



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
- UWEP – 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, TEREBO, GULU, NAKAPIRIPIRITI, 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 dear need of capacity buildings 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 perceptive. 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 where 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 understand 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, Otuoke), 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, Otupe) 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, Otupe), 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, Otuoke), 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 Nakapiripiriti, insecurity from cattle rustling further diminishes women's economic contributions.
- **Healthcare Costs:** High GBV and teenage pregnancy rates strain health systems. In Kitgum and Otuoke, 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 undertake 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. Emoyaoga, PDM, UWEP, 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, Otuken, and Yumbe.
- **Climate-Resilient Farming:** Introduce drought-resistant crops and flood management techniques for women farmers in Kasese and Nakapiripiriti.

c) Water and Engineering Sector

- **Community Water Points:** Install boreholes and piped water systems in Bukwo, Kyegegwa, and Otuken 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 Otuken, 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 | BUKWO | 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 | KYEGEGWA | 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 | NAKAPIRIPIRIT | 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 Otuoke 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 |

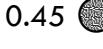
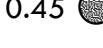
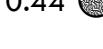
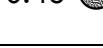
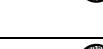
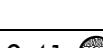
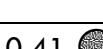
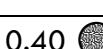
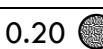
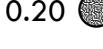
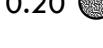
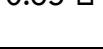
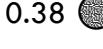
| | | | | |
|----|--------------------------|--------|--------|-------|
| 8 | Mitooma District | 0.62 □ | 0.70 □ | +0.08 |
| 9 | Lira City | 0.66 □ | 0.69 □ | +0.03 |
| 10 | Buliisa District | 0.68 □ | 0.68 □ | +0.00 |
| 11 | Ntoroko District | 0.66 □ | 0.68 □ | +0.02 |
| 12 | Luwero District | 0.63 □ | 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 |

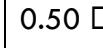
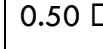
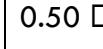
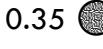
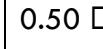
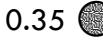
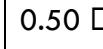
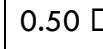
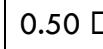
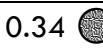
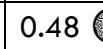
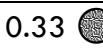
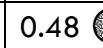
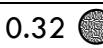
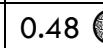
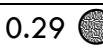
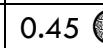
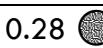
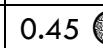
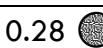
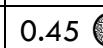
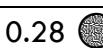
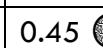
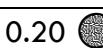
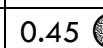
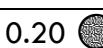
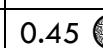
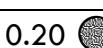
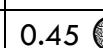
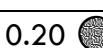
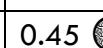
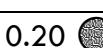
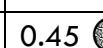
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| 32 | Mukono District | 0.62 □ | 0.62 □ | +0.00 |
| 33 | Fort-Portal City | 0.61 □ | 0.62 □ | +0.01 |
| 34 | Mubende District | 0.61 □ | 0.62 □ | +0.01 |
| 35 | Kole District | 0.61 □ | 0.62 □ | +0.01 |
| 36 | Kabarole District | 0.59 □ | 0.62 □ | +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 |

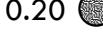
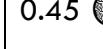
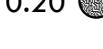
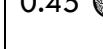
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| 57 | Zombo District | 0.54 □ | 0.60 □ | +0.06 |
| 58 | Sembabule District | 0.54 □ | 0.60 □ | +0.06 |
| 59 | Iganga Municipal Council | 0.20 ● | 0.60 □ | +0.40 |
| 60 | Mpigi District | 0.20 ● | 0.60 □ | +0.40 |
| 61 | Mayuge District | 0.64 □ | 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)**
 - a) **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.
 - b) **16 Local Governments** remained within the  **Low Compliance** and across both years.
 - c) 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

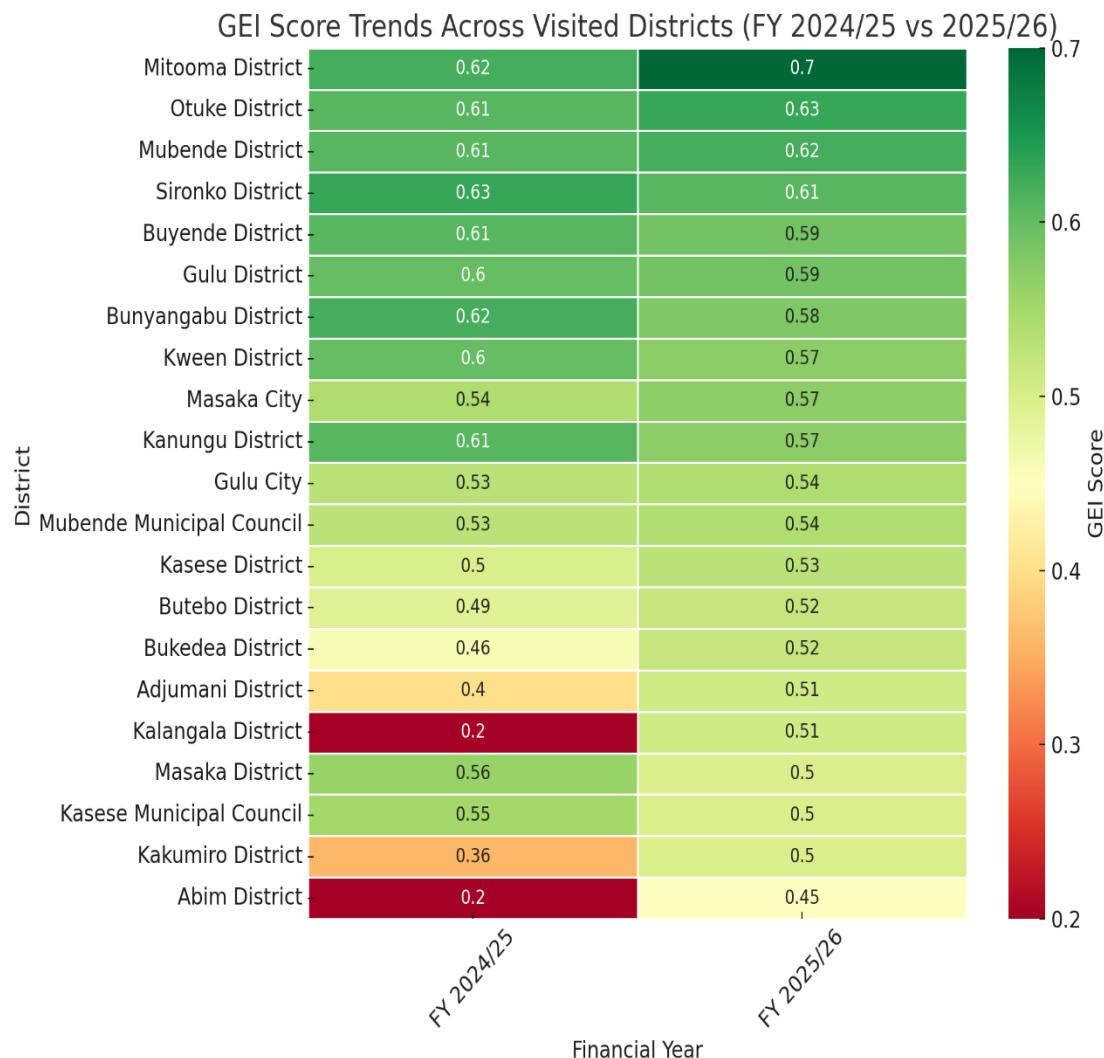
As part of the FY2025/26 Gender and Equity Assessment, the heatmap below isolates GEI scorecard trends for the districts and cities that were directly visited during the field assessment. This targeted analysis serves two essential purposes:

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 Otupe 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, nakapriripirit, 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 & 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 | 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 | |
| Sub-County/ T.C | | | | | | | | | | | | | | | | | |
| 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 | |
| Addiction | | | | | | 1 | 2 | | 3 | | 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 |
| Child to Child Sex | 2 | 2 | 4 | | | 1 | 2 | | 3 | | | 4 |
| Denial of conjugal rights | | | | | | | | | | | | |
| Economic Violence | 1 | | 1 | | | 20 | 4 | | 24 | | 2 | 42 |
| Emotional & Psychological Abuse | | | | | | 1 | 28 | 21 | 50 | | 2 | 24 |
| Family Issues | 1 | 3 | 4 | | | | | 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 |
| 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 | |
|-----------------------|------------------------|------|-------------------------------------|------|
| CODE /name | PRE | POST | PRE | POST |
| 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 |
| GADAFFI 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 |
| Chepkourui 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 |
| Chepteek 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 |
| Chehmi 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 |
| Chekwoit Margret | 50 | 50 | 76 | 88 |
| Nakitaki Jimmy | 80 | 90 | 80 | 92 |
| Chebet Priscilla | 60 | 75 | 72 | 100 |
| Mutal 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 |
| Chebet 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

Knowledge assessment tools used in the trainings

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.

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

17. The Budget framework paper is a federal government document showing annual work plans and Budget for the sector

I. True II. False

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 Government's 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% |
| 2 | Kikuube District | 70% |
| 3 | Masindi District | 69% |
| 4 | Dokolo District | 68% |
| 5 | Buliisa District | 68% |
| 6 | Kaliro District | 68% |
| 7 | Kyankwanzi District | 67% |
| 8 | Hoima District | 66% |
| 9 | Kazo District | 66% |
| 10 | Ntoroko District | 66% |
| 11 | Lira City | 66% |
| 12 | Isingiro District | 66% |
| 13 | Amuria District | 65% |
| 14 | Iganga District | 65% |
| 15 | Bukwo District | 65% |
| 16 | Kaabong District | 65% |
| 17 | Namisindwa District | 65% |
| 18 | Tororo District | 65% |
| 19 | Kamuli District | 65% |
| 26 | Yumbe District | 63% |
| 27 | Buikwe District | 63% |
| 28 | Bugiri District | 63% |
| 29 | Luwero District | 63% |
| 30 | Pallisa District | 63% |
| 31 | Jinja District | 63% |
| 32 | Sheema Municipal Council | 63% |
| 33 | Bulambuli District | 63% |
| 34 | Sironko District | 63% |
| 35 | Lira District | 62% |
| 36 | Mbarara District | 62% |
| 37 | Mitooma District | 62% |
| 38 | Manafwa District | 62% |
| 39 | Bududa District | 62% |
| 40 | Mukono District | 62% |
| 41 | Bunyangabu District | 62% |
| 42 | Mbarara City | 62% |
| 43 | Rukiga District | 62% |

| | | |
|----|------------------------|-----|
| 20 | Bugweri District | 65% |
| 21 | Kiruhura District | 64% |
| 22 | Mayuge District | 64% |
| | Apac Municipal Council | 64% |
| 23 | Kayunga District | 64% |
| 24 | 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% |
| | Kapchorwa Municipal Council | 61% |
| 56 | Butambala District | 61% |
| 58 | Kole District | 61% |
| 59 | Bukomansimbi District | 61% |
| 60 | Gulu District | 60% |
| | Masindi Municipal Council | 60% |
| 62 | Ibanda District | 60% |
| | 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% |
| | Bushenyi-Ishaka Municipal Council | 56% |
| 85 | Kabale Municipal Council | 56% |
| 86 | Masaka District | 56% |
| | Kasese Municipal Council | 55% |
| 88 | Kira Municipal Council | 54% |
| 89 | Ibanda Municipal Council | 54% |
| 90 | Masaka City | 54% |
| 91 | Zombo District | 54% |
| | Sembabule District | 54% |
| 93 | Kiryandongo District | 54% |
| 94 | Buvuma District | 53% |
| 95 | Lamwo District | 53% |
| | Kamwenge District | 53% |
| 97 | Rubirizi District | 53% |
| 98 | Hoima City | 53% |
| 99 | Kabale District | 53% |
| 100 | Gulu City | 53% |
| | Mubende Municipal Council | 53% |
| 102 | Amolator District | 53% |
| 103 | Sheema District | 52% |
| 104 | Kyenjojo District | 52% |
| | Mityana Municipal Council | 52% |
| 106 | Kapelebyong District | 52% |
| 107 | Apac District | 52% |
| | 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% |
| | Makindye | |
| | Ssabagabo | |
| 112 | Municipality | 50% |
| 113 | Rukungiri District | 50% |
| 114 | Butebo District | 49% |
| 115 | Buhweju District | 49% |
| | Kitgum Municipal | |
| 116 | Council | 49% |
| | Nansana | |
| 117 | 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% |
| | Kaberamaido District | |
| 150 | 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 | Nabilatuk District | 20% |
| | Nakapiripiti District | |
| 160 | District | 20% |
| | Koboko Municipal Council | |
| 161 | | 20% |
| 162 | Terego DLG | 20% |
| 163 | Kumi District | 20% |
| 164 | Serere District | 20% |
| | Tororo Municipal Council | |
| 165 | | 20% |
| 166 | Budaka District | 20% |
| 167 | Tororo District | 20% |
| 168 | Wakiso District | 20% |
| | Iganga Municipal Council | |
| 169 | | 20% |
| 170 | Kalangala District | 20% |
| | Kamuli Municipal Council | |
| 171 | | 20% |
| 172 | Kyotera District | 20% |
| | Lugazi Municipal Council | |
| 173 | | 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. | Green | 60-100% Very good performance and far above average qualifies for certificate of compliance (COC) |
| 2 | Yellow | 50-59% FAIRLY Good performance and above average and qualifies for COC |
| 3. | Pink | 35-49 failed and below average and LGBFP to be re-submitted, no certificate of compliance offered |
| 4 | Red | 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.



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 Swalil | 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 Ariku | 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. | Amber 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. | Ajidiru 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 Pkivor | 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. | Ajidra 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. | Ssemmanda 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 Sylvia | 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. | Chekworyi 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. | Chepkwurui Josepart | M | Kapchorwa | Kaserem Sub- County | CDO | 0701 832573 |
| 184. | Chelangat Sande Moses | M | Kapchorwa | Kapsinda Sub- County | CDO | 0779 659348 |
| 185. | Chekwoi 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. | Siama 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 Nabiataka | Statistician | M& E Officer | MGLSD | 0772869557 |
| 3. | Tumusime 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 |
|-----|--|---|---------------------------------------|------------|------------|-------------------------------|
| | 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 | |