Literacy Training:** Offer e-commerce and digital skills training for women entrepreneurs in Tororo, Kasese, Yumbe and other districts as well.

2.9 Comparative Analysis with Other districts and Regions

Lessons from successful gender-responsive budgeting models offer valuable insights:

In Uganda, several districts and sub-counties have demonstrated successful implementation of gender and equity responsive budgeting (GERB) models, showcasing positive transformations in gender equality and community development. These successes are often attributed to collaborative efforts between government bodies, non-governmental organizations, development partners and local communities.

One notable example is **Karita** Sub-County in **Amudat** District. Through trainings conducted by the National Association of Women of Uganda (NAWOU), local leaders have shifted their mindset to embrace gender equality and shared responsibilities in budgeting and decision-making. This has led to women's increased engagement in entrepreneurial activities, such as thriving Friday markets, and their active participation in community leadership and political roles. The sub-county has also passed resolutions to protect the rights of women and girls, including an ordinance against forced or early marriages. NAWOU is part of a consortium implementing the Resilience, Inclusiveness, Sustainability, and Empowerment of Communities in Karamoja (RISE-K) program, funded by Irish Aid, which operates in

Moroto, Amudat, and Nakapiripirit districts, aiming for a just and empowered community in the Karamoja subregion.

While specific districts are highlighted for their efforts, it's important to note that Uganda as a whole has made significant strides in integrating gender-oriented goals into budget policies. The country's success in GERB is recognized by the International Monetary Fund (IMF) and is attributed to leadership from the Ministry of Finance, non-governmental organizations, and parliament.

Nwoya District has also been identified for its unique approach to gender budgeting. Although a 2017 study found that local governments generally allocated low budgets to gender-specific activities (an average of 0.09% for districts and 0.43% for sub-counties in agriculture and natural resource sectors), **Nwoya** consistently showed higher actual budgets than estimated budgets for gender, with an average actual budget of 0.06% compared to an estimated 0.013%. This discrepancy was explained by district planners who indicated that when more funds become available from other sources, including development partners, more money is allocated to gender issues. They also highlighted that gender issues are addressed indirectly, such as through boreholes benefiting women and children, and roads benefiting men transporting produce to markets

Other districts like **Luweero** and **Rakai** have also participated in gender budgeting feedback workshops, indicating ongoing efforts to improve GERB implementation.

The success of these models is underpinned by Uganda's constitutional framework, which promotes equal consideration of women and men in government programs, and the National Gender Policy (1997, revised in 2007 and 2015), which mandates gender mainstreaming in the development process. Additionally, gender budgeting guidelines from the Ministry of Local Government facilitate planning and budgeting at the local level. Despite these frameworks, challenges remain in translating policy objectives into practice, with issues such as budget cuts, limited resources, and a lack of adequate knowledge on gender issues contributing to variable and low estimated and actual budgets for gender-specific activities.

2.9.1 Results of Compliance of LGBFPs with gender and equity requirements FY 2024/25.

Comparison of the results of the UNICEF supported districts already trained in GERB VS those not yet trained

Table 8: Districts trained in FY 2022/23 and 2023/24 on GERB and their performance on LGBFPs assessment

s/n	LGs Assessed	FY 2024/25(Percentage Score)	Comments
1.	TORORO	65%	Passed above average of 50%
2	KAMULI	65%	Passed above average of 50%
3	IGANGA	65%	Passed above average of 50%
4	BUKWU	65%	Passed above average of 50%
5	KOTIDO	78%	Was the overall best performer during the assessment
6	YUMBE	63%	Above average
7	OTUKE	61%	Above average
8	KAPCHORWA	61%	Above average
9	GULU	60%	Above average
10	KWEEN	60%	Above average
11	LAMWO	53%	Above average
12	KYEGERWA	50%	Above average
13	KASESE	50%	Above average

14	KITGUM	48%	Below average
15	OMORO	43%	Below average
16	ARUA	41%	Below average
17	ADJUMANI	40%	Below average

Results reveal an average performance in the LG compliance with gender and equity responsiveness at 51% average. The best local governments that have been trained in GERB and performed best were Kotido with 78% followed by Tororo (65%), Iganga (65%) and Kamuli (65%). The results above indicate that there is a high positive correlation between the results of the districts that were trained in GERB and their performance in **LGBFP** assessment.

Table 9: UNICEF supported Districts not yet trained and to be trained this Quarter 2 FY 2025/26

s/n	LGs Assessed	FY 2024/25(Percentage Score)	Comments
1	NEBBI	29%	Below average
2	NABILATUK	20%	Below average
3	TEREGO	20%	Below average
4	NAPAK	28%	Below average
5	MBALE	45%	Below average
6	OBONGI	29%	Below average
7	NAKAPIRIPIT	20%	Below average
8	KISORO	50%	Above average
9	MUBENDE	61%	Above average
10	ISINGIRO	66%	Above average
11	NAMAYINGO	61%	Above average

The above results of the districts yet to be trained in GERB reveals that the above districts performed far below the pass mark of 50% and only three managed to score above 50%. This is a very big justification for the need of these districts to be supported and trained on GERB

2.9.2 The impact of Gender Responsive and Equity Planning and Budgeting mainstreamed in Local government plans

2.9.2.1 Assessment of integration of gender and equity issues in the district local Government Development Plans (2024/25-2029/30)

An assessment conducted under the Agro-Industrialisation program, focusing on agriculture, the findings revealed varied integration of gender, equity, and inclusion principles across districts that were assessed.

The agriculture sector under the Agro-Industrialisation program shows partial integration of gender and equity. While policies broadly commit to inclusivity, their translation into targeted program design, budget prioritization, and inclusive implementation remains weak. Disadvantaged populations—**Particularly women, youth, older persons, and persons with disability.**

Budget and Resource Allocation

The assessment team looked at resource allocation to the education sector and Agriculture and found out that this remained constrained across districts. Recurrent budgets dominate, leaving minimal funds for development or targeted inclusion efforts. Some education budgets are not responsive to gender and equity needs despite having planning tools available. Mubende and Otuke districts for

instance showed modest attempts to allocate resources towards sanitation facilities for girls, but most districts lack dedicated equity-focused budget lines.

Despite a gradual increase in local government budget allocations—rising from UGX 6.9 trillion in FY2022/23 to UGX 7.17 trillion in FY2025/26—LGs still receive a limited share of the national budget, averaging around 17–18%. This remains starkly inadequate to drive meaningful gender and equity outcomes, especially given LGs’ central role in frontline service delivery, inclusive infrastructure, and reaching marginalized populations. Increased allocations must be matched with GEI-targeted prioritization.

Moreover, inflationary pressures, population growth, and widening service mandates further dilute the real value of these funds. Without ring-fenced GEI investments and equity-responsive budgeting at the sub-national level, the quality and reach of services to women, youth, persons with disabilities, and other excluded groups will remain suboptimal. Bridging this gap demands both financial reform and political will to mainstream inclusion as a budgeting imperative, not an afterthought.

Benchmarking Progress, Exposing Gaps: What the GEI Scorecard Tells Us About Local Government Gender and Equity Inclusion (GEI).

The EOC applied a Gender and Equity Compliance Scorecard to provide a nationally standardized, quantitative framework for assessing the extent to which MDAs (including Local Governments (LGs)) comply with gender and equity requirements embedded in the National Development Plan (NDP IV) Program Implementation Action Plans (PIAPs).

The scores are rooted in the rigorous review of MDAs/LG Budget Framework Papers (BFPs), Ministerial Policy Statements, Work Plans and any other documents deemed necessary. Unlike thematic narrative assessments, the scorecard applies program-specific benchmarks—tailored to program mandates—to evaluate institutional commitment to inclusive governance, equitable budgeting, and non-discriminatory service delivery.

In the FY2025/26 assessment cycle, the Equal Opportunities Commission (EOC) assessed **177 Local Governments**, categorising them into:

- i)  **High Compliance** (80–100%)
- ii)  **Moderate Compliance** (60–79%)
- iii)  **Low Compliance** (Below 50%)

To enrich insight and encourage policy responsiveness, the analysis introduces a comparative lens between FY2024/25 and FY2025/26. This comparative dimension allows for tracking performance trajectories, identifying LGs with consistent improvement, stagnation or decline in GEI compliance. It

enhances accountability by showing whether planning and budget actions taken over time are translating into real institutional progress in promoting inclusion.

The scorecard's value lies not only in its numeric classification, but in its integration with qualitative realities. This assessment aligns scorecard data with field interviews conducted in 19 selected districts, helping reveal whether policy-level compliance translates to meaningful change for women, youth, persons with disabilities, ethnic minorities, older persons, and those excluded due to geographical, infrastructural, or systemic barriers.

In sum, this section situates the scorecard as both an institutional performance tracking tool and a lens into the lived experience of inclusion and exclusion across Uganda's Local Governments.

Comparative Gender and Equity Compliance Rankings for Local Governments (FY 2024/25 and FY 2025/26)

The table below presents a comparative analysis of gender and equity compliance for 176 Local Governments (LGs) across two financial years — FY 2024/25 and FY 2025/26. The scores are derived from the EOC's Gender and Equity Scorecard, which assesses compliance with equity-focused planning and budgeting as per the Public Finance Management Act (2015). The scores are derived from a comprehensive review of Local Government Budget Framework Papers (BFPs) for the respective Financial Years, conducted in accordance with the assessment framework established by the Equal Opportunities Commission. Each score is accompanied by a traffic light symbol to visualize compliance status: 🟢 High (80–100%), 🟡 Moderate (50–79%), 🔴 Low (Below 50%).

Table 10: Comparative Gender and Equity Compliance Rankings for Local Governments FY 2024/25-2025/26

No.	District Name	FY 2024/25	FY 2025/26	Change
1	Kotido District	0.78 🟡	0.76 🟡	-0.02
2	Hoima District	0.66 🟡	0.76 🟡	+0.10
3	Namisindwa District	0.65 🟡	0.72 🟡	+0.07
4	Dokolo District	0.68 🟡	0.70 🟡	+0.02
5	Iganga District	0.65 🟡	0.70 🟡	+0.05
6	Bugweri District	0.65 🟡	0.70 🟡	+0.05
7	Jinja District	0.63 🟡	0.70 🟡	+0.07

8	Mitooma District	0.62 □	0.70 □	+0.08
9	Lira City	0.66 □	0.69 □	+0.03
10	Buliisa District	0.68 □	0.68 □	+0.00
11	Ntoroko District	0.66 □	0.68 □	+0.02
12	Luwero District	0.63 □	0.68 □	+0.05
13	Kyankwanzi District	0.67 □	0.67 □	+0.00
14	Kazo District	0.66 □	0.67 □	+0.01
15	Yumbe District	0.63 □	0.67 □	+0.04
16	Kaliro District	0.68 □	0.66 □	-0.02
17	Manafwa District	0.62 □	0.66 □	+0.04
18	Jinja City	0.64 □	0.65 □	+0.01
19	Butambala District	0.61 □	0.65 □	+0.04
20	Kamuli District	0.65 □	0.64 □	-0.01
21	Kiruhura District	0.64 □	0.64 □	+0.00
22	Sheema Municipal Council	0.63 □	0.64 □	+0.01
23	Mbarara District	0.62 □	0.64 □	+0.02
24	Mbarara City	0.62 □	0.64 □	+0.02
25	Luuka District	0.61 □	0.64 □	+0.03
26	Apac Municipal Council	0.64 □	0.63 □	-0.01
27	Lira District	0.62 □	0.63 □	+0.01
28	Otuke District	0.61 □	0.63 □	+0.02
29	Kikuube District	0.70 □	0.62 □	-0.08
30	Bukwo District	0.65 □	0.62 □	-0.03
31	Kayunga District	0.64 □	0.62 □	-0.02

















































32	Mukono District	0.62 □	0.62 □	+0.00
33	Fort-Portal City	0.61 □	0.62 □	+0.01
34	Mubende District	0.61 □	0.62 □	+0.01
35	Kole District	0.61 □	0.62 □	+0.01
36	Kabarole District	0.59 □	0.62 □	+0.03
37	Lugazi Municipal Council	0.56 □	0.62 □	+0.06
38	Tororo District	0.65 □	0.61 □	-0.04
39	Rukiga District	0.62 □	0.61 □	-0.01
40	Kumi Municipal Council	0.61 □	0.61 □	+0.00
41	Kisoro Municipal Council	0.60 □	0.61 □	+0.01
42	Kiboga District	0.57 □	0.61 □	+0.04
43	Sironko District	0.63 □	0.61 □	-0.02
44	Masindi District	0.69 □	0.60 □	-0.09
45	Isingiro District	0.66 □	0.60 □	-0.06
46	Kaabong District	0.65 □	0.60 □	-0.05
47	Buikwe District	0.63 □	0.60 □	-0.03
48	Rwampara District	0.62 □	0.60 □	-0.02
49	Namutumba District	0.61 □	0.60 □	-0.01
50	Bushenyi District	0.60 □	0.60 □	+0.00
51	Ntungamo District	0.59 □	0.60 □	+0.01
52	Busia District	0.59 □	0.60 □	+0.01
53	Kisoro District	0.58 □	0.60 □	+0.02
54	Ngora District	0.57 □	0.60 □	+0.03
55	Kasanda District	0.57 □	0.60 □	+0.03







56	Kabale Municipal Council	0.56 □	0.60 □	+0.04
57	Zombo District	0.54 □	0.60 □	+0.06
58	Sembabule District	0.54 □	0.60 □	+0.06
59	Iganga Municipal Council	0.20 ●	0.60 □	+0.40
60	Mpigi District	0.20 ●	0.60 □	+0.40
61	Mayuge District	0.64 □	0.60 □	-0.04
62	Bududa District	0.62 □	0.59 □	-0.03
63	Buyende District	0.61 □	0.59 □	-0.02
64	Bukomansimbi District	0.61 □	0.59 □	-0.02
65	Gulu District	0.60 □	0.59 □	-0.01
66	Kapchorwa District	0.60 □	0.59 □	-0.01
67	Nakasongola District	0.60 □	0.59 □	-0.01
68	Kwania District	0.58 □	0.59 □	+0.01
69	Pallisa District	0.63 □	0.59 □	-0.04
70	Bunyangabu District	0.62 □	0.58 □	-0.04
71	Nakaseke District	0.60 □	0.58 □	-0.02
72	Namayingo District	0.61 □	0.58 □	-0.03
73	Kapchorwa Municipal Council	0.61 □	0.57 □	-0.04
74	Kween District	0.60 □	0.57 □	-0.03
75	Masaka City	0.54 □	0.57 □	+0.03
76	Kanungu District	0.61 □	0.57 □	-0.04
77	Masindi Municipal Council	0.60 □	0.56 □	-0.04
78	Kira Municipal Council	0.54 □	0.56 □	+0.02
79	Bugiri District	0.63 □	0.56 □	-0.07

80	Oyam District	0.61 □	0.55 □	-0.06
81	Mbale City	0.61 □	0.55 □	-0.06
82	Kagadi District	0.59 □	0.55 □	-0.04
83	Alebtong District	0.58 □	0.55 □	-0.03
84	Ibanda Municipal Council	0.54 □	0.55 □	+0.01
85	Mityana District	0.60 □	0.55 □	-0.05
86	Buvuma District	0.53 □	0.54 □	+0.01
87	Lamwo District	0.53 □	0.54 □	+0.01
88	Kamwenge District	0.53 □	0.54 □	+0.01
89	Rubirizi District	0.53 □	0.54 □	+0.01
90	Hoima City	0.53 □	0.54 □	+0.01
91	Kabale District	0.53 □	0.54 □	+0.01
92	Gulu City	0.53 □	0.54 □	+0.01
93	Mubende Municipal Council	0.53 □	0.54 □	+0.01
94	Amolator District	0.53 □	0.54 □	+0.01
95	Sheema District	0.52 □	0.54 □	+0.02
96	Kyenjojo District	0.52 □	0.54 □	+0.02
97	Mityana Municipal Council	0.52 □	0.54 □	+0.02
98	Kapelebyong District	0.52 □	0.54 □	+0.02
99	Apac District	0.52 □	0.54 □	+0.02
100	Entebbe Municipal Council	0.51 □	0.54 □	+0.03
101	Bundibugyo District	0.50 □	0.54 □	+0.04
102	Kyegegwa District	0.50 □	0.53 □	+0.03

103	Kasese District	0.50 □	0.53 □	+0.03
104	Makindye Ssabagabo Municipality	0.50 □	0.53 □	+0.03
105	Rukungiri District	0.50 □	0.53 □	+0.03
106	Gomba District	0.43 ●	0.53 □	+0.10
107	Ibanda District	0.60 □	0.52 □	-0.08
108	Rubanda District	0.58 □	0.52 □	-0.06
109	Butebo District	0.49 ●	0.52 □	+0.03
110	Buhweju District	0.49 ●	0.52 □	+0.03
111	Kitgum Municipal Council	0.49 ●	0.52 □	+0.03
112	Nansana Municipal Council	0.49 ●	0.52 □	+0.03
113	Moroto Municipal Council	0.48 ●	0.52 □	+0.04
114	Rukungiri Municipal Council	0.48 ●	0.52 □	+0.04
115	Pader District	0.48 ●	0.52 □	+0.04
116	Kitgum District	0.48 ●	0.52 □	+0.04
117	Kibuku District	0.48 ●	0.52 □	+0.04
118	Mukono Municipal Council	0.47 ●	0.52 □	+0.05
119	Nwoya District	0.47 ●	0.52 □	+0.05
120	Bukedea District	0.46 ●	0.52 □	+0.06
121	Njeru Municipal Council	0.46 ●	0.52 □	+0.06
122	Tororo Municipal Council	0.20 ●	0.51 □	+0.31
123	Agago District	0.46 ●	0.51 □	+0.05
124	Butaleja District	0.45 ●	0.51 □	+0.06
125	Mbale District	0.45 ●	0.51 □	+0.06
126	Busia Municipal Council	0.45 ●	0.51 □	+0.06

127	Kalaki District	0.45 ●	0.51 □	+0.06
128	Lwengo District	0.45 ●	0.51 □	+0.06
129	Kalungu District	0.45 ●	0.51 □	+0.06
130	Kotido Municipal Council	0.44 ●	0.51 □	+0.07
131	Omoro District	0.43 ●	0.51 □	+0.08
132	Arua District	0.41 ●	0.51 □	+0.10
133	Maracha District	0.41 ●	0.51 □	+0.10
134	Soroti District	0.41 ●	0.51 □	+0.10
135	Bugiri Municipal Council	0.41 ●	0.51 □	+0.10
136	Adjumani District	0.40 ●	0.51 □	+0.11
137	Wakiso District	0.20 ●	0.51 □	+0.31
138	Kalangala District	0.20 ●	0.51 □	+0.31
139	Budaka District	0.20 ●	0.50 □	+0.30
140	Kumi District	0.20 ●	0.50 □	+0.30
141	Rakai District	0.20 ●	0.50 □	+0.30
142	Amuria District	0.65 □	0.50 □	-0.15
143	Bulambuli District	0.63 □	0.50 □	-0.13
144	Kitagwenda District	0.60 □	0.50 □	-0.10
145	Kibaale District	0.58 □	0.50 □	-0.08
146	Bushenyi-Ishaka Municipal Council	0.56 □	0.50 □	-0.06
147	Masaka District	0.56 □	0.50 □	-0.06
148	Kasese Municipal Council	0.55 □	0.50 □	-0.05
149	Kiryandongo District	0.54 □	0.50 □	-0.04
150	Amudat District	0.38 ●	0.50 □	+0.12

151	Karenga District	0.38 	0.50 	+0.12
152	Amuru District	0.38 	0.50 	+0.12
153	Moyo District	0.38 	0.50 	+0.12
154	Kakumiro District	0.36 	0.50 	+0.14
155	Katakwi District	0.35 	0.50 	+0.15
156	Pakwach District	0.35 	0.50 	+0.15
157	Nebbi District	0.29 	0.50 	+0.21
158	Nakapiripiti District	0.20 	0.50 	+0.30
159	Kamuli Municipal Council	0.20 	0.50 	+0.30
160	Ntungamo Municipal Council	0.20 	0.50 	+0.30
161	Soroti City	0.20 	0.50 	+0.30
162	Serere District	0.20 	0.49 	+0.29
163	Nebbi Municipal Council	0.34 	0.48 	+0.14
164	Kaberamaido District	0.33 	0.48 	+0.15
165	Koboko District	0.32 	0.48 	+0.16
166	Obongi District	0.29 	0.45 	+0.16
167	Napak District	0.28 	0.45 	+0.17
168	Arua City	0.28 	0.45 	+0.17
169	Madi District	0.28 	0.45 	+0.17
170	Abim District	0.20 	0.45 	+0.25
171	Moroto District	0.20 	0.45 	+0.25
172	Nabilatuk District	0.20 	0.45 	+0.25
173	Koboko Municipal Council	0.20 	0.45 	+0.25
174	Terego DLG	0.20 	0.45 	+0.25

175	Kyotera District	0.20 	0.45 	+0.25
176	Lugazi Municipal Council	0.20 	0.45 	+0.25
177	Lyantonde District	0.20 	0.45 	+0.25



Source: EOC Gender & Equity Assessment of Local Governments FY2025/26

A. NB. Districts highlighted in Yellow (□) are those we intend to build capacity in GERB and also follow up the highlighted ones in red (●) that are still showing Low Compliance and across both years and yet trained in GERB. (Arua, Adjuman, Amudat, Kitgum, Iganga, Kapchorwa, Gulu, Tororo, kiryandongo and Kasese)


B.  Districts already trained and registered with moderately good performance

Key Highlights and Trends

i) Compliance Transition Overview (FY2024/25 to FY2025/26)

- 48 Local Governments** improved from  Low Compliance (below 50%) in FY2024/25 to □ Moderate Compliance (50–79%) in FY2025/26. This reflects **a 75% improvement rate among LGs** that were initially in low compliance.
- 16 Local Governments** remained within the  **Low Compliance** and across both years.
- The **stagnancy rate**—LGs that failed to move out of low compliance—is **25%**, indicating persistent systemic barriers in those areas.

ii) **Modest improvement in compliance:** While the majority of districts remained within the moderate compliance range (□ **50–79%**), several registered marginal improvements between FY2024/25 and FY2025/26.

iii) **Persistent low compliance in some districts:** Many LGs maintained low compliance scores ( **below 50%**) across both financial years. This reflects systemic weaknesses in institutional capacity, weak equity mainstreaming in planning frameworks, and limited technical or leadership prioritization of inclusion.

iv) **Emerging positive shifts:** Several districts transitioned from the low to moderate compliance range, indicating that targeted interventions and technical support are beginning to yield improvements—though modest—at the local level. The poor performances can be attributed to several reasons including lack of knowledge on how to effectively mainstream Gender and equity issues in the district development plans and knowledge in gender and equity responsive budgeting and planning across many LGs. Other reasons also include lack of technical guidance on local government performance assessment (LGBFPs) procedure and needs.

v) **Inconsistent regional performance:** The rankings show Western and Central regions have a higher concentration of districts in the moderate compliance band, while Eastern and Northern Uganda,

especially in hard-to-reach and post-conflict areas, lag behind. This underscores the importance of regionally differentiated equity strategies.

vi) **No district attained high compliance (□ 80–100%):** None of the LGs assessed reached the high compliance threshold, confirming that full integration of gender and equity priorities in local planning and budgeting remains an ongoing national challenge. Even relatively stronger performers continue to struggle with weak disaggregated data, superficial participation, and limited inclusion of vulnerable groups.

vii) **Implications for policy and practice:** The findings present a valuable evidence base for directing capacity building, technical backstopping, and policy enforcement efforts. The rankings can guide peer learning and horizontal accountability among LGs and help EOC, MoFPED and other relevant factors such as development partners to refine oversight, support mechanisms, and enforcement of GEI compliance.

The rankings reinforce the relevance of the Gender and Equity Assessment, and highlight the need for sustained institutional support, targeted interventions, and stronger accountability mechanisms. When triangulated with qualitative findings from field interviews, they provide a fuller picture of LG performance on inclusive governance, planning, and service delivery.

[GEI Scorecard Trends for Visited Districts: Why Localized Performance Matters](#)

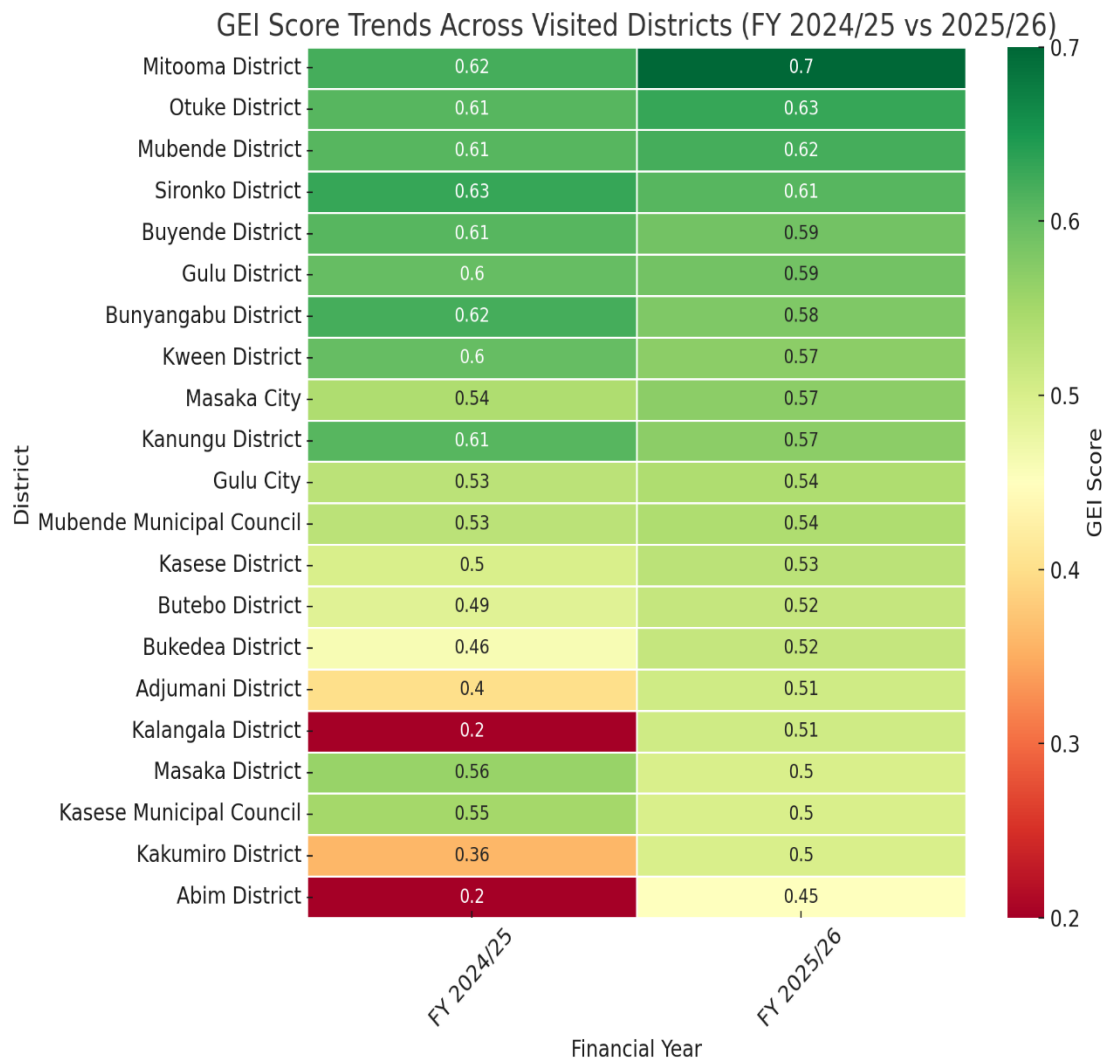
As part of the FY2025/26 Gender and Equity Assessment, the heatmap below isolates GEI scorecard trends for the districts and cities that were directly visited during the field assessment. This targeted analysis serves two essential purposes:

Ground-Truthing Policy and Scorecard Results: It enables triangulation between desk-based scorecard assessments and field-based qualitative insights, reinforcing the reliability of GEI performance scores.

Deepening Local Accountability and Learning: Focusing on visited districts allowed for localized learning, follow-up, and targeted technical support—especially in jurisdictions showing limited progress or persistent underperformance.

Tracking GEI performance across these locations between FY2024/25 and FY2025/26 also offers a clear picture of emerging progress, regression, or stagnation—informing national and district-level corrective actions.

Figure 1: **GEI Performance Heatmap Across Visited Districts**



The heatmap above illustrates the Gender, Equity, and Inclusion (**GEI**) performance trends across 19 districts visited for the FY2025/26 assessment. Each district was assessed over two financial years (FY2024/25 and FY2025/26) using a standard GEI scorecard. A traffic-light color scale is used to reflect performance levels: red (low compliance), yellow (moderate compliance), and green (high compliance).

Key Observations:

- i) Districts like Kasese, Masaka, and Bukedea showed consistent or improving performance, reflecting stronger integration of GEI in local planning.

- ii) Kalangala and Otuke had relatively lower scores, highlighting persistent challenges in targeting vulnerable populations, including women, persons with disabilities, and geographically isolated communities.
- iii) Kampala (Kawempe) maintained a high GEI score, indicative of greater institutional capacity and urban resource advantage.
- iv) A general upward trend is observed across most districts, which suggests improving awareness and compliance driven by EOC guidance and follow-up.
- v) Districts that have been trained in GERB by MGLSD have been able to put the knowledge gained into practice as evidenced by their improved performance in the **Gender & Equity Assessment of Local Governments over the FY 2024/25-FY2025/26**

2.9.3 Lessons learned from other regional neighboring countries

- **Rwanda:** Mandatory gender impact assessments have boosted women's agricultural participation. Uganda could adopt similar requirements for district budgets.
- **South Africa:** Gender-disaggregated data has improved health and education outcomes. Moroto and Kitgum could strengthen data collection to emulate this.
- **Bangladesh:** Community-led GBV prevention has reduced violence rates. Kapchorwa and Amudat could implement similar programs to address FGM.

2.9.4 Next Steps and way forward

- Launch awareness campaigns on GBV, VAC, HPs, and equity via radio, religious leaders, and schools (all districts) to enlighten and sensitize the community members about their rights and consequences of non-reporting.
- Enhance safe reporting mechanisms and support services (e.g., legal aid in Kitgum, shelters in Terego).
- Partner with NGOs and the private sector for resources (e.g., motorcycles in Bukwo, climate funds in Kasese).
- Conduct gender audits and share best practices (e.g., Moroto's data tools, Arua's refugee integration).
- Align GERB with national goals like Vision 2040 and the SDGs (all districts).
- Roll over the trainings to all other UNICEF supported districts that are still performing very poorly in the assessment of LGBFPs. Some of these districts that need to be supported include: obongi, Napak, nakapiripirit, Nabilatuk, Kisoro among others
- Government needs to support the M and E officers and the statisticians in the planning and Policy division to continue following up the districts that were trained in GERB, planning and

budgeting and routinely have the technical officers mentored, coached and supervised on very many key aspects and components of the trainings that were done.

3.0 Appendices

3.1 GBV Case Prevalence in the Different Sub-Counties/Counties at the Local District Governments.

Table 11: Arua District GBV case prevalence in the selected Sub-Counties

ARUA DISTRICT DATA ON GBV AND VAC 2023 /2024									
	AJIA		ARIVU		LOGIRI		VURRA		Total
Incident cases	Female	Male	Female	Male	Female	Male	Female	Male	
Assault	1				1		1	1	4
Beating		1	1		3	1	1		7
Child Marriage	17		2				3	1	23
Defilement	11		2		11		12		36
Denial of Resources, Opportunities & amp; services	35	2	10	3	7	2	10	12	81
Forced Marriage							3		3
Humiliation	7		15	4	1	1	6	7	41
Incest					1				1
Physical Assault	13	2	18	6	22	7	27	16	111
Psychological Abuse	1		6		3	1			11
Rape	2		2		2		4		10
Sexual assaults							2		2
Others	10	10	6		17	17	8	4	72
TOTAL	97	15	62	13	68	29	77	41	402

Source: Arua District NGBVD

Table 12: Yumbe District GBV Case prevalence in the selected Sub-Counties

YUMBE GBV CASES				
Incident type	APO sub-county	Lodonga Sub-County	Yumbe Town/ council	Totals
Assault	21	21	21	63
Battering	3	3	3	9
Beating	28	28	28	84
Child Marriage	68	68	68	204
Defilement	31	31	31	93
Denial of Resources, opportunities & services	47	47	47	141
Dowry related	1	1	1	3
Economic	1	1	1	3
Female Genital Mutilation	1	1	1	3
Forced Marriage	27	27	27	81
Humiliation	16	16	16	48
Incest	1	1	1	3
Physical Assault	77	77	77	231
Psychological Abuse	15	15	15	45
Rape	14	14	14	42
Sexual assaults	20	20	20	60
burning		1	1	2
Marital Rape		1	1	2
Online Child Sexual Abuse, and Violence		6	6	12
others		6	6	12
Grand Total				1141

Source: District NGBVD Yumbe

Table 13: Otuke District GBV case prevalence in the selected Sub-Counties

Type of GBV Sub-County/ T.C	Marital Rape		Defilement		Child Neglect		Physical Assault		Denial of Resources		Psychological Abuse		Child/Forces Marriage		Teenage Pregnancy		TOTAL CASES
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Otuke T/C	0	17	0	56	9	30	10	48	5	85	5	50	0	16	0	36	
Ogor	0	19	0	102	20	36	20	69	4	69	26	100	0	158	0	187	
Olilim T/C	0	12	0	9	2	10	11	32	6	76	4	40	0	41	0	67	
Ogwette	0	32	0	21	32	60	20	52	8	84	29	100	0	62	0	37	
Orum	0	22	0	6	22	40	12	21	4	32	4	70	0	15	0	26	
Olilim S/C	0	34	0	14	39	50	17	37	4	18	6	70	0	47	0	47	
Adwari S/C	0	12	0	32	22	19	11	21	10	67	12	69	0	37	0	41	
Okwongo T/C	0	9	0	12	27	50	10	25	8	89	21	43	0	41	0	67	
Adwari T/C	0	15	0	9	43	40	46	32	4	58	14	33	0	34	0	60	
Alango	0	14	0	16	27	20	9	33	4	42	10	76	0	27	0	42	
Okwang S/C	0	24	0	31	31	30	9	62	4	71	12	110	0	51	0	68	
Okwang T/C	0	12	0	21	27	70	15	31	5	62	11	37	0	13	0	51	
Barjobi S/C	0	8	0	12	29	20	9	26	6	22	16	68	0	37	0	52	
Barjobi T/C	0	11	0	15	21	30	10	19	7	93	19	21	0	16	0	60	
Total	0	241	0	356	351	505	209	508	79	868	189	887	0	595	0	841	5629

Table 14: GBV case prevalence by sex in Amuria District, Tororo District Local Government and Tororo Municipality.

Main Category			Total	AMURIA	AMURIA Total	TORORO			TORORO Total	TORORO MUNICIPALITY		
	Female	Male		Male			Female	Male			Female	Male
							1	2	3		3	
Addiction												3
Birth Registration								1	1			
Boy/Girl Relationship		1	1				1		1		3	
Career Guidance											7	2
Child Custody							37		37		1	
Child Exploitation	1	1	2				10	12	22		15	6
Child In Conflict with the Law								7	7		2	2
Child Neglect	27	10	39			15	190	104	309	17	172	42
Child to Child Sex	2	2	4			1	2		3			4
Denial of conjugal rights												
Economic Violence	1		1				20	4	24	2	42	3
Emotional & Psychological Abuse	1	3	4			1	28	21	50	2	24	25
Family Issues								1	1		7	1
Harmful Traditional Practices						1	6		7		4	4
HIV Counselling												
In Need of School Fees												

Information on Helpline Services							1		1			
Inquiry on Other Services		4	4									
Juvenile Delinquency								3	3		27	1
Life Skills											3	
Loss and Grief												
Lost Child	2		2				7	14	21		6	
Medical Care							1		1		1	
Mental Issues											2	
Murder								1	1			
Orphans												
Others	1		1				6	2	8		2	6
Parent or Child Relationship								2	2			
Peer Influence			4									
Physical Violence			2				49	29	78	2	42	5
Self Esteem											1	
Sexual Violence				6	6	2	4	11	17		4	9
Street Child											1	2
Stress\Depression							3		3		1	6
Trafficking in Persons							2		2		1	2
Grand Total	35	21	64	6	6	20	368	214	602	23	371	123

Source: District NGBVD

Table 15: Some of the pre and post test results from where the trainings were conducted in B&P, and GERB

Candidates/code/Name	BUDGETING AND PLANNING		GENDER AND EQUITY RESPONSIVE, B & P	
	PRE	POST	PRE	POST
CODE /name				
AYIKORU SALAMA	52	56	32	32
ANGUYO TOM MALE	64	62	64	62
ZULEIKA KASSIM	60	62	60	62
YADA YAZID	72	66	72	64
DRAJORU GRACE	64	62	64	62
ERIMA NASURU	56	67	52	72
BAKU GRACE	40	60	40	60
ANGUDRIA YASIN LOMODI	48	50	48	44
AMBA SIWALE AHUMED	64	68	64	64
GADAFI MUHAMAD	44	56	44	52
ANIKU HASSAN	50	60	64	60
MUBARAKA SWALI	45	56	44	52
BUGA ASHRAF KENYI	60	72	56	72
ILEGA SAIDI	48	46	50	36
IKUMAVU YASSIN	40	50	30	48
AMAKO TOFFA	32	52	45	52
AYIKORU RUKIA	36	60	56	64
ONZIMA ZUBERI	40	60	56	60
FAIMA	60	62	36	48
AMINI DANGA	52	54	60	62
JAMAWA HARUNA	44	48	52	52
ABUBAKARI ABUJERE	68	72	44	48
ALLY ARIKO	68	56	68	72
ADIGA ABDULRAHIM	56	48	68	70
MATATA	64	80	68	56
MANJUBO SARAH	56	68	30	48
ALUMA DANIEL	52	70	56	80
AJIDIRU AHEE	52	62	56	64
AYIKORU IRERU	72	72	52	56
BAKOLE MAJIDU ISMAIL	56	60	36	52
SONNY FRIDA	57	60	52	62
MOKILI MANSUR	68	64	62	60
CHANDIGA ARIGA SAFI	56	56	50	60
AKHIKULE SAF	70	80	52	52
BARUKO FLORENCE	40	56	52	60
AKABU SAFI KENYISON	48	52	72	60
ALIRU DOMITILA	64	76	68	76
SAIDI AMIN MAGA	64	56	68	60
MAARARA GEORGE	68	80	56	60
INZIKURU LILIAN	48	60	56	62
DRALERU GLADYS	52	72	44	40
OBITRE EMMANUEL	50	70	40	44
BAKO LEILA	45	66	72	72
HASSAN MAHMOOD	60	76	56	60
BAKU ZAITUN	55	80	45	60
ASIKU ADINAN	45	66	56	64
ALUMA FRANCIS	50	60	45	56
MAWA SIRAGI	65	77	88	80
AJIGA BADURU	40	70	40	56
ARUGA ZUBAIRI	56	70	48	52
AISUGA RATIB	45	67	64	76
ANDRUGA SIRAGI	56	70	64	56
BANDUGA JOHN STEPHEN	60	80	68	80

PRE AND POST TEST RESULTS (KAPCHORWA)

	BUDGETING AND PLANNING		GENDER AND EQUITY RESPONSIVE, B & P	
CODE	PRE	POST	PRE	POST
Chelangat Francis	75	100	72	88
Chesania Nelson	50	70	72	84
Cherop Isaac	50	90	60	88
Chepkrouui Josepart	35	95	36	68
Mwanga Fred	65	93	72	88
Cherotich Febia	80	98	76	84
Wonial Vicent	55	75	56	80
Chemonge Wycliff	20	65	52	88
Chepteok Yassin	63	85	60	80
Chelangat Moses	63	95	40	84
Bartoka Sam	50	98	68	96
Masudi Satya Ayub	80	98	56	80
Chesang Martha	20	60	64	72
Semu Albert	50	50	56	76
Chemoges Francis	70	100	76	80
Cehmi Keddy	53	88	56	88
Salimo Patrick	30	35	48	80
Chebet Hadijah	80	95	72	96
Muyembe Hassan	50	95	80	96
Cherotich Jimmy	55	100	76	88
Yeko Joan	50	50	68	88
Milton Semit	80	80	64	84
Chesakit Marciret	30	50	64	72
Cheptoek Carolyn	50	100	60	92
Aseko Harriet	75	90	60	72
Mwanga Alfred	65	76	48	60
Siraj Yusuf	20	50	48	60
Kapchebet Juma	60	85	80	92
Chebet Lois	35	60	64	72
Chelima Jentrix	65	90	80	100
Chekwoth Margret	50	50	76	88
Nakitaki Jimmy	80	90	80	92
Chebet Priscilla	60	75	72	100
Mutai Rajab	50	65	48	54
Cheptoris Alice	65	80	68	76
Chelangat Musamiru	65	80	48	84
Chesang Alice	80	95	72	88
Chelangat Nancy	50	75	88	92
Cherotich Christine			84	96
Chemutai Fiona	70	98	56	60

PRE AND POST TEST RESULTS (KCCA)				
	BUDGETING AND PLANNING		GENDER AND EQUITY RESPONSIVE, B & P	
CODE	PRE	POST	PRE	POST
34	35	65	60	60
32	35	45	40	66
31	45	60	52	84
35	56	70	76	60
23	45	65	48	67
43	55	80	88	90
11	45	70	48	52
44	55	69	72	74
15	45	65	60	67
42	30	60	76	80
12	60	60	56	64
4	50	70	56	60
19	85	85	64	78
27	45	85	45	67
8	65	75	80	89
10	60	85	64	68
5	65	85	34	60
3	60	85	56	68
13	65	85	88	80
22	45	60	52	80
2	75	75	72	80
14	65	75	64	70
28	34	50	52	67
30	56	85	56	70
29	35	50	45	60
16	60	50	68	60
26	60	80	56	70
01	70	88	55	65
7	85	80	64	70
6	75	80	68	76
12	50	67	60	64
18	70	75	64	67
8	40	70	55	67
24	60	65	45	68
25	65	70	80	80
17	60	70	76	80
21	45	55	52	64
20	50	60	76	76

DAY ONE		
TIME	ITEM	RESPONSIBILITY CENTER
8.30 - 9.00 am	Arrival and Registration	MGLSD
9.00 - 9.15 am	Prayer and Introductions	All
9.15-9.30am	Welcome Remarks/Opening by the CAO of the hosting district and Representatives from UNICEF and MGLSD	CAO or district representative and representatives from UNICEF and MGLSD
9:30-10:00am	Pre-Test (Planning and Budgeting)	MGLSD
10:00 - 10:05am	Objectives, Outputs, and outcomes of the training Workshop	Facilitators
10:05 – 11:00am	-Introduction to Planning and Budgeting (OVER VIEW OF P&B and REPORTING CYCLE IN LGs) -Key concepts used in P&B and types of Budgets	Trainers
11:00-11:30	Tea Break	Service provider/Hotel
11: 30-1:00am	Planning and Budgeting Cont'd/ Budgeting Cycle in LGs (OVER VIEW OF P&B and REPORTING CYCLE IN LGs)	Trainers
1:00 – 2:00pm	LUNCH	Service provider/Hotel
2:00 -3:30 am	Conclusion on planning and Budgeting sessions	Trainers
3:30-4:00pm	Post-Test planning and Budgeting	Trainers
4:00-4:30pm	Discussion on implementation of Planning and Budgeting activities at the district level and challenges usually encountered	All
4:30-5:00pm	End of day one	All
5:00pm-5:20pm	Brief meeting of facilitators	All trainers
DAY TWO		
TIME	ITEM	RESPONSIBILITY CENTER
8.30 - 9.00 am	Arrival and Registration	MGLSD
9.00 - 9.05 am	Opening Prayer	All
9:05-9:30 am	Recap of day 1 activities	All
9:30- 10:00am	Pre-Test on GERB	All
10.00-10:30am	Presentation on Introduction to GERB (KEY GENDER AND EQUITY ISSUES)	Trainers

10:30-11:00am	Why GERB at decentralized Government levels (Rationale for GERB)	Trainers
11:00-11:30am	Tea Break	Service provider/Hotel
11:30 -1:00am	Capacity building in GERB	Trainers
1:00 – 2:00pm	LUNCH	Service provider/Hotel
2:00-3:00pm	Gender and Equity Certification Processes and Gender and Equity issues (Presentation on Gender and Equity Assessment of Government plans and Budgets))	Trainers/EOC
3:00-4:00pm	Discussion on implementation of Gender Responsive Budgeting and Planning (GERB) activities at the district level. Here just i). Administer the local Government assessment tool (field work checklist on G&E issues). ii) Use a participatory approach	All Trainers
4:00-4:30pm	Post-Test on GERB	All
4:30-5:00pm	End of day 2 and <i>Brief meeting of facilitators</i>	All trainers

DAY THREE

TIME	ITEM	RESPONSIBILITY CENTER
8.30 - 9.00 am	Arrival and Registration	MGLSD
9.00 - 9.05 am	Opening Prayer	All
9:05-9:30 am	Recap of day 2 activities	All
9:30-10:00am	Presentation on Gender Disaggregated Data (GDD) and Equity disaggregated data (EDD)	Trainers
10.30-10:30am	Gender Analysis using statistics/ Data Analysis using Excel	Trainers
10:30-11:00am	Tea Break	Service provider/Hotel
11: 00-1:00am	Gender Analysis using statistics/ Data Analysis using Excel continued	Trainers
1:00 – 2:00pm	LUNCH	Service provider/Hotel
2:00 – 3:30pm	Gender Monitoring Indicators	MGLSD
3:30-4:30pm	Presentation on training on planning and Budgeting for the elimination of GBV. (GBV presentation on P&B to aid the elimination of GBV/VAC and HPs in LGs)	Trainers
4:30- 4:40pm	Closing Remarks	S/C Chiefs representative or /CAOs representative
4:40-5:00pm	Closure	All

Prepared by: Management

Annex 2: Gender and Equity Responsive Budgeting and planning Pre and Post Test Examination for Local Government Officers. (To be marked out of 25)

Instructions:

For questions 1 to 10, identify those that are **True** or **False** and tick appropriately. For question 11 to 20, fill in and select the correct answers.

1. Gender is culturally and socially constructed differences between women and men.
I. True II. False
2. Sex is a person's physical structure
I. True II. False
3. Natural characteristics in human beings give rise to sex roles such as pregnancy, child bearing and breast feeding, on part of women, while men impregnate women.
I. True II. False
4. A gender issue is a statistical or social measure/indicator of inequality between men and females arising from discrimination or marginalization within society.
I. True II. False
5. Gender and equity responsive Budgeting is where policies, programs and Budgets don't consciously recognize and include gender and equity issues.
I. True II. False
6. Gender and Equity responsive indicators are variables/Metrics that point out sex related changes in society overtime.
I. True II. False
7. Practices in GEB in Uganda started with Forum for Women in Democracy (FOWODE), in 1999. Action for Development (ACFODE) and Council for Economic Empowerment of Women-Uganda (CEEWA-U). Thereafter the government took over in the FY 2008/9.
I. True II. False III. Partially true
8. Equity and equality are the same.
I. True II. False
9. Gender disaggregated data (GDD) refers to facts showing primarily the sex of the respondents but also the attributes that may be critical for identifying gender issues between them.
I. True II. False
10. Gender and Equity budgeting is a budgeting approach that considers not only the different needs and interest of women and men, girls and boys, but also the difference among different socio-economic groups and regions.
I. True II. False

11. How can governments measure the effectiveness of gender-responsive budgeting initiatives?

- A) By tracking overall economic growth rates only
- B) By assessing changes in gender equality indicators over time
- C) By comparing budgets with those from previous years without context
- D) By focusing solely on public opinion polls

12. Budgeting in Uganda is usually guided by the following legal and policy frameworks.

- A- International, continental and regional frameworks
- B- The constitution of Uganda and the Budget Act 2001
- C- Public Finance Management (PFMA) Act 2003
- D- Guideline to addressing gender and equity issues in Budget framework.
- E- All the above

13. The following are general principles used in the budgeting process

- A- Comprehensive and legitimacy
- B- Flexibility and predictability
- C- Contestability and honesty
- D- Information, transparency and accountability.
- E- All the above

14. The following are challenges of GERB implementation processes except

- A- Limited political will (GERB not seen as key to development and poverty reduction.
- B- Limited appreciation of Gender and Equity budgeting (GEB) by vote controllers.
- C- Little expertise in GEB by officers responsible for budgeting
- D- Strong enforcement mechanism by MoFPED
- E- Lack of interest by the population to have it implemented.

15. Local governments usually start working on their budget estimates in the month of

- A- December- January
- B- March
- C- May
- D- June
- E- None of the above.

16. Consideration and approval of budget by the District Council usually takes place by 31st of;

- A- January
- B- February
- C- March
- D- April
- E- May

sector

- I. True

18. The following are true about a BFPs except;

- A. It shows the annual work plan and Budgets for the sector/program

B. It is a road map or plan for the Government

C. It shows the medium-term expenditure plans (MTEFs)

D. It is used by the Government to allocate resources to the various sectors/programmes.

E. Serves as a de-link between Governments overall policies and annual budgets.

19. Planning may be defined as process of;

- A- Setting / determining a national/sector/institutional long-term goals

B- Developing strategies/ best approaches to achieving organizational/institutional goals

C- Basic management function involving formulation of one or more detailed plans to achieve set objectives with the available resources

D- Government setting up or laying out strategic direction to achieve aspired goals

E- All the above are correct

20. Which of the following are benefits of GERB in a country, it leads to;

- A- Efficiency B- Effectiveness C- Equality D- Accountability

E -Transparency and participation F- Equity and fairness G- All the above

21. What is the primary goal of gender-responsive budgeting?

- A) To increase overall government spending

B) To ensure that budget allocations address the specific needs of different genders

C) To reduce taxes for all citizens

D) To eliminate all forms of taxation

22. Which of the following is a key principle of gender-responsive budgeting?

- ### A) Transparency in financial reporting

B) Equal funding for all programs regardless of impact on gender

C) Prioritizing economic growth over social equity

D) Ignoring demographic data in planning

23. In gender-responsive budgeting, what does the term “gender analysis” refer to?

- A) Analyzing the economic impact of budgets on men only

B) Evaluating how budget policies affect individuals based on their gender

- C) Assessing the overall efficiency of government spending
- D) Reviewing historical budget trends without regard to gender

24. Which stakeholder group is typically involved in the process of gender-responsive budgeting?

- A) Only government officials
- B) Private sector representatives only
- C) Civil society organizations, including women's groups
- D) International corporations exclusively

25. What is one common challenge faced when implementing gender-responsive budgeting?

- A) Excessive funding for women's programs
- B) Lack of data disaggregated by sex and other demographics
- C) Overwhelming support from all stakeholders
- D) Clear guidelines provided by international bodies

THE END

Annex 3:

Table 16: Results of Compliance of LGBFPs with gender and equity requirements FY 2024/25.

No.	LGs Assessed	FY 2024/25			
1	Kotido District	78%	26	Yumbe District	63%
2	Kikuube District	70%	27	Buikwe District	63%
3	Masindi District	69%	28	Bugiri District	63%
4	Dokolo District	68%	29	Luwero District	63%
5	Buliisa District	68%	30	Pallisa District	63%
6	Kaliro District	68%	31	Jinja District	63%
7	Kyankwanzi District	67%	32	Sheema Municipal Council	63%
8	Hoima District	66%	33	Bulambuli District	63%
9	Kazo District	66%	34	Sironko District	63%
10	Ntoroko District	66%	35	Lira District	62%
11	Lira City	66%	36	Mbarara District	62%
12	Isingiro District	66%	37	Mitooma District	62%
13	Amuria District	65%	38	Manafwa District	62%
14	Iganga District	65%	39	Bududa District	62%
15	Bukwo District	65%	40	Mukono District	62%
16	Kaabong District	65%	41	Bunyangabu District	62%
17	Namisindwa District	65%	42	Mbarara City	62%
18	Tororo District	65%	43	Rukiga District	62%
19	Kamuli District	65%			

20	Bugweri District	65%
21	Kiruhura District	64%
22	Mayuge District	64%
23	Apac Municipal Council	64%
24	Kayunga District	64%
25	Jinja City	64%

44	Rwampara District	62%
45	Oyam District	61%
46	Fort-Portal City	61%
47	Otuke District	61%
48	Kanungu District	61%
49	Luuka District	61%
50	Buyende District	61%

No.	LGs Assessed	FY 2024/25
51	Mbale City	61%
52	Namayingo District	61%
53	Mubende District	61%
54	Namutumba District	61%
55	Kumi Municipal Council	61%
56	Kapchorwa Municipal Council	61%
57	Butambala District	61%
58	Kole District	61%
59	Bukomansimbi District	61%
60	Gulu District	60%
61	Masindi Municipal Council	60%
62	Ibanda District	60%
63	Kisoro Municipal Council	60%
64	Kapchorwa District	60%
65	Kween District	60%
66	Mityana District	60%
67	Nakaseke District	60%
68	Nakasongola District	60%
69	Kitagwenda District	60%
70	Bushenyi District	60%
71	Ntungamo District	59%
72	Kabarole District	59%
73	Busia District	59%
74	Kagadi District	59%
75	Rubanda District	58%
76	Kibaale District	58%
77	Kisoro District	58%
78	Kwania District	58%

82	Kiboga District	57%
83	Lugazi Municipal Council	56%
84	Bushenyi-Ishaka Municipal Council	56%
85	Kabale Municipal Council	56%
86	Masaka District	56%
87	Kasese Municipal Council	55%
88	Kira Municipal Council	54%
89	Ibanda Municipal Council	54%
90	Masaka City	54%
91	Zombo District	54%
92	Sembabule District	54%
93	Kiryandongo District	54%
94	Buvuma District	53%
95	Lamwo District	53%
96	Kamwenge District	53%
97	Rubirizi District	53%
98	Hoima City	53%
99	Kabale District	53%
100	Gulu City	53%
101	Mubende Municipal Council	53%
102	Amolator District	53%
103	Sheema District	52%
104	Kyenjojo District	52%
105	Mityana Municipal Council	52%
106	Kapelebyong District	52%
107	Apac District	52%
108	Entebbe Municipal Council	51%
109	Bundibugyo District	50%

79	Alebtong District	58%
80	Ngora District	57%
81	Kasanda District	57%

110	Kyegegwa District	50%
111	Kasese District	50%
112	Makindye Ssabagabo Municipality	50%
113	Rukungiri District	50%
114	Butebo District	49%
115	Buhweju District	49%
116	Kitgum Municipal Council	49%
117	Nansana Municipal Council	49%

	LGs Assessed	FY 2024/25
118	Moroto Municipal Council	48%
119	Rukungiri Municipal Council	48%
120	Pader District	48%
121	Kitgum District	48%
122	Kibuku District	48%
123	Mukono Municipal Council	47%
124	Nwoya District	47%
125	Bukedea District	46%
126	Njeru Municipal Council	46%
127	Agago District	46%
128	Butaleja District	45%
129	Mbale District	45%
130	Busia Municipal Council	45%
131	Kalaki District	45%
132	Lwengo District	45%
133	Kalungu District	45%
134	Kotido Municipal Council	44%
135	Gomba District	43%
136	Omoro District	43%
137	Arua District	41%
138	Maracha District	41%
139	Soroti District	41%
140	Bugiri Municipal Council	41%
141	Adjumani District	40%
142	Amudat District	38%
143	Karenga District	38%

147	Katakwi District	35%
148	Pakwach District	35%
149	Nebbi Municipal Council	34%
150	Kaberamaido District	33%
151	Koboko District	32%
152	Obongi District	29%
153	Nebbi District	29%
154	Napak District	28%
155	Arua City	28%
156	Madi District	28%
157	Abim District	20%
158	Moroto District	20%
159	Nablatuk District	20%
160	Nakapiripiti District	20%
161	Koboko Municipal Council	20%
162	Terego DLG	20%
163	Kumi District	20%
164	Serere District	20%
165	Tororo Municipal Council	20%
166	Budaka District	20%
167	Tororo District	20%
168	Wakiso District	20%
169	Iganga Municipal Council	20%
170	Kalangala District	20%
171	Kamuli Municipal Council	20%
172	Kyotera District	20%
173	Lugazi Municipal Council	20%
174	Lyantonde District	20%
175	Mpigi District	20%

144	Amuru District	38%
145	Moyo District	38%
146	Kakumiro District	36%

176	Ntungamo Municipal Council	20%
177	Rakai District	20%
178	Soroti City	20%
	AVERAGE	51%

Source: EOC Annual report 2024/25

legend

s/n	Colour	Interpretation of results
1.		60-100% Very good performance and far above average qualifies for certificate of compliance (COC)
2		50-59% FAIRLY Good performance and above average and qualifies for COC
3.		35-49 failed and below average and LGBFP to be re-submitted, no certificate of compliance offered
4		0-34% failed and far below average and LGBFP to be re-submitted and No certificate of compliance offered

YUMBE DISTRICT (DISTRICT HALL)- PICTORIAL	
	
Discussion on implementation of Planning and Budgeting activities at the District Level by the Team Leader	Presentation on Gender Monitoring Indicators by an M & E officer
	
Practical session on Identifying Gender Disaggregated Data by participants.	Final session moments on the recap of Pre-Test and Post-Test exercises.

KCCA TRAINING (AT EMERALD HOTEL) KAMPALA



KCCA lead person giving opening remarks on behalf of the MD



Moment of working tea session during the Discussions



Open discussion on the budgeting cycle led by an M & E officer



A group photo moment together with the Technical Team from the Ministry.

KAPCHORWA DISTRICT (DISTRICT COMMUNITY HALL) ~PICTORIAL



The team leader giving opening remarks on behalf of the Ministry.



Presentation on why Gender and Equity Responsive Budgeting & Planning (GERB) is necessary at decentralized Government levels



Discussion on Planning and Budgeting/ Budgeting cycle by an M & E expert.



Group Discussion on a Practical Session of Identifying Gender Disaggregated Data by participants



Opening remarks from the District Technical Lead, Assistant RDC Adupa Lorika Dinah.



Presentation on objectives, outputs and outcomes of the training workshop. & Gender and Equity issues led by the Team Leader



Open discussion together with the EOC representative on Assessment criteria of scoring Local Governments



Group leaders presenting their findings in regard to gender and equity issues, gaps, manifestations, magnitude, causes and effects in their respective sub-counties.

BUKWO DISTRICT LOCAL GOVERNMENT (Community Hall)



Discussion of the Gender Equity and Assessment criteria of the Local Governments by EOC representative



Bukwo District Planner taking members through the local government planning process



GERB and Budgeting & Planning assessment exercise



Open discussion involving sub-county officials in the budgeting and planning cycle

S/No	Names	Sex	District	Organization	Designation/ Title	Contacts
1.	Aniku Hassan Zuberi	M	Yumbe	Lodonga Town council	Town Clerk	0773 169150
2.	Atiku Innocent	M	Yumbe	Lodonga Town council	Para social worker	0785 287450
3.	Draleru Gladys	F	Yumbe	Lodonga Town council	Para social worker	0760 648779
4.	Buga Ashraf	M	Yumbe	Apo sub-county	Secretary Planning	0788 494437
5.	Erima Nasuru	M	Yumbe	Apo sub-county	Para social worker	0777 852168
6.	Angudria Yasin Lomodi	M	Yumbe	Apo sub-county	Para social worker	0775 793911
7.	Bako Grace	F	Yumbe	Apo sub-county	Secretary Social Services	0781 683303
8.	Zuleika Kassim	F	Yumbe	Apo sub-county	Parish Chief	0786 619647
9.	Ayikuru Salama	F	Yumbe	Yumbe Town Council	Town Agent	0773 994225
10.	Bako Zaitun	F	Yumbe	Apo sub-county	Parish Chief	0787 955582
11.	Ajidiru Alice	F	Yumbe	Yumbe Town Council	Ag. HoF	0772 515709
12.	Andruga Siraji	M	Yumbe	Apo sub-county	Parish Chief	0771 656222
13.	Toko Roggers	M	Yumbe	Apo sub-county	Sub-county Asst. CAO	0772 719950
14.	Halims Kikwaso	F	Yumbe	Apo sub-county	Parish Chief	0787 295019
15.	Abujere Abubakari	M	Yumbe	Apo sub-county	Parish Chief	0761 679350
16.	Ayikoru Iren	F	Yumbe	Yumbe Town Council	Secretary Social Services	0789 868218
17.	Chandiga Ariga Safi	M	Yumbe	Apo sub-county	LC3 C/P	0777 137310
18.	Ikumari Yassin	M	Yumbe	Apo sub-county	P/SV	0786 153822
19.	Pale Oyoro	M	Yumbe	Apo sub-county	PSN	0784 732861
20.	Banduga Stephen	M	Yumbe	Lodonga Town council	Town Agent	0775 287516
21.	Bakole Matidu	M	Yumbe	Yumbe Town Council	PDC	0393 255763
22.	Ajiga Abdu Yassin	M	Yumbe	Yumbe Town Council	PDC	0775 024554
23.	Ajiga Baduru	M	Yumbe	Apo sub-county	H/Ass	0773 999280
24.	Asiku Adinan	M	Yumbe	Apo sub-county	P/SCV	0780 241204
25.	Aluma Francis Obale	M	Yumbe	Apo sub-county	Asst Accountant	0782 021888
26.	Amaku Toha	M	Yumbe	Yumbe Town Council	PDC	0744 439172
27.	Ayikoru Rafa	F	Yumbe	Yumbe Town Council	Para social worker	0777 271451
28.	Onzima Zuberi	M	Yumbe	Lodonga Town council	Para social worker	0788 233954
29.	Amadile Hassan Mahmood	M	Yumbe	Lodonga Town council	Para social worker	0772 375767
30.	Ilega Saidi	M	Yumbe	Lodonga Town council	Para social worker	0761 160819
31.	Mubaraka Swali	M	Yumbe	Apo sub-county	Parish Chief	0784 500673

32.	Bako Leila	F	Yumbe	Yumbe Town Council	Town Agent	0777 558754
33.	Manjubo Sarah	F	Yumbe	Yumbe Town Council	Town Agent	0785 069032
34.	Jamawa Haruna Yahaya	F	Yumbe	Apo sub-county	Parish Chief	0785 508170
35.	Aliru Domitila	F	Yumbe	Lodonga Town council	CDO	0775 797384
36.	Sonny Frida	F	Yumbe	Lodonga Town council	Town Agent	0772 600040
37.	Anguzaru Faima	F	Yumbe	Yumbe Town Council	Town Agent	0773 530010
38.	Mawa Siraji	M	Yumbe	Yumbe Town Council	PDC	0784 676588
39.	Rashid Haruna	M	Yumbe	Yumbe Town Council	PDC	0784 641727
40.	Bakole Zoubeir	M	Yumbe	Yumbe Town Council	Town Agent	0784 492997
41.	Candiga Ally Arikku	M	Yumbe	Yumbe Town Council	Town Agent	0774 077988
42.	Inzikuru Lilian	F	Yumbe	Lodonga Town council	Town Agent	0775 280696
43.	Gift Zubeda	F	Yumbe	Lodonga Town council	Town Agent	0774 628474
44.	Aluma Daniel	M	Yumbe	Lodonga Town council	Secretary Finance	0778 981557
45.	Aisuga Ratib Ibrahim	M	Yumbe	Lodonga Town council	Para social worker	0771 403207
46.	Achikule Safi	M	Yumbe	Lodonga Town council	Secretary Social Services	0782 911686
47.	Akabu Safi Kenfison	M	Yumbe	Apo sub-county	PDC	0776 467575
48.	Saidi Amin Maga	M	Yumbe	Yumbe Town Council	Asst. Town Clerk	0772 849724
49.	Matata Majid	M	Yumbe	Yumbe Town Council	Town Agent	0788 946692
50.	Avuga Zubairi	M	Yumbe	Yumbe Town Council	SCDO	0783 945842
51.	Adiga Abdulrahaman	M	Yumbe	Lodonga Town council	Town Agent	0779 772655
52.	Madrara George	M	Yumbe	Yumbe Town Council	Principal Health Inspector	0782 429202
53.	Anguyo Tom Male	M	Yumbe	Lodonga Town council	LC3 C/P	0789 109796
54.	Baako Florence	F	Yumbe	Yumbe Town Council	SCDO	0777 456360
55.	Ayikoru Rukia	F	Yumbe	Apo sub-county	Para social worker	0787 131694
56.	Yada Yazid Sugula	M	Yumbe	Apo sub-county	Parish Chief	0772 198671
57.	Obitre Emmanuel	M	Yumbe	Lodonga Town council	Para social worker	0774 038869
58.	Cadiru Beatrice	F	Yumbe	Lodonga Town council	Para social worker	0782 309980
59.	Nadia Muhamad	F	Yumbe	Lodonga Town council	Gender Officer	0786 551351
60.	Amba Swale Ahmed	M	Yumbe	Yumbe Town Council	C/P parasocial workers	0776 794748
61.	Drajory Grace	F	Yumbe	Apo sub-county	CDO	0773 376558
62.	Mokili Mansur	M	Yumbe	Yumbe Town Council	Education Officer	0782 364096
63.	Amin Danga	M	Yumbe	Yumbe Town Council	PDC	0763 881194
64.	Gaddafi Muhamad	M	Yumbe	Yumbe Town Council	PDC	0774 371499
65.	Azabo Basiri	M	Yumbe	Yumbe Town Council	CDO	0772 971120

66.	Ajdiru Lilian	F	Yumbe	Lodonga Town council	CDO	0751 227036
67.	Baku Florence	F	Yumbe	Midigo Sub- County	SCDO	0773 396058
68.	Arumadu Amiru	M	Yumbe	Apo sub-county	SCDO	0766 374673
69.	Eyoga Innocent	M	Yumbe	Midigo Sub- County	CDO	0772 971208
70.	Atai Jane Butigah	F	Yumbe	Midigo Sub- County	SCDO	0783 945842
71.	Meta Yusuf	M	Yumbe	Yumbe Town Council	CDO	0781 715321
72.	Onzia Suzan	F	Yumbe	Lodonga Town council	CDO	0773 396058
73.	Dramiga Moses	M	Yumbe	Yumbe DLG	IT Officer	0776 062642
74.	Luriga Rasulu	M	Yumbe	Yumbe DLG	DEO	0772 388609
75.	Toma Mustapha	F	Yumbe	Yumbe DLG	Probation Officer	0772 911406
76.	Andeani Anslim	M	Yumbe	Yumbe DLG	DCDO	0773 488505
77.	Abassi Mansour	M	Yumbe	Yumbe DLG	DHE/DAO	0772 536106
78.	Kiira Jam	M	Yumbe	Yumbe DLG	SCOD	0775 307458

s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
79.	Lingaa Emmanuel	M	Amudat	Amudat DLG	DEO	777 983
80.	Longok Micheal	M	Amudat	Amudat DLG	DCDO	0782 756134
81.	Lotow Pembee Joseph	M	Amudat	Amudat DLG	SPWO	0779 247098
82.	Limo Mark Pkior	M	Amudat	Amudat DLG	PSWO	0784 486110
83.	Lodim David	M	Amudat	Amudat DLG	Gender Officer	0775 028813
84.	Echeku Jacob	M	Amudat	Amudat DLG	Bio- Stat	0777 258270
s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
85.	Chebet Saul	M	Kween	Kween DLG	SCDO/Gender	0782 527773
86.	Chebet Rose	F	Kween	Kween DLG	DCDO	0782 660242
87.	Chelangat Juliet	F	Kween	Kween DLG	DEO	0773 406049
88.	Chelangat Hellen	F	Kween	Kween DLG	PWO	0774 859685
89.	Ben Kibet	M	Kween	Kween DLG	Snr. Planner	0776 328418
90.	Musau Francis	M	Kween	Kween DLG	Bio. Stat	0774 283253
s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
91.	Ogwang Vicent	M	Otuke	Otuke DLG	SCDO	0780 542729
92.	Ochero Patrick	M	Otuke	Otuke DLG	SEO	0772 441178
93.	Amuga Evaline	F	Otuke	Otuke DLG	CDO	0779 207185

94.	Etil Tom	M	Otuke	Otuke DLG	D/Planner	0782 434812
95.	Ogwang Okwir Tonny	M	Otuke	Otuke DLG	ITO	0770 981045
96.	Adyeny Moses	M	Otuke	Otuke DLG	PSWO	0774 063301
97.	Ocen Sylvester	M	Otuke	Otuke DLG	DCDO	0782 333587
98.	Abot Denise	F	Otuke	Otuke DLG	Bio. Stat	0778 684316
99.	Opio Patrick	M	Otuke	Otuke DLG	DHO	0772 368101
100.	Angwech Winnie	F	Otuke	Otuke DLG	SCDO	0773 461657
s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
101.	Achan Stella	F	Omoro	Omoro DLG	D/Planner	0782 569470
102.	Jawoko Perry	F	Omoro	Omoro DLG	DCDO	0772 335149
103.	Aloyo Mary Goretti	F	Omoro	Omoro DLG	PWO	0784 761937
104.	Acura Fred	M	Omoro	Omoro DLG	Education Officer	0784 088181

s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
105.	Okello Elvis Romanson	M	Gulu	Gulu DLG	Bio- Stat	0784 769205
106.	Kilama Denish	M	Gulu	Gulu DLG	Population Officer	0785 400671
107.	Anena Jessica	F	Gulu	Gulu DLG	SPWO	0774 010035
108.	Idiba Yoweri	M	Gulu	Gulu DLG	DHO	0775 341699
109.	Akot Anna Grace	F	Gulu	Gulu DLG	CDO Disability	0782 233198
110.	Okello Goretti	F	Gulu	Gulu DLG	DCDO	0782 225608
111.	Obol David	M	Gulu	Gulu DLG	SEO	0785 433488
112.	Onen Andrew Mase	M	Gulu	Gulu DLG	PWO	0763 653046

s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
113.	Rukua Mophart	M	Terego	Terego DLG	Labour Officer	0785 775617
114.	Ajindra Dradria Charles	M	Terego	Terego DLG	DEO	0772 640078
115.	Viko Anjiri Bianga	F	Terego	Terego DLG	Ag. SCDO	0774 274331
116.	Acen Florence	F	Terego	Terego DLG	SPSWO	0775 978983
117.	Mujawimana Immaculate	F	Terego	Terego DLG	Bio. Stat	0774 610461
s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
118.	Sulah Ngobi	M	Kampala	JLOS/GSP	Justice 4 Children	0785 803273
119.	Ssemanda Anthony	M	Kampala	KCCA	Social Worker	0750 550409
120.	Peter Lwanga Mayanja	M	Kampala	KCCA	Probation Makindye	0772 965890
121.	Bakashaba J.M	M	Kampala	KCCA	OCD	0751 053649
122.	Mazapkwe Grace	F	Kampala	KCCA	Ward Administrator	0782 733072
123.	Majid Muwonge	M	Kampala	KCCA	CDO	0752 407702
124.	Businge Sandra	F	Kampala	KCCA	Statistician	0773 298726
125.	Alex Ssebagala	M	Kampala	KCCA	SRES	0772 543234
126.	Royal Katusiime	F	Kampala	KCCA	Statistician	0702 236915
127.	Nakimuli Agnes	F	Kampala	KCCA	Gender SP	0772 402796
128.	Asiimwe Vincent	M	Kampala	KCCA	Parasocial Worker	0782 629698
129.	Nnyanzi Stanley	M	Kampala	KCCA	Parasocial Worker	0782 568028
130.	Rashid Kiwanuka	M	Kampala	KCCA	Planner	0752 688771
131.	Mugerwa Abdul Hakim	M	Kampala	KCCA	Exe. Sec Gender. CSP -Mak	0772 728630
132.	Akugizibwe Elizabeth	F	Kampala	KCCA	ACDO	0775 422767
133.	Harriet Namataka	F	Kampala	KCCA	CDA	0779 335248
134.	Alfred Nkerabigwi	M	Kampala	KCCA	CDO	0782 669948
135.	Nankinga Immaculate	F	Kampala	KCCA	Intern	0761 633982
136.	Akello Jacqueline	F	Kampala	KCCA	CDO	0774 848802
137.	Marvin Mayanja	M	Kampala	KCCA	Senior Planner	0787 784000
138.	Kimuri Vanessa	F	Kampala	KCCA	Officer Gender	0753 313420
139.	Nadiope Moses	M	Kampala	KCCA	Parasocial Worker	0740 361944
140.	Arach David	M	Kampala	KCCA	ACDO	0760 183918
141.	Clare Nkirirehe	F	Kampala	KCCA	CDO	0702 394295
142.	Nakyobe Slyvia	F	Kampala	KCCA	Sec. Gender Kawempe	0701 655071
143.	Nantume Aminah	F	Kampala	KCCA	CPC Makindye	0759 482509
144.	Zeuna Nakubume	F	Kampala	KCCA	S/OVC	0772 425982
145.	Immaculate Nabawanuka	F	Kampala	KCCA	PSWO	0782 492932
146.	Patience Angabire	F	Kampala	KCCA	PSWO	0772 643006

147.	Robert Katungi	M	Kampala	KCCA	CDO	0706 384120
148.	Auma Lucy	F	Kampala	KCCA	Gender Officer	0782 424987
149.	Atuhaire Catherine	F	Kampala	KCCA	PSWO	0782 471790
150.	Kato Richard	M	Kampala	KCCA	CDO	0702 552537
151.	Olivia Maguru	F	Kampala	KCCA	Ward Administrator	0702 017353
152.	Egesa Rose	F	Kampala	KCCA	PSWO	0702 884080
153.	Nabuguzi Rose	F	Kampala	KCCA	Chairperson Gender	0768 387658
154.	Idd Mubarak Musimani	M	Kampala	KCCA	Education Officer	0782 817233
155.	Nusura Mbabazi	F	Kampala	KCCA	Executive Secretary Gender	0772 904820
156.	Kato Freeman	M	Kampala	KCCA	SPWO	0772 557510
157.	Mugoma George	M	Kampala	KCCA	CPC	0703 093881
158.	Oloit John Richard	M	Kampala	KCCA	SCDO	0772 486178
159.	Kyomugasho Christine	F	Kampala	KCCA	Kawempe CFPU	0704 443322
160.	Nassazi Sharifa	F	Kampala	KCCA	Kawempe CDO	0782 431479
161.	Nadia Shadia Chadiha	F	Kampala	KCCA	Parasocial Worker	0789 144252
162.	Naigaga Immie	F	Kampala	KCCA	Gender	0775 756418
163.	Rhyman Agaba	M	New Vision	KCCA	Journalist	0756 041111
164.	Ruth Kiconco	F	Kampala	KCCA	CDO	0755 222499
165.	Kabudogo Zaam	F	Kampala	KCCA	CDO	0751 227036
166.	Kabasiime Gladys	F	Kampala	KCCA	Parasocial Worker	0772 971120
s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
167.	Chebet Hadijah	F	Kapchorwa	Chema sub-county	Senior. Asst. CAO	0783 233800
168.	Miyembe Hassan	M	Kapchorwa	Munarya Sub- County	Senior. Asst. CAO	0782 309368
169.	Chesang David	M	Kapchorwa	Kapchorwa DLG	Ag. PA. CAO	0781 456907
170.	Cheptoek Carolyn	F	Kapchorwa	Munarya Sub- County	CDO	0767 552821
171.	Chemonges Francis	M	Kapchorwa	Kapsinda Sub- County	SAS	0782 762263
172.	Cheptoyek Tina	F	Kapchorwa	Kapchorwa DLG	SPSWO	0782 031476
173.	Aseko Harriet	F	Kapchorwa	Kapchorwa DLG	DCDO	0772 660768
174.	Chekworthy Semi Albert	M	Kapchorwa	Sipi Town council	CDO	0772 378950
175.	Cherotich Jimmy	M	Kapchorwa	Kabeywa sub-county	Senior. Asst. CAO	0776 195956
176.	Cheptoek Yasin	M	Kapchorwa	Sipi sub-county	Ag. SAS	0777 282897
177.	Masudi Satya Ayub	M	Kapchorwa	Kaptanya sub-county	CDO	0777 259123
178.	Chesang Martha	F	Kapchorwa	Sipi sub-county	CDO	0787 316311
179.	Mwanga Fred	M	Kapchorwa	Gamogo Sub- County	Ag. SAS	0776 807978
180.	Chesania Nelson	M	Kapchorwa	Kapchorwa DLG	CDO	0770 750217
181.	Chemonges Wycliff	M	Kapchorwa	Chema sub-county	PSWO	0775 189367

182.	Cherop Issac	M	Kapchorwa	Gamogo Sub- County	CDO	0784 915859
183.	Chepkwuri Josepart	M	Kapchorwa	Kaserem Sub- County	CDO	0701 832573
184.	Chelangat Sande Moses	M	Kapchorwa	Kapsinda Sub- County	CDO	0779 659348
185.	Chekwoti Margaret	F	Kapchorwa	Chema sub-county	UCC person	0785 510455
186.	Yeko Joan	F	Kapchorwa	Kawowo Sub- County	PSWO	0771 257907
187.	Chebet Priscilla	F	Kapchorwa	Amukol Sub- County	CDO	0777 268832
188.	Chelimo Jentrix	F	Kapchorwa	Chema sub-county	CDO	0787 314780
189.	Chebet Lois	F	Kapchorwa	Kapchorwa DLG	Internee	0743 011847
190.	Chebet Nantine	F	Kapchorwa	Kawowo Sub- County	SAS	0776 426800
191.	Nakitari Jimmy	M	Kapchorwa	Kapchorwa DLG	PSWO	0779 956626
192.	Chelangat Boncis	M	Kapchorwa	Kapchorwa DLG	SAS	0782 336921
193.	Kapchebet Juma	M	Kapchorwa	Kaptanya sub-county	PSWO	0778 773221
194.	Semu Milton	M	Kapchorwa	Kawowo Sub- County	Secretary for Children	0701 719191
195.	Siraj Yusuf Shelle	M	Kapchorwa	Kaserem Sub- County	Vice Chair LCIII	0707 147037
196.	Chesakit Margret	F	Kapchorwa	Kapsinda Sub- County	Vice Chair LCIII	0781 222714
197.	Cherotich Febia	F	Kapchorwa	Kapchorwa DLG	SCDO	0778 535323
198.	Mwanga Alfred	M	Kapchorwa	Kapchorwa DLG	DHO	0782 613395
199.	Chemutai Fiona	F	Kapchorwa	Kawowo Sub- County	CDO	0779 010267
200.	Barteka Sam	M	Kapchorwa	Central Division	CAO	0773 714072
201.	Chelimo Freddy	M	Kapchorwa	Kapchorwa DLG	DEO	0772 891895
202.	Salimo Patrick	M	Kapchorwa	Kapsinda Sub- County	PSWO	0777 829939
203.	Mutai Rajab	M	Kapchorwa	Kapchorwa DLG	Planner	0702 718471
204.	Woniala Vincent	M	Kapchorwa	Kaptanya sub-county	SAS	0775 523062
205.	Cheptoris Alice	F	Kapchorwa	Chepterech Sub- County	SAS	0785 326802
206.	Chelangat Musamiru Mugisha	M	Kapchorwa	Chepterech Sub- County	CDO	0775 930715
207.	Bushendich Henry	M	Kapchorwa	Kaptanya sub-county	Vice Chair LCIII	0782 050740
208.	Chelangat Nancy	F	Kapchorwa	West Division	CDO	0772 553410
209.	Chesang Alice	F	Kapchorwa	East Division	CDO	0779 132240
210.	Cherotich Christine	F	Kapchorwa	Kaptanya sub-county	SAS	0776 468866
211.	Bushendich David	M	Kapchorwa	Kaserem Sub- County	PSWO	0701 620917
212.	Cherotich Shaklia	F	Kapchorwa	Kaserem Sub- County	PSWO	0782 154612
213.	Cherotich Stephen	M	Kapchorwa	Munarya Sub- County	PSWO	0772 891895
214.	Kiplangat Alex	M	Kapchorwa	Kapchorwa DLG	D.A	0782 974181

s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
215.	Ben Sakajja	M	Bukwo	Bukwo DLG	DCDO	0770 635033
216.	Kipyeko Moses	M	Bukwo	Bukwo DLG	SPSWO	0771 457959
217.	Jonah Chewere	M	Bukwo	Bukwo DLG	SLO	0772 844201
218.	Psima Allan	M	Bukwo	Bukwo DLG	CDO	0784 956857
219.	Malyche Kamushak Joseph	M	Bukwo	Bukwo DLG	CDO	0771 305151
220.	Chemutai Scovia	F	Bukwo	Bukwo DLG	CDO	0774 381946
221.	Chebei Caren	F	Bukwo	Suam Town Council	PSWO	0789 111877
222.	Kwemoi Joel	M	Bukwo	Suam Sub- County	PSWO	0778 893111
223.	Chelangat Janet	F	Bukwo	Suam Sub- County	PSWO	0779 750980
224.	Chelogoi Alfred	M	Bukwo	Bukwo DLG	CDO	0787 437082
225.	Soet Joel	M	Bukwo	Kapsarur Sub- County	CDO	0777 269372
226.	Kibet Mushondi	M	Bukwo	Riwo Sub- County	PSWO	0788 397109
227.	Lwendog Ben Chesang	M	Bukwo	Kadnandi T/C	CDO	0779 086691
228.	Stephen Oboth	M	Bukwo	Bukwo T/C	SGBV	0772 405165
229.	Cheptoek Immaculate	F	Bukwo	Kadnandi T/C	SCDO	0781 183922
230.	Batya Nelson	M	Bukwo	Brim	CDO	0782 197535
231.	Kabouyo Jonam	M	Bukwo	Kabei Sub- County	PSWO	0783 974705
232.	Sakari Job	M	Bukwo	Suam Sub- County	PSWO	0777 353885
233.	Kibet Emmanuel	M	Bukwo	Suam Sub- County	PSWO	0775 483047
234.	Naster Cherotich	F	Bukwo	Riwo T/C	PSWO	0786 397888
235.	Matumbai Kevin	M	Bukwo	Riwo T/C	PSWO	0780 609157
236.	Cheptoek Joshua	M	Bukwo	Kabei Sub- County	PSWO	0779 353380
237.	Kiprop Denis	M	Bukwo	Riwo Sub- County	PSWO	0784 449763
238.	Sande Alex	M	Bukwo	Riwo Sub- County	PSWO	0783 649779
239.	Kwemoi Raphael	M	Bukwo	Suam Town Council	SCDO	0789 965721
240.	Cheptengan Violet	F	Bukwo	Kabei Sub- County	CDO	0782 503752
241.	Yapsolimo Monica	F	Bukwo	Sewendet	CDO	0777 604445
242.	Satya Patrick	M	Bukwo	Bukwo DLG	SCDO	0777 187115
243.	Chelangat Jacklyne	F	Bukwo	Bukwo DLG	CDO	0788 915813
244.	Chemutai Supeta	F	Bukwo	Bukwo DLG	CDO	0784 582195
245.	Chemusto Dennis	M	Bukwo	Tulec Sub- County	CDO	0777 267863
246.	Chebei Irene	F	Bukwo	Bukwo DLG	Secretary Gender	0781 641395
247.	Cheptai Sipharose	F	Bukwo	Kabei Sub- County	PSWO	0785 633534
248.	Kiplangat Shedrack	M	Bukwo	Bukwo DLG	CDO	0785 992979
249.	Chelangat Regina	F	Bukwo	Riwo T/C	PSWO	0786 242995
250.	Cheruto Dominic	M	Bukwo	Kabei Sub- County	PSWO	0781 509467
251.	Cherop Martin	M	Bukwo	Kabei Sub- County	PSWO	0770 170905

252.	Solimo Robert	M	Bukwo	Kapkoros Sub-County	CDO	0777 823034
253.	Cheruto Susan	F	Bukwo	Kaptererwo Sub-County	CDO	0777 504002
254.	Chebet Sisco	F	Bukwo	Chesower Sub-County	CDO	0773 225523
255.	Cherotich Irene	F	Bukwo	Bukwo DLG	DHO	0777 602781
256.	Muwange Mukhtar	M	Bukwo	Suam Town Council	PSWO	0784 880767
257.	Cherop Carolyn Kaprunge	F	Bukwo	Bukwo DLG	PSWO	0780 714289
258.	Simon Chemutai Onesmas	M	Bukwo	Bukwo DLG	Bursar	0772 031564
s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
259.	Denis Athiyo	M	Nakapiripiriti	Nakapiripiriti DLG	DCDO	0772 578462
260.	Angella Sharon	F	Nakapiripiriti	Nakapiripiriti DLG	Probation Officer	0780 147792
261.	Idima Sekudina	F	Nakapiripiriti	Nakapiripiriti DLG	Gender Officer	0786 247616
262.	Lemukol Augustine	M	Nakapiripiriti	Nakapiripiriti DLG	Planner	0778 809718
263.	Ojao Deborah	F	Nakapiripiriti	Nakapiripiriti DLG	Bio Stat	0774 045459
264.	Lomongin Joseph	M	Nakapiripiriti	Nakapiripiriti DLG	DEO	0773 888099
265.	Lochoro Irene	F	Nakapiripiriti	Nakapiripiriti DLG	CDO	0767 348223
266.	Angolere Denis	M	Nakapiripiriti	Nakapiripiriti DLG	MIS	0786 240840
267.	Akurut Gorreti	F	Nakapiripiriti	Nakapiripiriti DLG	For DHO	0787 075347

s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
268.	Ariimi. H.	F	Moroto	Moroto DLG	SGBV CPS Moroto	0783 361150
269.	Lokoru Robert	M	Moroto	Moroto DLG	CDO	0777 538487
270.	Namuya Francesca Nancy	F	Moroto	Moroto DLG	CDO	0775 865553
271.	Peter Maruk	M	Moroto	Moroto DLG	I.S	0783 445469
272.	Opio John Bosco	M	Moroto	Moroto DLG	PSWO	0774 609930
273.	Lotuket Simon Peter	M	Moroto	Loputuk Sub- County	For CDO	0776 677956
274.	Anthony Wadamba	M	Moroto	Moroto DLG	Journalist	0780 375297
275.	Longok Rose	F	Moroto	Tapac Sub- County	Parasocial Worker	0784 491104
276.	Logwe Mark	M	Moroto	Tapac Sub- County	Parish Chief	0773 286606
277.	Lowal James Isreal	M	Moroto	Moroto DLG	For Probation Officer	0773 015692
278.	Lotee Rachony Twala	M	Moroto	Katikekile sub-county	CDO	0772 903157
279.	Lomongin Sylvia	F	Moroto	Rupa Sub- County	Parish Chief	0788 513435
280.	Nangin Cecilia	F	Moroto	Rupa Sub- County	CDO	0785 070910
281.	Angolere Anjelina	F	Moroto	Katikekile sub-county	PSWO	0789 550316
282.	Anyakun Adda	F	Moroto	Nadinget Sub-County	CDO	0774 326629
283.	Namer Regina	F	Moroto	Nadinget Sub-County	PSWO	0783 241574
284.	Losike Kalisto	M	Moroto	Tapac Sub- County	CDO	0782 776098
285.	Aguli Susan	F	Moroto	Loputuk Sub- County	Parish Chief	0783 806315
286.	Angolere Maurine Gloria	F	Moroto	Katikekile sub-county	Parish Chief	0785 071666
287.	Ayugi Margret	F	Moroto	Rupa Sub- County	PSWO	0787 468360
288.	Polkol Hellen	F	Moroto	Nadinget Sub-County	Parish Chief	0784 829902
289.	Akot Jennifer	F	Moroto	Moroto DLG	GEPP	0782 421405
290.	Longok Emma	F	Moroto	Moroto DLG	Senior Labour Officer	0775 893259
291.	Siamas Kalsum	F	Moroto	Moroto DLG	CDO	0774 092540
292.	Lorong Samuel	M	Moroto	Moroto DLG	PAS for CAO	0774 631642

s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
293.	Bwambale William	M	Kasese	Kasese DLG	DCDO	773411006
294.	Immaculate Biira	F	Kasese	Kasese DLG	Statistician	751093137
295.	Asiimwe Queengonda	M	Kasese	Kasese DLG	SCDO	772937073
296.	Muganyizi Paul	M	Kasese	Kasese DLG	Planner	778624800

s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
297.	Paul Mugilansa	M	Kyegegwa	Kyegegwa DLG	SICO	775875246
298.	Kasaija Kalya Ezra	M	Kyegegwa	Kyegegwa DLG	DCDO	772669800
299.	Busobozi Denis	M	Kyegegwa	Kyegegwa DLG	Planner	772862050
300.	Nyankambwa Austin	M	Kyegegwa	Kyegegwa DLG	SPSWO	772395429
301.	Bilunji Agnes	F	Kyegegwa	Kyegegwa DLG	Gender Officer	782400357
302.	Paul Mugirima	M	Kyegegwa	Kyegegwa DLG	SILO	775875246
s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
303.	Andrew Luyomba	M	Kitgum	EOC	Assessor	772405191
304.	Opio Bernard	M	Kitgum	Kitgum DLG	DPO	789575272
305.	Ogal Gaudensio	M	Kitgum	Kitgum DLG	SCDO	772902217
306.	Adule Joice	F	Kitgum	Kitgum DLG	SLO	783774866
307.	Dr Okello Henry Otto	M	Kitgum	Kitgum DLG	DHO	772267103
308.	Okello James	M	Kitgum	Kitgum DLG	DCDO	772890583
309.	Nydio Paul	M	Kitgum	Kitgum DLG	D.CO	752602811
310.	Omario Fred	M	Kitgum	Kitgum DLG	SPSWO	776067090
311.	Lawot Anthoney	M	Kitgum	Kitgum DLG	DEO	774664592
312.	Kibwota Paul Muliya	M	Kitgum	Kitgum DLG	Senior Planner	784579654

s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
313.	Susan Asimywe	F	Tororo	Tororo DLG	AG PAS	772688690
314.	Okware Patrick	M	Tororo	Tororo DLG	District Production Officer	772455090
315.	Omella Isaac Aseu	M	Tororo	Tororo DLG	Town Clerk	782859966
316.	Epuwata Richard Titus	M	Tororo	Tororo DLG	Secretary DCC	779888635
317.	Oreyango Robert. O	M	Tororo	Tororo DLG	CTC	782940001
318.	Aoi Mary Everlyne	F	Tororo	Tororo DLG	DNRO	783810003
319.	Owino Felit	M	Tororo	Tororo DLG	D/Planner	787727627
320.	Eng. AsoyaAndress	M	Tororo	Tororo DLG	DE	772885374
321.	Othiewo Jackson	M	Tororo	Tororo DLG	DCO	788276989
322.	Topistar Nyandoi	F	Tororo	Tororo DLG	DEO	702026360
323.	Dr Onyango Jagire	M	Tororo	Tororo DLG	DISO	772358537
324.	Owor Godfrey	M	Tororo	Tororo DLG	Gender Officer	773099925
325.	Namugwere Sarah	F	Tororo	Tororo DLG	District Internal Auditor	704598982
326.	Akongo Victoria	F	Tororo	Tororo DLG	Office Attendant	774466161
327.	Okengore Christopher	M	Tororo	Tororo DLG	SACAO	787259366
s/no	Names	Sex	District	Organization	Designation/ Title	Contacts
328.	Eguma Stephen	M	Arua	Arua DLG	PSWO	774451543
329.	Endraa	M	Arua	Arua DLG	Ag. DCDO	772647992
330.	Abiko Rose	F	Arua	Arua DLG	Data Environment	782511723
331.	Dramadri M David	M	Arua	Arua DLG	Ag DEO	781371663
332.	Achidri Jabib	M	Arua	Arua DLG	Statistician	787387791
333.	Eyotaru Loyce	F	Arua	Arua DLG	Ag. LO	774140595
334.	Ben Angumariyo	M	Arua	Arua DLG	Biostatistician	779203593

Table 17: List of facilitators

s/n	Name	Designation	Title	Organization	Telephone contact
1.	Etoma Charles	Statistician	Principal statistician/Activity lead person	MGLSD	0772971208
2.	Priscilla Nabiatoka	Statistician	M& E Officer	MGLSD	0772869557
3.	Tumusiime Godwin	Statistician	M &E Officer	MGLSD	0789692334
4.	Owen Musiime	Statistician	Statistical support officer (Rapporteur)	MGLSD	0766374673
5.	Kizito Jefershon	Statistician	M&E officer	MGLSD	0773477051
6.	David olupot	Statistician	M and E officer	MGLSD	0754853575
7.	Opio Hussen	Statistician	M & E officer	MGLSD	0759240321
8.	Mark Kasha	Economist	M &E Officer	MGLSD	0703871221
9.	Mukonge Gad	Economist	M & E officer	MGLSD	0789046840
10.	Opolot Ronald	Economist	Budget support Officer	MGLSD	0775491009
11.	Dalton Rutagwera	Economist	Budget support Officer	MGLSD	0785638709
12.	Stella Naiga	Statistician	Senior statistician	MGLSD	0754050466
13.	Owera Tracy	Economist	Support officer/Rapporteur	MGLSD	0778171188
14.	Kassala Mercy Nantume	Economist	Support officer/Rapporteur	MGLSD	0758052534
15.	Asibazuyo Harriet	Equity and Rights Officer	Senior Social Development Officer	MGLSD	0773087284
16.	Dalton Rutagwera	Economist	Planning support officer	MGLSD	
17.	Maloba Franklin	Equity and Rights Officer	Senior social development officer	MGLSD	0787635680
18.	Peter Maloba	Equity and Rights Officer	Compliance Officer	EOC	0772405911
19.	Andrew luyimbazi	Equity and Rights Officer	Compliance Officer	EOC	0772 405191
20.	Nanteza Lynnette	Equity and Rights Officer	Senior Compliance officer	EOC	0784806852
21.	Hilda Nanteza	Equity and Rights Officer	Senior compliance Officer	EOC	0774312277
22.	Semmy Angeyo		Child Protection Officer	UNICEF	0772640999
		Other members that have supported the capacity building training processes			
1.	Ocen Dickens	Statistician UBOS	Senior Statistician	UBOS	0782145742
2.	Leonard Bahemuka	Statistician UBOS	Senior Statistician	UBOS	0751227036
3.	Mutakenga Essau	Consultant	Senior lecture	Kyambogo University	0701963280
4.	Luyimbazi Tonny	Programme Manager	M and E officer	Uganda Aids Commission	0772409297
5.	Suzan Mwanga	Gender Officer	Principal Gender officer (Retired officer)	MGLSD	0772587222
6.	Lydia Nabiryo	Equity and Rights officer	Assistant Commissioner ER	MGLSD	0772518514

List of the details of the higher and lower local governments so far trained in good data management practices, GERB, P&B, Mentorship and coaching activities Over the period 2018/19-2024/25

s/n	Name of the local Government	Period of period/time	Number of participants trained by sex		Total	Training venue
	Orientation of high local government staffs on good data management practices at the national level (first trainings) before COVID-19	Oct/Nov-2018 to 18/3/2019	Male	Female		District Home based trainings
	Kitgum					Training done in Entebbe fight motel
	Adjumani					
	Arua					
	Kaabong					
	Amudat					
	Iganga					
	Kamuli					
	Kasese					
	Total		26	05	31	
	Training of district and lower local government staffs (2nd level trainings) post COVID-19	March, April to May 2021				
	Amudat				16	
	Tororo				172	
	Kitgum				48	
	Kasese				190	
	Sub-Total				426	
		April 2019 to June 2019				
	Adjumani				30	Adjumani
	Arua				51	Arua
	Kaabong				53	Kaabong
	Amudat				23	Amudat
	Iganga				35	Iganga
	Kamuli				43	Kamuli
	Kasese				75	Kasese
	Tororo				58	Tororo
	Kitgum				35	Kitgum
	Total participants trained and mentored in phase one	Oct -Dec 2024			403	
	Koboko				22	Arua
	Yumbe				37	Arua
	Lamwo				30	Gulu district
	Kotido				29	Gulu district

s/n	Name of the local Government	Period of period/time	Number of participants trained by sex		Total	Training venue
	Abim				27	Mbale district
	Nakapiripirit				25	Mbale district
	Kyegegwa				30	Fortportal
	Kamwenge				29	Fortportal
	Total trained in phase two				229	
	Nakapiripirit(Mentorship of district staffs)		4	5	9	Nakapiripirit District
	Yumbe (mentorship, coaching and training)		48	37	85	Yumbe DLG
	Arua DLG (mentorship and training)		9	2	11	Arua DLG
	Amudat (mentorship and training)		6	0	6	Amudat -Kalasi Primary school
	Kween (mentorship and training)		3	3	6	Kween DLG
	Kasese (mentorship and training)		3	3	6	Kasese Hotel and DLG
	Kyegegwa (mentorship and training)		3	1	4	Kyegegwa DLG
	Tororo (mentorship and training)		9	6	15	Tororo Softel Hotel
	Kitgum (mentorship and training)		10	1	11	Kitgum DLG
	Terego (mentorship and training)		2	3	5	Terego DLG
	Gulu (mentorship and training)		4	2	6	Gulu DLG
	Omoro (mentorship and training)		1	3	4	Omoro
	Otuke (mentorship and training)		9	5	14	Otuke)
	Moroto (mentorship and training)		2	6	08	Moroto DLG
	Moroto (GERB training)		9	12	21	Moroto
	Bukwo(training)		25	13	38	Bukwo
	Bukwo(Mentorship and Coaching)		6	2	08	Bukwo
	Kapchorwa (Training)		20	18	38	Kapchorwa
	Kapochorwa(Mentorship and coaching)		3	3	06	Kapochorwa
	Kampala City Authority		24	26	50	Kampala/Emerald Hotel
	Total trained and mentored		209	155	364	
	Data management trainings	Trainings conducted and funded at the district level by the DLGs				
	Mubende					
	Kikube					
	Isingiro					
	Kween training		15	10	25	