THE REPUBLIC OF UGANDA

SOCIAL DEVELOPMENT SECTOR PLAN (SDSP) 2015/16 -2019/20

THEME:

"Empowering communities particularly the vulnerable and marginalized groups for wealth creation and inclusive development"

Ministry of Gender, Labour and Social Development
June , 2016

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FOREWORD

I am pleased to present the Social Development Sector Plan (SDSP), which is designed to build resilient and cohesive communities across the country. The Plan whose theme is "Empowering communities particularly the vulnerable and marginalized groups for wealth creation and inclusive development" will guide the operations of the sector for the Financial Years 2015/16 – 2019/20. The SDSP restates government's commitment to address the concerns of the vulnerable and marginalised groups in line with the National Development Plan.

The previous strategic Social Development Investment Plans laid a strong foundation to fast track the socio–economic transformation of the vulnerable groups. Currently, there is increased attention towards the situation and challenges of vulnerable groups and those at risk of social exclusion. This is evidenced by increased delivery of social services and greater participation of vulnerable groups in decision and policy making. Structures for implementation of programmes and policies have been established and capacity built to support vulnerable groups. There is also increased interest by Development Partners and Civil Society to implement programmes and projects that improve the quality of life of vulnerable groups.

The SDSP seeks to address gaps and challenges of high and increasing number of vulnerable and marginalised groups, inadequate human and financial resources, weak coordination and monitoring and evaluation as well as management Information Systems. The Plan prioritizes five thematic programme areas namely: Labour, Productivity and Employment; Community Mobilization and Empowerment; Social Protection for Vulnerable and Marginalized Groups; Gender Equality and Women's Empowerment; and Institutional Capacity Development.

During the Plan period, special attention shall be made to increase access to credit and other financial services to women and youth to enable them start income generating activities, create jobs and increase income. In addition, emphasis shall be placed on social protection of the vulnerable persons; strengthening occupational safety and health in workplaces especially in the emerging sectors of oil and gas; promoting creative industries for income generation and social transformation; and expanding programmes to prevent and respond to Gender Based Violence. Programmes to strengthen the participation of communities in the development process and to improve the quality of non-formal adult literacy services shall be scaled up while institutional capacity shall be strengthened to improve service delivery.

This Sector Development Plan marks yet another milestone in the Government's commitment to improve the quality of life of the vulnerable and marginalized groups. I believe that effective implementation of this plan shall lead to empowered and transformed communities. I urge all actors, particularly the private sector, development partners, civil society, Faith Based Organisations and cultural institutions to work with Government in implementing this Plan.

Hon. Muruli Mukasa
MINISTER

ACKNOWLEDGEMENT

Over the years, Uganda has registered high and sustainable rates of economic growth averaging 6.5% due to establishment and maintenance of a stable macro-economic environment. As result of this impressive growth, absolute poverty reduced from a high 56% in 1992 to 19.7% in 2014/15. The country has also made remarkable achievements in key sectors including the Social Development Sector.

Despite the relatively high economic growth and reduced poverty, there has been increased inequality among some segments of the population. The incidence, depth and severity of inequality vary across regions and among social groups. Unemployment remains a challenge particularly among the youth and women. Although the average unemployment rate in Uganda is 3.2%, unemployment and underemployment among the youth is approximately 18%. Income poverty remains significantly high especially among the vulnerable groups, literacy rates are low and access to basic social services such as education, health care are poor. These inequalities in opportunities have continued to prevent communities particularly vulnerable and marginalized groups from participating in national development processes.

This Social Development Sector Plan (SDSP) 2015/16 –2019/20, therefore provides a framework for mobilisation and empowerment of communities to appreciate, participate, demand and uptake social services with the aim of improving the socio-economic indicators such as infant and maternal mortality rates, enrolment and retention of children in schools. The plan also provides framework for promotion of decent employment opportunities and labour productivity and strengthening capacity for occupational safety and health in workplaces especially in emerging sectors such as oil and gas.

During the plan period, focus shall be on extending social protection services to the vulnerable persons, improving the quality of non-formal adult literacy service and promoting culture particularly cultural industries for job creation and development. Programmes to mainstream gender and rights for inclusive growth and to prevent and respond to Gender Based Violence shall be scaled up while systems to improve service delivery including coordination, monitoring and evaluation shall be strengthened.

The plan is a result of a highly consultative and participatory process involving state and non-state actors, particularly Ministries, Departments and Agencies (MDAs), Development Partners,

Civil Society Organizations for their invaluable contributions. I would like to extend my sincere appreciation to the UK Department for International Development (DFID) and United Nations Entity for the Empowerment of Women (UN Women) for the technical and financial assistance extended to my Ministry for the development of this Plan.

I would like to take this opportunity to extend my appreciation to everybody that participated in the development of this plan. At the same time, I call upon all actors within the Social Development sector to align their activities to the priorities of the SDSP over the fiscal period from 2015/16 to 2019/20 and I look forward to working together in the implementation of the Plan.

Pius Bigirimana
PERMANENT SECRETARY

ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
ACPF	African Child Policy Forum
ADB	Africa Development Bank
ASFU	Acid Survivors' Foundation in Uganda
AU	African Union
BPF	Budget Framework Paper
CBO	Community Based Organisation
CBR	Community Based Rehabilitation
CDD	Community Driven Development
CDOs	Community Development Officers
CEDAW	Convention on Elimination of all forms of Discrimination Against Women
CIS	Community Information System
CNDPF	Comprehensive National Development Planning Framework
COMESA	Common Market for Eastern and Southern Africa
CRC	Convention of the Rights of Children
CRPD	Convention on the Rights of Persons With Disabilities
CSO	Civil Society Organisation
DFID	UK Department for International Development
DOVCC	District Orphans and other Vulnerable Children Committee
DVV	Destscher Volkshochschut- Verband (the German Adult Education Association)
EAC	East Africa Community
IECD	Integrated Early Childhood Development
ED	Executive Director
EOC	Equal Opportunities Commission
FAL	Functional Adult Literacy
FGM/C	Female Genital Mutilation and Cutting
FY	Financial Year
GBV	Gender Based Violence
GDP	Gross Domestic Product
GIZ	German International Cooperation
GoU	Government of Uganda
HIV	Human Immune Virus

ICEIDA	Iceland International Development Agency
ICGLR	International Conference on the Great Lakes Region
ICT	Information Communication and Technology
IGAD	Inter Governmental Agency for Development
ILO	International Labour Organisation
JLOS	Justice Law and Order Sector
KCCA	Kampala Capital City Authority
LGDP	Local Government Development Plan
LGs	Local Governments
LMIS	Labour Market Information System
MAAIF	Ministry of Agriculture Animal Industry and Fisheries
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MFPED	Ministry of Finance, Planning and Economic Development
MGLSD	Ministry of Gender, Labour and Social Development
MIS	Management Information System
MoEMD	Ministry of Energy and Mineral Development
MoES	Ministry of Education and Sports
MOH	Ministry of Health
MoLG	Ministry of Local Government
MoWES	Ministry of Water Environment and Sanitation
MoWT	Ministry of Works and Transport
MP	Member of Parliament
MTEF	Medium Term Expenditure Framework
NALMIS	National Adult Literacy Management Information System
NCA	National Children Authority
NCD	National Council for Disability
NCPWG	National Child Protection Working Group
NDP II	National Development Plan II
NGBV	National Gender Based Violence Data Base
NGO	Non-Government Organisation
NHPC	National Housing and Population Census
NOSC	National OVC Steering Committee
NPA	National Planning Authority
NRM	National Resistance Movement
NSPPI	National Strategic Program Plan of Intervention

NSSF	National Social Security Fund
NWC	National Women's Council
NYC	National Youth Council
OSH	Occupation Safety and Health
OVC	Orphans and other Vulnerable Children
PDCs	Parish Development Committees
PPDA	Public Procurement and Disposal of Assets Act
PWDs	Persons with Disabilities
SAGE	Social Assistance Grants for Empowerment
SDGs	Sustainable Development Goals
SDS	Social Development Sector
SDSP	Social Development Sector Plan
SGBV	Sexual Gender Based Violence
SIGI	Social Institutions and Gender Index
SOVCC	Sub county Orphans and other Vulnerable Children Committee
UAC	Uganda AIDS Commission
UBOS	Uganda Bureau of Statistics
UCHL	Uganda Child Helpline
UDHS	Uganda Demographic Health Survey
UGX	Uganda Shillings
UN	United Nations
UNDP	United Nations Development Program
UN Women	United Nations Entity for Gender Equality and Empowerment of Women
UNCC	Uganda National Culture Centre
UNDP	United Nations Development Programme
UNECA	United Nations Economic Commission for Africa
UNESCO	United Nations Educational Scientific and Cultural Organisation
UNHS	Uganda National Household Survey
UNICEF	United Nations Children's Fund
UPF	Uganda Police Force
USAID	United States of Agency for International Development
UShs	Uganda Shillings
UWEP	Uganda Women Entrepreneurship Programme
YEVCF	Youth Entrepreneurship Venture Capital Fund
YLP	Youth Livelihood Programme

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GLOSSARY

Child	A person below the age of 18 years as per the Children Act, Cap 59
Child abuse	Acts which cause physical, psychological or sexual harm to children or those which deny them the basic necessities of life
Child labour	Work by a child that is harmful to their health, education, mental, physical or moral development
Child Marriage	Marriage before the legal age of 18 years
Child protection	Embodiment of series of components (e.g. laws, policies, regulations, services, capacities, monitoring, and oversight) organised around the goal of preventing and responding to protection risks such as abuse, abandonment, exploitation, and neglect
Community	A group of people either living in a geographical area or who share common culture, interests and/or organized in a social structure that exhibits some awareness of common identity
Community Based Rehabilitation	Strategy for equalisation of opportunities, poverty reduction, rehabilitation and social inclusion of PWDs in their communities
Community dialogue	A bottom-up Approach to community development used by the community to identify issues, agree on priorities to be incorporated in their community plans and solve/address them using available resources within the community. This tool involves networking amongst stakeholders such as faith based organizations, women and youth groups and sector ministries
Cultural industries	Business or activities involved in the production and distribution of creative products, which convey ideas, messages, symbols, opinions and information of moral and aesthetic values
Culture	Sum total of the ways in which a society preserves, identifies, organizes, sustains and expresses itself
Decent work	Refers to opportunities for safe work that is productive and delivers a meaningful income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom of expression and association as well as equal treatment for all women and men

Direct income support	Refers to regular, predictable transfers to vulnerable groups
Disability	Permanent and substantial functional limitation of daily life activities caused by physical, mental or sensory impairment and environmental barriers resulting in limited participation (National Disability Council Act 2003)
Early childhood development	A process through which young children grow and thrive physically, mentally, socially, emotionally and morally
Employment	The state of gainful engagement in any economic activity
Empowerment	A process that enables people to make their choices, have a say in decisions that affect them, initiate actions for development, cause change of attitude and enhance increased consciousness of equal access to and control of resources and services so as to take charge of development opportunities
Equality	Absence of discrimination and marginalisation in resource allocation, power, benefits or access to services to all persons irrespective of status or gender
Equity	Fairness and justice in the distribution of resources, benefits, rights and responsibilities to all persons in the society
Exclusion	Being left out of the social, cultural, economic and political activities
Family	A group consisting of one or more parents or guardians, their offspring and close relations. This group provides a setting for social and economic security, transmission of values, protection and affection for its members. This group is related by blood and marriage, is inter-generational and may not live in the same place
Gender Based Violence	An umbrella term used to describe any harmful act that is perpetrated against a person's will on the basis of unequal power relations between men and women as well as through abuse of power
Gender mainstreaming	An approach to take account of gender equality concerns in all policy, programme, administrative and financial activities as well as organisational structures and procedures
Green Jobs	These are jobs that promote safety and health at work and sustainability of the environment.
Human Rights	Inherent, inalienable and indispensable entitlements that protect every person from abuse and deprivation

Impairment	Any loss or abnormality of psychological, physical, neurological or anatomical function or structure
Income-Generating Activities	Productive initiatives engaged in by individuals or groups for monetary gains.
Indigenous Knowledge	Traditional knowledge and practices existing within and developed around the specific conditions of communities that are indigenous to a particular geographical area
Informal sector	Covers enterprises that are not incorporated according to the Companies Act (Cap. 110), do not have complete books of accounts, do not separate the legal entity independently from the owners and operate within a fixed or without fixed location
Mainstreaming	Effective integration of crosscutting policy themes in a manner that ensures they are integral to all development decisions and interventions
Marginalized groups	Persons or groups of persons deprived of opportunities for living a respectable and reasonable life as provided for in the Constitution of the Republic of Uganda
Occupational Diseases:	A diseases known to arise out of the exposure to substances and dangerous conditions in processes, trades or occupations
Occupational Hygiene:	The science or art devoted to the anticipation, recognition, evaluation, and control of those environmental factors namely chemical physical, biological agents arising in or from the workplace which may cause sickness, impaired health and well-being, or significant discomfort among workers or among citizens of the community.
Occupational Medicine:	The branch of medicine that deals with the prevention, diagnosis and treatment of diseases and injuries occurring at (or associated with) work or in specific occupations.
Occupational Safety:	The science and practice of anticipation, recognition, evaluation and control of health hazards arising from the physical and mechanical environment of the workplace, aimed either at eliminating hazardous conditions or minimizing the risk of injury of workers
Occupational Safety and Health	Is identified as the discipline dealing with the prevention of work-related injuries and diseases as well as the protection and promotion of the health of workers.
Older persons	Women and men aged 60 years and above

Orphan   A person below 18 years who has lost one or both parents

Pension   Regular and predictable income provided to an individual by the State by virtue of being retired or an older person aged 60 years and above.

Public works program   Interventions which provide short term employment in the community at a prescribed wage in return for their involvement in construction or maintenance of public infrastructure. The activities entail the payment of a wage (in cash or in kind) by the State, or by an agent

Risks   These are social, economic, environmental and demographic factors that expose individuals to deprivation, extreme poverty and social exclusion

Safety nets   Measures taken to protect vulnerable and marginalized groups from livelihood risks and shocks in order to prevent them from backsliding into vulnerability and marginalization

Sector   A framework of institutions including Central and Local Governments, Donor Agencies and Civil Society with shared objectives, priorities, expenditure programmes as well as agreed management, reporting and accounting arrangements

Shock   This is a situation that disrupts a normal way of life or livelihood of individuals, households or communities

Social Care and Support Service These provide care, support, protection and empowerment to vulnerable persons who are unable to fully care for themselves. They include personal care, rehabilitation, psychosocial support, respite care, protection services, provision of information and referral

Social Development   Human progress that is equitable and empowers vulnerable and marginalized groups to participate effectively in development initiatives

Social Exclusion   Refers to the process in which individuals or entire communities are systematically denied access to rights, opportunities and resources

Social partners   Employers' and workers' organizations

Social Protection   Refers to public and private interventions to address risks and vulnerabilities that expose individuals to income insecurity and social deprivation, leading to undignified lives

Social Protection System   Comprises of a range of coordinated policies, interventions, structures and mechanisms across different sectors which address social and economic vulnerabilities

Social Security	These are interventions to mitigate income shocks and decline in consumption due to factors such as retirement, ill-health, disability or old age
Social Transformation	A process of enabling change and development of society through empowering communities to harness their potential through skills development, cultural growth, labour productivity, and protection of their rights and freedoms, particularly for the poor and vulnerable groups for sustainable and gender-responsive development
Tripartism	Working arrangement driven by consensus among workers, employers and government
Unemployment	A situation whereby persons aged between 14 – 64 years, who during a reference period are without work but are available for paid or self-employment
Vulnerability	A state of being in or exposed to a risky situation where a person is likely to suffer significant physical, emotional or mental harm that may result in his/her human rights not being fulfilled
Vulnerable child	A child who is suffering or is likely to suffer abuse or deprivation and is therefore in need of care and protection
Vulnerable groups	These are categories of the population who are predisposed to deprivation, extreme poverty and social exclusion by virtue of age, gender, disability, ethnicity and geographical location or other social attributes
Youth	A person aged 18 to 30 years

EXECUTIVE SUMMARY

Background

The Social Development Sector stimulates community level action to reduce poverty and provides human face to national level development planning. The sector restates government commitment to achieve growth with equity and focuses on promotion of social mobilisation, protection of vulnerable groups from livelihood risks and deprivation, promotion of labour productivity and employment as well as gender equality and women empowerment.

The Mandate of the Social Development Sector is to empower communities to harness their potential through skills development, labour productivity and cultural growth for sustainable and gender responsive development. To achieve this, the sector promotes community level action to reduce poverty and facilitates necessary conducive environment for other sectors to effectively deliver services to all sections of the population. The key role of the sector is to promote the rights of the vulnerable and marginalised groups and catalyse them to appreciate, demand and uptake social services.

The process of developing the Social Development Sector Plan (SDSP)

The process of developing this plan followed the National Planning Authority (NPA) Sector Planning Guidelines and also embraced the Results Based Approach to Planning. The preparation of this SDS Plan was extensively consultative and drew experience from the previous planning frameworks of the sector. The Ministry constituted a Technical Working Team to evaluate the sector performance and draft a Sector Development Plan. A team of consultants (international and national) were contracted to support the Technical Working Team to accomplish this task. A comprehensive sector diagnosis was undertaken, lessons learnt and gaps identified were documented in a Sector Issues Paper. Consultative workshops were conducted to discuss the draft plan with key stakeholders at national level. The consultations targeted representatives from Local Governments, sector ministries, social partners, Civil Society Organizations, Sector Semi-Autonomous and Autonomous bodies and Development Partners. The Sector Working Group provided inputs into the draft SDSP. The draft plan was then presented to both Senior and Top Policy Management Committees of the Ministry for approval. The plan was then finally edited by a committee constituted by the ministry.

Theme, Mission and Strategic Objectives of the SDSP

The Social Development Sector plan under the theme *"Empowering communities particularly the vulnerable and marginalized groups for wealth creation and inclusive development"* shall contribute to the attainment of the second National Development Plan goals aggregated under the theme *"Strengthening Uganda's Competitiveness for Sustainable Wealth Creation, Employment and Inclusive Growth"*

The plan shall facilitate mobilization and empowerment of communities to participate in development processes, foster the rights of the vulnerable population and provide a platform to address gender inequalities as well as promote labour productivity and employment. Empowering communities and addressing the rights and needs of the vulnerable populations such as People with Disabilities (PWDs), older persons, youth, orphans and other vulnerable children and the chronically poor underpins the core concerns of national development.

The Mission of the sector is promotion of gender equality, social protection and transformation of communities while the vision is a better standard of living, equity and social cohesion. The Ministry of Gender, Labour and Social Development (MGLSD) is the coordinating agency for the sector and its mandate is to empower communities to harness their potential through cultural growth, skills development and labour productivity. Collaborative partners and stakeholders of the sector include government departments and agencies, local governments, development partners, private sector and civil society organisations.

Strategic Objectives

Strategic objectives of the plan are to:

i.   To promote decent employment opportunities and labour productivity;

ii. To enhance effective participation of communities in the development process;

iii. To improve the resilience and productive capacity of the vulnerable persons for inclusive growth;

iv. To improve the capacity of youth to harness their potential and increase self-employment, productivity and competitiveness;

v.   To promote rights, gender equality and women's empowerment in the development process;

vi. To improve the performance of the SDS institutions; and

vii. To redress imbalances and promote equal opportunities for all.

Overall SD Sector Priorities 2015/16 – 2019/20

The Sector priorities in this plan are based on NDP II priorities, the NRM Manifesto 2016 – 2021and emerging issues derived from the evaluation of the sector. Interventions to address cross cutting issues including HIV/AIDS, environment, gender, climate change, children welfare, nutrition, human rights and population are mainstreamed in the sector priorities. The plan identifies eight priority activities for the next five years. These are:

Promotion of community driven initiatives (CDI) for improved livelihoods

Emphasis shall be on strengthening community appreciation, participation, demand and uptake of Government service, promotion of household income and wealth creation and revival of home and village improvement campaigns. Furthermore, focus shall be on strengthening community role in management of infrastructure and resources, and community information system

Expanding social protection services to vulnerable groups

Focus shall be on establishing policies, systems and structures for social protection and expanding coverage of existing programmes. Provision of direct income support and holistic social care and support services shall be expanded to vulnerable individuals and households while the scope and coverage of contributory social security shall be expanded to include informal sectors. The sector shall also build the capacity of Local Governments, communities and beneficiaries to plan and implement social protection programmes.

Programmes to provide protection and social welfare services to children shall be emphasised. Prevention of child abuse cases such as neglect, trafficking, child sacrifice and early marriages shall be emphasised. Focus shall also be placed on promoting early childhood development and community based care for orphans and other vulnerable children, people with disabilities and older persons.

Development of Non Formal Employable Skills

The SDS shall emphasize provision of non-formal vocational, entrepreneurial and apprenticeship skills to the lower and middle cadre especially youth and women with emphasis on changing their mind-set for wealth creation. In addition, on-job certification of semi-skilled workforce shall be carried out. National and Regional Productivity Centres shall be established. Furthermore, focus shall be placed on improving the functionality and accessibility to quality non formal literacy services.

Promotion of decent employment opportunities

Emphasis shall be placed on job creation and enhancement of gainful employment especially green jobs for Ugandans. Informal sector (Jua-Kalis) support, internship, apprenticeship (workplace based learning and skilling) and volunteerism in the private sector business operations. In addition, focus shall be placed on strengthening Labour Market Information Systems, enforcement of labour, safety and health standards and implementation of minimum wage in order to promote decent employment and productivity of the labour force.

Promotion of economic empowerment of women and youth

Focus shall be placed on accessing credit and financial services to women and youth entrepreneurs and expanding markets for their products and services. Emphasis shall also be placed on changing mind-sets of youth so that they can appreciate their roles and effectively participate in development programmes. In addition, youth employment and other concerns shall be mainstreamed in key sectors of Government in order to generate employment, and put in place youth friendly services. Furthermore, interventions shall focus on provision of gender mainstreaming guidelines, enhancing capacity for gender mainstreaming in policies, laws and programmes. Systems and structures to prevent and respond to GBV shall be established and strengthened. Communities shall be sensitized and trained to respond and prevent GBV and FGM.

Promotion of culture and creative industries for development

Focus shall be on promotion of cultural values and identity, identifying cultural and creative industries, building capacity of actors to design and implement these industries. Languages shall be promoted including Kiswahili to facilitate business across communities and the East African Countries. Institutions of Traditional or Cultural Leaders and the Family shall be strengthened to mobilize communities to support development of creative and cultural industries.

Redressing imbalances

Focus shall be on strengthening tribunal operations, implementing gender and equity certificates of compliance and audits for equal opportunities. Marginalised persons and groups shall be sensitized on equal opportunities and affirmative action. Guidelines for mainstreaming gender, equity and social inclusion into policies, laws and programmes shall be enhanced.

Strengthening Coordination and Monitoring and Evaluation

The implementation and evaluation of the SDSP will follow a participatory approach that will involve constant updating and refinement of needs of target groups. A comprehensive M&E to

keep track of sector interventions, gauge performance at various stages of implementation and provide feedback to LGs and target beneficiaries shall be developed.

Monitoring and Evaluation will be achieved through staff capacity building in M&E, creation of functional statistics, monitoring and evaluation system to capture achievements of SDS interventions and improving coordination mechanism among SDS actors. A web–enabled Management Information System (SDS–MIS) to generate, manage and store data/statistics for the sector shall also be established. Existing MIS sub-systems (OVC- MIS, NALMIS, NGBV-MIS, LMIS, OSH- MIS, SAGE- MIS, YLP- MIS, UWEP- MIS, CBR- MIS, CIS, and Child Help Line MIS) shall be strengthened and harmonised to feed into the comprehensive sector MIS. Operational research shall be conducted to promote evidence–based decision making, policy formulation and improve programme implementation. To facilitate measurement of SDSP performance, an M&E plan has been developed as complementary document.

Sector Development Programmes by Thematic Area

The Plan shall address strategic interventions across the five thematic areas as follows:

Labour, Employment and Productivity

  i.   Creation of decent employment opportunities;
 ii.   Strengthening enforcement of labour, safety and health standards;
iii.   Workplace skills development and certification;
 iv.   Establishment and operationalisation of Productivity Centre and Industrial Business shelters;
  v.   Strengthening Labour Market Information Systems;
 vi.   Internal and external employment services; and
vii.   Promotion of green jobs.

Community Mobilisation and Empowerment

  i.   Promotion of community driven initiatives (CDI) for improved livelihoods,
 ii.   Promotion of the functional and accessible quality non formal literacy services;
iii.   Promotion of library and information services;
 iv.   Promotion of cultural expressions and creative industries
  v.   Strengthening the Family and traditional institutions for cultural values, mindset change and national identity;
 vi.   Promotion of local languages and Kiswahili;
vii.   Operationalisation of Community Information Systems.

Social Protection

i. Provision of direct income support to vulnerable groups;

ii. Expansion of scope and coverage of contributory social security to both formal and informal sectors;

iii. Provision of social care and protection services to children and other vulnerable groups;

iv. Promotion and protection of the rights of vulnerable groups – Children, PWDs, and Older Persons from abuse, neglect and exploitation;

v. Promotion of Integrated Early Childhood Development;

vi. Promotion of community based care and rehabilitation for vulnerable children and people with disabilities;

vii. Expansion of access to credit and financial services for youth;

viii. Implementation of National Youth Service Scheme;

ix. Provision of non - formal vocational, entrepreneurial and life skills to young people;

x. Promotion of youth participation and governance; and

xi. Access to equal opportunities goods and services.

Gender Equality and Women's Empowerment

i. Expand access to credit and financial services for women;

ii. Provision of entrepreneurial skills for women;

iii. Mainstreaming gender in policies, laws and programmes;

iv. Strengthen systems and structures to prevent and respond to GBV and FGM; and

v. Women participation in governance

Institutional Capacity Development

i. Strengthen and develop Human Resource for SDS;

ii. Enhance financial resource mobilization;

iii. Infrastructure development;

iv. Establish a comprehensive web–enabled Management Information System (SDS–MIS);

v. Establish a comprehensive M&E system for the sector; and

vi. Enhance the capacity of centre, Local Governments, other actors, communities and beneficiaries to plan and implement SDS programmes.

Indicative Budget Plan and Financing Plan

The main source of financing the SDSP shall be from Government of Uganda. Other funding sources shall be from Development Partners, Multilateral and Bilateral Agencies, the Private Sector and Civil Society Organizations. The Development Partners constitute a significant source

of funding for the sector. The preferred mode for this external support for the SDSP is through basket funding: either as a contribution to the national budget or specifically for the Social Development Sector, in line with the programme based budgeting. However, project funding modality shall also be considered for projects that are unique and require short term. Technical assistance shall continue as a modality of support from Development Partners and any other Sector Partners.

The total costing for the SDS Plan 2015/16 - FY2019/20 is approximately Shs2,131.329 billion. A total of Shs 1,640.020 billion has been secured leaving a funding gap of Shs 512,360,000 bn. Out of the Shs 1,640.020 bn, Government of Uganda through the MTEF will provide Shs 978.741 bn) (representing 59.7%%; development partners shall contribute Shs 485.962 bn representing 29.62% while other MDAs through collaborative activities shall contribute Shs 175.36 bn representing 10.68%.

Institutional Arrangement for Implementation of the Plan

The plan shall be implemented through a decentralized approach to service delivery. While the centre shall provide the policy guidelines, the Local Governments will play a key role in implementation. The MGLSD will be the lead institution in the sector. The MGLSD shall play its core roles of policy formulation, guidelines, regulations, capacity building, monitoring and evaluation of sector interventions and coordinating the sector stakeholders. Other sectors of government shall play critical roles in implementing the Plan within their mandates. The District Local Governments will be encouraged to establish Social Development Sector Working Groups to review implementation of the plan.

The Sector Working Group shall oversee the implementation of the Plan. This is the apex technical organ that guides evolution of policies, programs and plans for the Sector. It is comprised of other stakeholders namely MDAs, Development Partners, Social Partners, NGO Forum, Private Sector, Academia, Religious and Cultural Institutions. The Sector Working Group is supported by five thematic working groups namely:

   i.   Labour, Productivity and Employment;

  ii.   Community Mobilization and Empowerment;

 iii.   Social Protection;

 iv.   Gender Equality and Women's Empowerment; and

  v.   Institutional Capacity Development.

Monitoring and Evaluation

A comprehensive M&E Plan for the SDSP 2015/16-2019/20 shall be developed to track progress along the key performance indicators and results against planned targets. Joint quarterly, annual and sector mid-term reviews shall be conducted to assess the progress made towards the achievements of the set targets, challenges encountered and provide strategic direction for the sector. A participatory evaluation shall be undertaken in the last year of the plan period.

CHAPTER ONE

1.0   INTRODUCTION

1.1   Background

Uganda adopted a Comprehensive National Development Planning Framework (CNDPF) which takes into account long, medium and short term development planning. To operationalise the CNDPF, the Uganda Vision 2040 was formulated with the aim of transforming Uganda from a peasant, low income country to competitive, upper middle income country within the next 30 years. To achieve the Uganda Vision 2040 aspirations, the National Development Plan I (2010/11 – 2014/15) has been implemented and revised while the successor NDP II (2015/16 – 2019/2020) is currently under implementation. The goal of the NDP II is attainment of middle income country by 2020 through strengthening Uganda's competitiveness for sustainable wealth creation, employment and inclusive growth. The Social Development Sector Plan 2015/16 – 2019/20 has been developed to align and harmonise sector priorities and strategies with the NDP II priorities in order to facilitate systematic realisation of the Uganda Vision 2040.

The theme of SDS Plan is "empowering communities particularly the vulnerable and marginalised groups for wealth creation and inclusive development". The Sector Plan presents priorities and strategies to address vulnerable groups' concerns in line with the NDP II and provides framework for tackling of issues of inequality, exclusion, powerlessness and attendant vulnerability to exploitation and income shocks. The SDS also plays a fundamental role in creating demand and uptake of social services and laying foundation for other sectors to improve on their outcomes. The sector targets the specific needs of women, youth, children, PWDs and older persons, as well as workers, cultural practitioners and ethnic minorities.

Uganda's population stands at 34.6 million people (UBOS, 2014 NHPC). A total of 49.1% of the population is male, while 50.9% is female. Uganda has a young population with children (under 18 years) and youth (18 – 30 years) constituting 55.1% and 22.5% respectively. The older persons, 60 years and above, represent 3.7% of the total population. Of the total population, 12.4% has at least one form of disability. About 78.6% of the population live in rural areas compared to 21.4% in urban areas (UBOS, 2014 NHPC).

Although Uganda's real Gross Domestic Product (GDP) grew at an average rate of 5% between FY2010/11 to FY2014/15 (UBOS, 2015 Statistical Abstract) and the poverty head count has progressively declined from 38% in FY2002/03 to 19.7 % in FY2012/13, the vulnerable groups

have not adequately benefitted from this growth. About 14.7 million people living above the poverty line are at risk of falling into poverty in the event of shocks such as illness, loss of employment and income, natural and man-made disasters. For instance, whereas 15% of the population moved out of poverty between 2005/6 and 2009/10, 10.5 % fell back into poverty (MFPED, 2014 Poverty Status Report).

The Social Development Sector (SDS) has an important role in contributing to sustainable reduction of poverty and income inequality through various programmes that have direct impact on the poverty status of the vulnerable and marginalized groups.

Figure 1: Poverty Trends in Uganda 1992/3 to 2012/13

	1992/3	1999/00	2002/03	2005/06	2009/10	2012/13
Poor	56.4%	33.8%	38.8%	31.1%	24.5%	19.7%
Non-poor insecure	33.4%	43.9%	39.9%	40.2%	42.9%	43.3%
Middle class	10.2%	22.4%	21.2%	28.7%	32.6%	37%
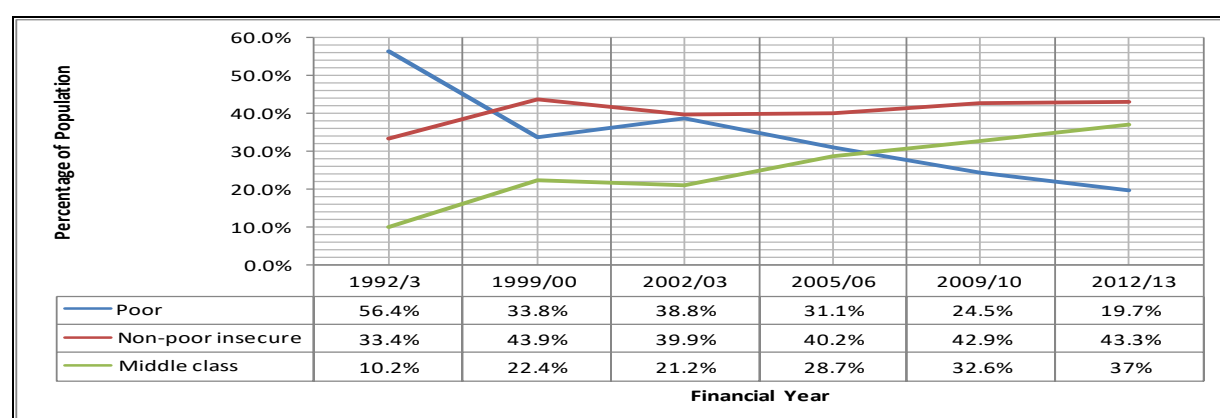
Source: MFPED (2014) Poverty Status Report

1.2 Sector Vision, Mandate and Stakeholders

1.2.1 The Vision of the Sector is 'A better standard of living, equity and social cohesion'

1.2.2 Mission

The Social Development Sector derives its mandate from the Constitution of the Republic of Uganda. The mandate of the sector is **"**to empower communities to harness their potential through skills development, labour productivity and cultural growth for sustainable and gender responsive development".

1.2.3 Social Development Sector Stakeholders

The SDS is comprised of state and non-state actors. The Ministry of Gender, Labour and Social Development (MGLSD) is the lead agency in the SDS. The MGLSD coordinates all the social development actors to facilitate efficient and effective programming and resource utilization towards sustainable development. The main SDS actors include: -

i)   **Semi-autonomous Bodies:** National Women's Council; National Children Authority; National Youth Council; National Council for Older Persons; Uganda National Cultural Centre; National Library of Uganda; National Council for Disability; and Industrial Court

ii)   **Autonomous Bodies:** National Social Security Fund;

iii) **Constitutional Commissions**: Equal Opportunities Commission

iv)   **Sectors and Agencies of Government**: Kampala Capital City Authority, Health, Education, Trade and Industry, Lands, Housing and Urban Development, Water and Environment, Justice Law and Order, Agriculture, Works and Transport, Security, Public Administration and Accountability, Legislature and Energy and Mineral Development.

v)   **Local Governments**;

vi)   **Civil Society Organisations:** Non-Governmental Organizations and Community Based Organizations (CBOs);

vii) **Faith-Based Organizations**;

viii) **Institutions of Traditional or Cultural Leaders;**

ix)   **Social Partners:** Labour Unions and Employer Organizations;

x)   **Private Sector Actors**;

xi)   **Development Partners;** Bilateral and Multilateral Agencies; and

xii) **Academia**.

These key partners ensure that sector interventions and crosscutting issues are mainstreamed in their respective plans and budgets and accordingly implemented to improve service delivery to target groups.

1.2.4   Implementation of Sector Mandate

The actors in the sector employ unique but complementary approaches including direct implementation, coordination, policy formulation, enforcement and technical backstopping to implement the mandate of the sector. The Ministry of Gender, Labour and Social Development being the overall coordinating agency employs the **twin track approach**. The Ministry provides direct services to specific vulnerable and marginalized groups. It guides and facilitates the mainstreaming of cross cutting issues such as rights, employment and gender into policies, plans and programmes of other sectors. Furthermore, it is responsible for policy formulation and setting standards, capacity building, technical backstopping as well as monitoring and evaluation.

At the local government level, the SDS services are delivered through the Community Based Services Department. The Community Based Services structure supports cross-sectoral linkages and partnerships among the various actors to ensure that social development concerns are identified and addressed in planning and programming. In addition, Councils of special interest

groups, NGOs, and CBOs complement the work of the Community Development workers under the Community Based Services Department.

1.3 The Legal, Policy and Development Planning Context

1.3.1 Legal and Policy Context

National:

The Social Development Sector Plan is in line with the Constitution of the Republic of Uganda. Chapter 4 of the Constitution guarantees rights of workers, children, women, older persons, Persons with Disabilities and the right to culture. In addition, it outlaws discrimination and obligates the State to take affirmative action in favour of groups marginalized on the basis of sex, age, disability, tradition or any other reason created by history in order to redress the imbalances which exist. Chapter 16 on the other provides for the existence of the institutions of the traditional or cultural leaders in any part of the country.

Other legal provisions that guide development and underscore the promotion, protection and effective participation of vulnerable and marginalised groups in the development process include: The Local Governments Act (Cap 243); The Employment Act No 6, (2006); The Equal Opportunities Commission Act, (2007); The Public Finance Management Act (2015);The Labour Disputes (Arbitration and Settlement) Act No. 8, (2006); The Labour Unions Act No. 7, (2006); The Minimum Wages Board and Advisory Councils Act, (Cap 221);The Persons With Disabilities Act, (2006); the National Council For Disability Act (2003), the National Youth Council Act (Cap 319), the National Women Council Act (Cap 318), The National Council for Older Persons Act, (2013); The Prohibition of Female Genital Mutilation Act, 2010;The Domestic Violence Act, (2010); The Prevention of Trafficking in Persons Act, (2009); The National Social Security Act, (Cap 222); The Occupational Safety and Health Act No. 9, (2006); The Public Service Negotiating and Disputes Settlement Machinery Act, (2008); The Workers' Compensation Act, (Cap 225); The Children's Act, (Cap 59); Stage Plays and Public Entertainment Act (1943); Uganda National Cultural Centre Act (1959); The Institution of Traditional or Cultural Leaders Act, (2011); and The Copyright and Neighbouring Rights Act, (2006).

This plan is further informed by several policies underpinning national development. These include: The Uganda National Employment Policy, (2011); The National Policy for Older Persons, (2009); The National Policy on Disability, (2006); The Uganda Gender Policy, (2007); The National Orphans and Other Vulnerable Children Policy, (2004); The Uganda National Youth Policy, (2016); The Uganda National Culture Policy, (2006); The National Equal

Opportunities Policy, (2006); The National Child Labour Policy (2007); The National HIV/AIDS and The World of Work Policy (2007); The National NGO Policy (2010); The National Social Protection Policy, (2015); The Integrated Early Childhood Development Policy, (2016); The National Adult Literacy Policy, (2014); The National Community Development Policy for Uganda, (2015); the Uganda Land Policy, 2013; The Uganda Population Policy, (2008); the Decentralisation Policy, (1992).

Regional Frameworks:

Regional instruments that provide guidance to the operations of the sector include: The East African Community Treaty (2000); the East African Common Market Protocol and Free Movement of Persons Resolution; the Ouagadougou Declaration and Plan of Action on Employment and Poverty Alleviation in Africa (2004); the Livingstone Call to Action (2006) Yaoundé Declaration on Aging (2006); African Charter on the Rights and Welfare of the Child (1990); African Youth Charter (2006); African Charter on Human and Peoples' Rights; the Protocol on the Rights of Women in Africa (2003); The African Union Heads of State Solemn Declaration on Gender Equality, (2004); The African Union Social Policy Framework (2008) and the various Declarations under the International Conference on the Great Lakes Region (ICGLR), (2006) specifically the Declaration of the Heads of State on SGBV, (2011) and Declaration on the Fight Against Youth Unemployment, Infrastructure Development and Investment Promotion (2014); and The Future We Want for Africa: the African Union Agenda 2063.

International Frameworks:

The Sector Plan is guided by international instruments, which include conventions, protocols and agreements to which Uganda is party. The sector actors are expected to report progress in the domestication and compliance to these instruments. These include: The ILO Convention on the Elimination of the Worst Forms of Child Labour (No. 182); The Freedom of Association and Protection of the Right to Organise Convention (No.87); Minimum Age Convention (No,138); Equal Remuneration Convention (No. 100); Discrimination (Employment and Occupation) Convention (No. 111); Right to Organise and Collective Bargaining Convention (No. 98); Social Security (No. 102); the Madrid International Plan of Action on Ageing, (2002), (MIPPA); the Chemical Weapons Convention; The 2005 Convention on the Protection and the Promotion of the Diversity of Cultural Expressions; the 2003 UNESCO Convention on Safeguarding of the Intangible Cultural Heritage; The 1972 Convention on the Protection of the World Cultural and Natural Heritage; The Economic, Social and Cultural Rights; The Jomtien Declaration on Education for all (1990); the Dakar Framework on Education for All (2000);

Convention on the Rights of the Child (1989); Convention on the Rights of Persons with Disabilities (2006); Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); The Beijing Platform for Action (1959); United Nations Security Council Resolution 1325.

1.3.2 Planning Context

The Social Development Sector Plan is supported by appropriate national and international legal and policy frameworks that guide development and underscore the importance of effective participation of communities especially the vulnerable groups in the development process.

National:

The Uganda's Vision 2040 aims to transform the Uganda's society from a predominantly peasant to a competitive lower-middle income country. The SDSP is consistent with the Vision 2040, the National Development Plan II, both of which focus on empowerment of men, women, youth, children, older persons and PWDs to participate effectively in development; emphasize equal opportunities in access to and benefit from development initiatives; promotion of progressive and developmental culture that blends well with traditional beliefs and national values. The SDSP also promotes increased labour productivity and gainful employment, savings and investments by all Ugandans which shall ultimately lead to increased household incomes and sustainable development.

Furthermore, the Social Development Sector Plan shall build on the previous achievements and contribute to the attainment of the National Development Plan (NDP II) 2015/16 – 2019/2020 aspirations aggregated under the theme "Strengthening Uganda's Competitiveness for Sustainable Wealth Creation, Employment and Inclusive Growth". Table 5, page 68 presents an alignment of the sector Plan to the NDP II objectives.

International:

The United Nations Sustainable Development Goals commit member states to promote participation of all communities especially the vulnerable and marginalized groups in the development processes as an effective way of combating poverty, hunger, disease and want and stimulating development that is sustainable. The Social Development Sector Plan is in line with the 2030 Agenda for Sustainable Development. **Annex 2** presents the alignment of the SDS Plan strategic interventions to the SDGs.

1.4   Sector Implementation Challenges during the period 2010/11-2014/15

There were a number of challenges which undermined achievement of some of the planned results over the previous Plan period; 2010/11-2014/15. The key challenges were:

i.   **Inadequate Human Resources:** The sector is understaffed at the Central Government (Ministry of Gender, Labour and Social Development), within the affiliated institutions and in the Local Governments. The average staffing level at both the centre and Local Governments is estimated at 46%. While the staffing at national level is at 44%, staffing at the Local Government level where the bulk of work is concentrated is very low. For instance, there are only 36 LGs have recruited Labour Officers. In some instances, the available human resource does not possess appropriate skills and knowledge to enable them deliver services effectively.

ii. **Weak Coordination:** The sector has multiple and diverse actors delivering services in a cylindrical manner with minimal linkages. In addition, there are multiple coordination structures. These pose challenges of overlaps, duplication, fragmentation and wastage of resources.

iii. **Weak Sector Management Information System (MIS) and Monitoring and Evaluation (M&E) Framework:** The sector had weak M&E and comprehensive Management Information System for tracking progress and generation of data/information. The multiple sub-systems were not coordinated and could not generate data for effective planning and decision making. This is compounded by inadequate and irregular monitoring and evaluation. In addition, absence of a web enabled MIS leads to inadequate and disjointed data, which is difficult to integrate into planning and policy formulation. The MIS is characterised by uncoordinated multiple sub - systems. The process of developing the M&E/MIS of the sector into a comprehensive system for tracking progress and generation of data/information is ongoing.

iv. **Inadequate Financial Resources:** Over the NDP I period, the SDS financial resources increased from 0.41% to 0.44% of the overall GoU budget. Despite this, the sector remains underfunded given the magnitude and the needs of its target groups. Inadequate budgets to implement sector policies and programmes results into partial and unsustainable fulfilment of the planned targets.

1.5 The Process of Developing the SDSP

The process of developing this Plan followed the National Planning Authority (NPA) Sector Planning Guidelines and also embraced the Results Based Approach to Planning. The preparation of this SDS Plan was extensively consultative and drew experience from the previous planning frameworks of the sector. The Ministry constituted a Technical Working Team to evaluate the sector performance and draft a Sector Development Plan. A team of consultants (international and national) were contracted to support the Technical Working Team to accomplish this task. A comprehensive sector diagnosis was undertaken, lessons learnt and gaps identified were documented in a Sector Issues Paper. Consultative workshops were conducted to discuss the draft Plan with key stakeholders at national level. The consultations targeted representatives from Local Governments, sector ministries, social partners, civil society organizations, sector Semi-Autonomous and Autonomous bodies and Development Partners. The Sector Working Group provided inputs into the draft SDSP. The draft plan was then presented to both Senior and Top Policy Management Committees of the Ministry for approval. The plan was then finally edited by a committee constituted by the Ministry.

1.6 The Structure of the SDSP

The SDSP is presented in six chapters. **Chapter One** presents the introduction and background. **Chapter Two** details the situational analysis. **Chapter Three** highlights the strategic direction of the Plan and sector results (impact, outcome and outputs for each of the thematic areas). This chapter also details interventions and strategies for the attainment of the outcome results. **Chapter Four** outlines the institutional arrangements for implementing the Plan. **Chapter Five** Covers Sector Cost and Financing Plan. **Chapter Six** lastly presents the monitoring and evaluation arrangements.

CHAPTER TWO

2.0   SITUATION ANALYSIS

The situation analysis of the sector is presented under five thematic areas namely Labour, Productivity and Employment; Community Mobilisation and Empowerment; Social Protection for Vulnerable and Marginalised Groups; Gender Equality and Women's Empowerment; and Strengthening Institutional Capacity. The situation analysis covers i) Analysis of status of the performance of thematic areas in implementation of programmes and projects under the previous plan period, ii) Analysis of current situation and iii) Highlights of key development problems, issues and gaps.

2.1   Labour, Productivity and Employment

This thematic area seeks to provide an improved environment for increasing employment and productivity for the economically active labour force, equitable access to safe, healthy and decent employment; complements service delivery in all sectors by ensuring that there are more employment opportunities, good working conditions and increased productivity. It further provides technical guidance, initiation of policy formulation and implementation, the establishment and maintenance of labour market information systems, development of labour employment and standards and guidelines. It provides for the enforcement and observance of the labour and occupational safety and health laws, and covers settlement of worker's compensation claims, settles complaints and disputes at work places and conducts statutory inspections of work places.

2.1.1   Status of the Performance

The sector formulated the first ever National Employment Policy for Uganda in 2011. Regulations to enforce the Employment Act (2006) were enacted including Employment Regulations and the Sexual Harassment Regulations. In addition, the National Action Plan on Elimination of the Worst Forms of Child Labour (2014) and guidelines for placement of migrant workers abroad (2015) were formulated. The registration of workplaces and collection of registration fees under the Occupational Safety and Health Act No. 9 (2006) were intensified. The Tripartite Industrial Relations Charter (2013) was signed. The Toxic Chemicals Prohibition Control Act (2015) was enacted. This guides the management of chemicals in the country as required under Article VII of the Convention on the Prohibition of the Development, Production, Stockpiling and Use of Chemical Weapons and on their Destruction.

A total of 59 private companies were licensed to place Ugandan migrant workers abroad. As of May 2016, a total of 50,385 Ugandan migrant workers had accessed jobs in Iraq, United Arab Emirates, South Sudan, Somalia, Qatar, Saudi Arabia, Bahrain and Kuwait. The migrant workers remit on average US$ 2 million every month. Annual deployments and remittances since 2010 to 2015 are presented in Figures 2 and 3.

Figure 2: Number of Migrants deployed in Foreign Countries (2010 – 2015)
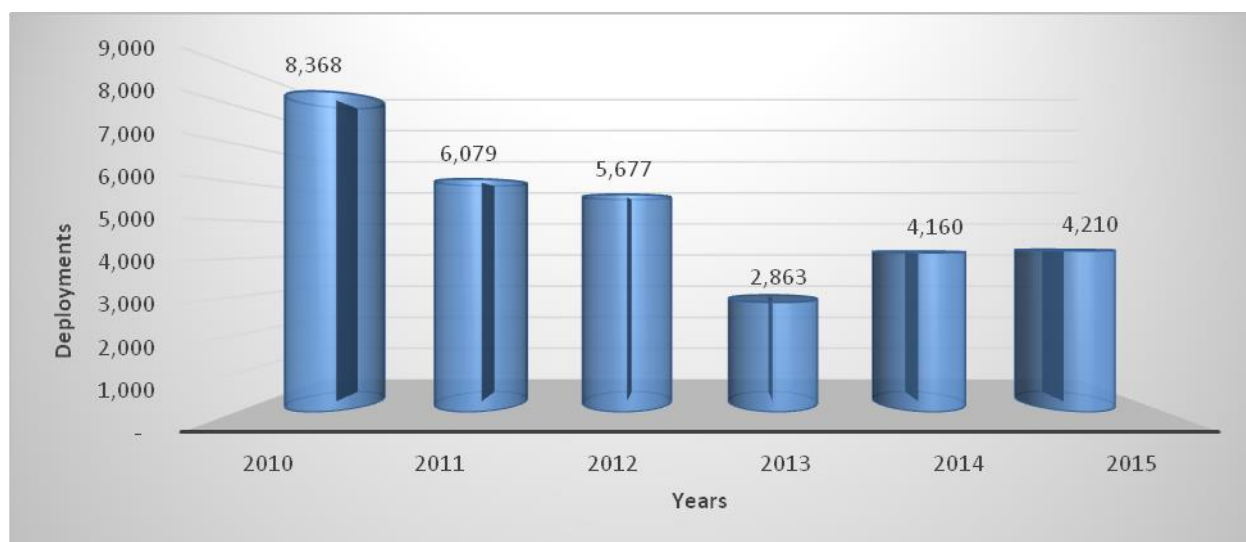
Figure 3: Trend of remittances by migrant workers from 2010 to 2015
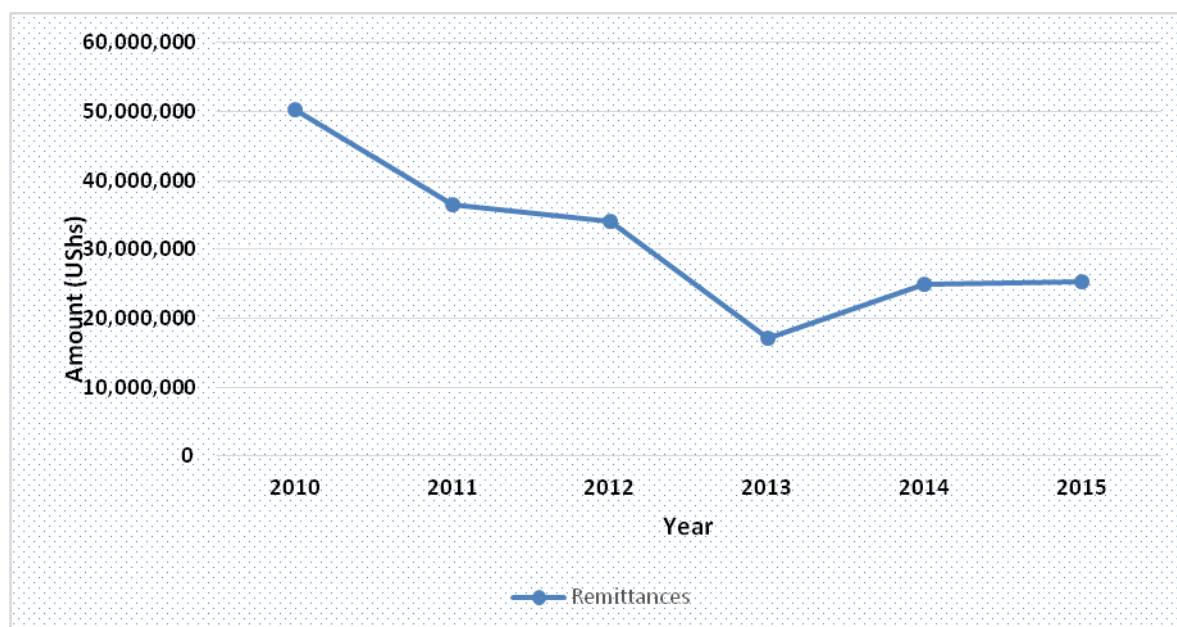
Government signed an agreement with Saudi Arabia and initiated bilateral Labour Agreements and Negotiations with other labour receiving countries such as Qatar and United Arab Emirates to protect the workers.

The sector developed and implemented a Program on Strengthening Safeguards, Safety and Health at Workplaces (SSASHEW) through which the capacities of 1,000 employers were built on occupational safety and health issues. In the last plan period, 827 workplaces were registered, 6702 statutory equipment and 26 architectural drawings were examined and certified. This has resulted in the generation of approximately UShs2.00Bn to the Consolidated Fund. In addition, the Decent Work Country Programme ll improved industrial relations, productivity, and adherence to labour standards in approximately 1,000 organisations and companies.

The Industrial Court which is provided for under Section 7 of the Labour Disputes (Arbitration and Settlement) Act, 2006 (No. 8) was re-operationalised in 2014. Since its resumption over 314 cases were referred to and registered by the Industrial Court. In accordance with Section 3 (i) and (ii) of the Minimum Wages Advisory Boards and Wages Councils Act, Cap 224, the Minimum Wages Advisory Board was appointed in 2015. The Board is reviewing the salary trends in order to advise Government on setting appropriate minimum wage. In addition, the Labour Advisory Board was established in accordance with Section 21 of the Employment Act No. 6 of 2006. It is a tripartite advisory body on the labour and employment matters. The Medical Arbitration Board was also appointed and it has disposed off over 70 cases.

2.1.2 The Current Situation of Labour, Employment and Productivity

The country's labour force increased over the past decade from 10.9 million persons in 2005/06 to 16.5 million persons by 2013/14. This represents an average annual labour force growth rate of 4.7%. About 75% of the labour force lives in rural areas. A gender analysis indicates that females and males account for 52.4% and 47.6% of the labour force respectively. About 48 % of the labour force is employed. Although there are more females than males in the labour force, the male share of employed persons is 54.7% compared to the female share of employed persons of 45.4%. The share of employed persons in agriculture, forestry and fishing is 33.8%. On the other hand, the share of employed persons in manufacturing and services sectors is 21.1 percent and 45.1% respectively

The percentage of people employed in the formal sector is miniscule compared to those who are self-employed. Although the private sector has emerged as the major conduit for generating wage employment, its job absorption rate is still very low and the high demand for jobs surpasses the available employment opportunities. Of the employed labour force, only 47.4% were in paid employment. The share of employed females in paid employment is 39.1% compared to 54.4% of the employed men. Own account workers (self-employed) and contributing family workers account for 44.6% and 8% respectively. The disadvantaged position of women in the labour

market is further highlighted by the fact that 10% of the employed women are in contributing family work compared to 6% of the employed men. A large share of own account workers and contributing family workers confirms the growing informalisation of the labour market.

High informalisation in the labour market raises serious welfare issues because the informal economy tends to practically fall outside the ambits of labour law and inspection. As a result, working conditions for employees in the informal economy are usually characterized by high job insecurity, low and irregular wages as well as highly flexible terms of employment with no medical or pension benefits. In other words, high informalisation of the labour market indicates that only a very small proportion of the employed population has access to the benefits usually associated with the formal economy like higher and regular wages, better job security, medical care and social security.

The high incidence of informal employment combines with other factors such as poor skills, negative attitude to work, poor management, high incidence of HIV and low intensity technology to ensure Uganda's low productivity. Uganda's labour productivity measured by GDP per person employed (Constant 1990 PPP) grew by 32% from US $ 2,631 in 2003 to US $ 3,477 by 2014 and accordingly surpassing that of Kenya which was US $ 3,397 in 2014. However, it still remains very low compared to that of her trading partners like India, China and Singapore whose labour productivity stood at US $ 9,907, US $ 17, 211 and US $ 52,024 respectively.

Access to employment opportunities in the relatively higher value added sectors continues to be constrained by limited and sometimes mismatch in skills. It is estimated that 60% of the labour force have primary education, 34% secondary and tertiary education and only 6% have professional training (National Labour Force Survey, 2011/12). The situation is not helped by the absence of a well-structured system of workplace continuing training or apprenticeship. Consequently, education institutions are considered the main agents of imparting skills and held responsible for poor skills among young people. Yet workplace training or apprenticeship has an important role to play in skills development and filling skills gaps among school leavers.

Unlike in the public sector where the principle of equal remuneration for men and women for work of equal value is upheld, there are wage differentials in the private sector. The UNHS 2012/13 shows that women are paid slightly lower than men. For instance, although the median monthly nominal wages for paid employees was estimated at about Uganda. Shillings 110,000, the monthly median wage for males in paid employment was 132,000 compared to 66,000 for

women. Apart from low wages, working conditions are to a great extent characterised by absence of formal contracts, unfair dismissals, low wages, long working hours without overtime pay and increasing casualisation of labour.

The UNHS 2012/13 shows that the country's unemployment rate stands at 9%. There are 392,000 labour market entrants annually compared to 130,000 jobs (one third of the labour market entrants) created by the formal sector both public and private, leaving 260,000 unemployed, which is a great challenge. Unemployment rates are higher among women and youth.

The unemployment rate of youth is twice the national average and stands at 18%. The female youth unemployment rate is almost double as compared to their male counterparts. The unemployment rate is slightly higher in rural areas (10%) than urban areas (8%). It is estimated that at least 83% of young people have no formal employment. Seventy percent (70%) of the employed youth in rural areas are engaged in agriculture. It is estimated that a million young people enter the labour market every two years. Fifty-seven percent (57%) of youth have primary or no education at all (UNHS 2012/13), implying that they have low skill levels. Employable skills are more limited among youth and women with disabilities. The informal sector has the highest proportion of employed youth. Of the total population of the youth 57% are self-employed (52.4% male and 61.4% female) as compared to 24% in wage employment (30.5% male and 17.7% female).

The Child Labour Report of 2013 indicates that a large number of school-going age children (605,000: 330,000 boys and 275,000 girls) in Uganda are engaged in child labour. Child trafficking and Commercial Sexual Exploitation of Children (CSEC) are some of the worst forms of child labour in Wakiso and other urban centres. Children are also engaged in hazardous work such as domestic work, brick laying, construction, sand mining, stone quarrying, forestry, coffee, tea and sugarcane plantations, lumbering, and in industries.

The membership of social partners has gradually increased. The Federation of Uganda Employers has more than 500 members, 40 registered labour Unions and a total of 266,722 workers are unionised. However, the proportion of unionised workers is small compared to the total employed labour force. Lack of presence of these structures often leads to exploitation of workers. The Industrial Court which has the mandate to arbitrate on labour disputes referred to it and to adjudicate upon questions of law and fact arising from referrals to the Court by any other laws in Uganda has recently been reactivated.

Inadequate awareness and sensitization on OSH standards, limited enforcement and compliance to legislation has put workers' safety at risk. As a result, fire outbreaks at workplaces, collapse of buildings under construction and road accidents have claimed a number of lives and destroyed properties worth billions of shillings. Employers face costly early retirements, loss of skilled staff, absenteeism, and high insurance premiums due to work-related accidents and diseases. There are new and emerging occupational risks such as psychosocial factors on work-related stress, ergonomic risks, musculoskeletal disorders and other related health risks such as communicable diseases. New risks are likely to be encountered in the oil and gas industries. The above incapacitate the workers and their productivity.

Immigrant workers impact on the job market contributing to increased competition in the job market. The evidence available from workers' organisations indicate that migrant workers with similar skills as Ugandans do the same or even less work and are highly paid as compared to their Ugandan counterparts. Others are smuggled or trafficked into the country, confined and work under very poor terms and conditions of employment. These violations, in most cases, arise as a result of inadequate coordination among key actors such as ministries responsible for labour administration, immigration and refugees in licensing, registration and issuance of work permits. There is an information gap on migrant workers in the country making it difficult to regulate the inflow and working conditions of both skilled and less skilled immigrants.

HIV and AIDS has profound impact on workers and their families, enterprises and national development. According to the Uganda HIV and AIDS Indicator Survey (2011), the prevalence among the 15-59 age groups who form the majority of the labour-force was 7.2% (women are 8.2% and men 6.1%). The scourge reduces the supply of labour and available skills, increases labour costs in terms of absenteeism, medical care and reduces productivity. The effects of HIV&AIDS undermine the principles of decent work in that it reduces job opportunities and violates people's rights to work.

2.1.3 Summary of Key Development Challenges

i.   Unemployment

Despite the relatively high growth, Uganda has registered over the last decade, unemployment remains a key challenge. The economy is unable to generate enough jobs for the rapidly increasing population. The overall unemployment stands at 9% while for the youth it is 18%. Underemployment is at 60%. Apart from the armed forces that have job openings, public sector job opportunities are shrinking.

ii. **Low Productivity and Low Returns**

Uganda's labour productivity is low due to inadequate skills, negative attitude to work, poor managerial practices and poor working conditions.

iii. **Skills Gap and Mismatch**

There is a mismatch between the skills offered by the training institutions and job market. In addition, there are inadequate training programmes for transition from school to employment.

iv. **Non- Compliance to Labour Laws and Fundamental Standards**

Non-compliance to labour laws is as a result of limited knowledge of those laws by the stakeholders. This is also compounded by weak enforcement.

v. **New and Emerging Occupational Risks:**

Diversification of investments has opened up opportunities for new industries. The accompanying technological advances in the workplaces have created new occupational hazards and illnesses in areas such as mining, oil and gas industry, floriculture among others. The chemicals used in the industries and workplaces are not adequately controlled leading to insecurity. Besides, there is inadequate capacity in the sector to cope with these.

2.2   Community Mobilization and Empowerment

Community Mobilization and Empowerment focuses on catalysing communities to appreciate, uptake and demand service delivery, strengthens community resilience to withstand and cope with risks and shocks, and enhances civic responsibility and good governance. It involves participation of communities in design and implementation of development programmes and empowering them to implement, manage, own and sustain such programmes. The thematic area is responsible for providing functional skills to illiterate adults and promoting reading culture among communities, strengthening community information systems and structures for mobilisation. Furthermore, it covers harnessing cultural diversity and expressions for development, supporting institutions of traditional and cultural leaders and strengthening the family institution.

2.2.1   Status of the Performance

The sector formulated the first ever National Community Development Policy for Uganda (2015) which aims at enhancing the effective participation of communities in the development process. The sector developed the National Handbook for Community Development Officers (CDOs) and Stakeholders in Community Development Work (2013) as a reference material for CDOs and other actors in the community development work. A guide for community mobilisation on Food and Nutrition Security was developed in 2015 and is being used by the

CDOs and other community mobilisers in the scale-up of nutrition interventions. A mapping was conducted to establish the available channels for community mobilisation and empowerment.

In line with NDP I, the Uganda National Adult Literacy Policy (2014) was developed to increase access to non-formal adult literacy services for youth and adults aged 15 years and above, promote non-formal skills development as well as provide a framework for coordination and collaboration among actors. The National Action Plan for Adult Literacy (2011-2015) was developed to expand access to FAL programme to two million adult learners, especially the disadvantaged and poor non- literate and semi-literate women and men.

During the NDP I period, the Functional Adult Literacy (FAL) programme enrolled and trained 1.2 million adult learners (912,000 women and 288,000 men). In addition, to mastering numeracy and literacy, the neo-literates initiated and engaged in income generation activities as individuals and in groups. The sector established and revamped children's library services in public libraries. The sector established and revamped children's services in 22 public libraries where 38,000 reading materials and 250 e-readers as well as furniture that are tailored to children in the libraries were provided.

The Institution of Traditional or Cultural Leaders Act (2011) was enacted to operationalise Article 246 of the Constitution of the Republic of Uganda which provides for the existence of Traditional or Cultural leaders in any area of Uganda. The law guides on the privileges and benefits of the Traditional or Cultural Leaders and provides for the resolution of issues relating to traditional or cultural leaders. Government continued to provide privileges and benefits to fifteen (15) Traditional or Cultural Leaders. These include the leaders of Buganda, Busoga, Inzu ya Masaaba, Buruuli, Rwenzururu, Tieng Adhola, Bunyoro Kitara, Tooro, Ker Kwaro Alur, ker kwaro Acholi, Iteso Cultural Union, Lango, Kooki, Bwamba and Bugwere. The traditional institutions raised awareness on social cultural factors that contribute to the spread of HIV and AIDS, gender based violence, maternal ill health, and unplanned families. The Traditional Leaders have also advocated for revival and strengthening of positive cultural practices which contribute to wealth creation, morals and social cohesion.

The sector developed the National Action Plan for Creative Industries (2015). The plan contributes to Government's efforts to create an enabling environment to unleash the full potential of creative industries for wealth creation and economic development by 2019/20. The National Strategy for Inventorying the Intangible Cultural Heritage (2014) provides a

comprehensive and practical guide on carrying out inventorying and documentation of the Intangible Cultural Heritage. To address the negative mind-set, attitude and work ethics, the sector developed the Communication Strategy on promoting positive Mind-sets, Cultural Norms and Values among young people in Uganda.

The sector documented the intangible cultural heritage in 11 communities of the Alur, Ik, Acholi, Basongora, Basoga, Batagwenda, Batoro, Banyabindi, Banyoro, Lango and Lugbara. Areas documented include oral traditions, performing arts, social practices, knowledge about nature and traditional craftsmanship. A total of 65 cultural practices comprising of oral traditions, performing arts, social practices, knowledge about nature and traditional craftsmanship have been compiled into a National Inventory and Data Base. The Sector nominated elements that required urgent safeguarding to UNESCO for inscription. These were:

i) Bigwala gourd trumpet; music and dance of Busoga Kingdom;
ii) The male child cleansing ceremony of the Lango people of northern central Uganda;
iii) The Empaako naming tradition of the Batooro, Banyoro, Banyabindi, Batagwenda, and Batuuku; and
iv) The Koogere oral tradition of western Uganda.
v) The Madi Bow lyre music and dance

2.2.2 The Current Situation of Community Mobilisation and Empowerment

Community mobilisation for participation in development continues to contribute to uptake of services as well as start-up of self-help initiatives. The structures for community participation include: Parish Development Committees (PDCs), Water Source Committees and Village Health Teams among others. Through PDCs communities are able to participate in identifying problems affecting them and coming up with priority actions to address the problems. However, a mapping exercise by MGLSD in 2014 revealed that out of 7,200 Parishes, only 2,621 PDCs are functional throughout the country. In addition, the existing PDCs lack skills to advocate for and mobilise support for local development initiatives and to monitor and evaluate implementation of development initiatives. Due to the limited funds provided to Local Governments, CDOs are not able to carry out sensitisation and training of PDCs to strengthen their capacity.

Government through other sectors put in place programmes for wealth creation, health promotion, nutrition, water and sanitation among others. There is still a significant gap between the targets and what has been achieved. For example, over 8% of the households have no toilet facilities and 32% use covered pits without slabs, 86% of the households do not have washing facility, 24.9% use open spaces for cooking, 25% use make-shift bathrooms, and 11.8% have one

meal a day (UBOS 2014, NHPC). The UDHS (2011) revealed that three (3) out of 10 children under 5 have their birth registered. One (1) in every 10 children of primary school going age had never been to school (UBOS 2014, NHPC).

Maintenance of public infrastructure is poor. According to the Water and Environment Sector Performance Report 2015, only 23 % of water user committees make cash contributions towards operation and maintenance of safe water sources. This situation is attributed to negative mind-sets which lead to inadequate participation in ownership and management of programmes by the communities. The NDP 2010/11 – 2014/15 identified negative attitudes and perceptions towards work as causes of low human productivity, low appreciation and adoption of new technologies.

NGOs and CBOs are non-state players who complement the work of the sector in community mobilisation and service delivery. As of 2015, there were 14,033 community based groups registered at sub county level. Between 2014 and 2016, the Ministry had cleared 1,495 NGOs for registration to the NGO Board to work in the Social Development Sector. Despite the presence of these actors in the community, the uptake of services by people has not improved. Besides, there are challenges such as tracing location and operations of these NGOs, the resource flows and regular monitoring and evaluation of their activities.

According to the National Population and Housing Census 2014, the literacy rate of the population increased from 69.6% in 2002 to 72.2% in 2014. The literacy among females is lower (67.6%) than for males (77.4%). The literacy rate is highest in the age between 13 and 18 years (83.4%) and lowest amongst people of 60 years and above (40.6%). The literacy rate reduced from 92% to 85.9% in the urban areas and 75% to 68.3% in rural areas in 2002 and in 2014 respectively. Regional disparities in adult illiteracy continue to exist with Northern Uganda having the highest rate of 44 %, followed by eastern with 40%, western region at 28% and the central region with the lowest at 21%. The UBOS, 2013 UNHS 2012/13 further reveals that the region with the highest adult illiteracy rate also has the highest income poverty of 44% compared to the one with the lowest adult illiteracy rate of 21% that has the lowest income poverty rate of 5.1%.

Library and information facilities in Uganda are few and mainly based in urban areas. There are only 34 out of required 112 public libraries and 72 out of 365 community libraries. As a result, the majority of Ugandans have inadequate access to information through libraries. Lack of access

to information and awareness constrains participation of communities in and benefit from development opportunities.

A total of 65 indigenous communities exist in the country. Each has unique cultural values, beliefs, practices and heritage. The 2014 Cultural Mapping Study established that the contribution of culture and creative industries to employment is 4.5%. (MGLSD, 2014). Cultural business enterprises increased from 10,000 in 2009 to over 12,000 in 2014. (MGLSD, 2014, Cultural Mapping. The study revealed that the number of people employed in the creative industries increased from 250,000 to 386,000 during the same period.

According to UNHS 2012/13, 80% of Ugandans participate in at least one cultural activity annually. Despite this diversity, the rich cultural heritage remains largely untapped. The media messages neither contain the right information on values, norms and attitudes nor does the curriculum integrate these values for the young people. Moreover, the diverse indigenous languages do not promote inter-cultural dialogue. The low usage of Kiswahili in the country compared to the rest of the East African Community Member States hampers cohesion among the diverse indigenous communities. In addition, Ugandans may not be able to take advantage of trade and employment opportunities in the region.

Positive norms, values and practices play an essential role in promoting sustainable social and economic development for future generations. The traditional values are hard work; sense of belonging; justice and fairness; good human relations; sacredness of life; language and proverbs; sense of time; sense of religion, sense of hospitality; and respect for elders and authority (Uganda National Commission for UNESCO, 2012). These values form the basis upon which societies in Uganda construct behaviour. Overtime, these values have been eroded due to limited intergenerational transfer of these values.

The institution of the family is a basic unit of production, a source of social support, strength and guidance for its members. The role of the family unit has been adversely affected by political, social and economic challenges. The weakened family institution has affected parenting, creativity and productivity, mind-sets and behaviours in the society.

2.2.3 Summary of Key Development challenges

i. **The low uptake and participation of communities** in Government services and programmes, negative mind-set, limited access to information, limited capacity of the community mobilisation structures and high levels of illiteracy as well as negative cultural practices;

ii. **Inadequate community mobilisation** constrains communities' access to development information and involvement in decision making. It also limits the capacity of communities to demand for services, accountability and transparency from duty bearers, respond to existing services and development opportunities, and effectively manage and sustain investments.

iii. **Negative mind-sets contrary to core national values** such as hard work, justice and fairness, good human relations, integrity, honesty, creativity and innovativeness, social responsibility, social harmony, national consciousness and patriotism (National Ethical Values Policy, 2013). This has led to a break down in socialisation through the family systems. As a result, the country is experiencing degeneration of the moral fabric of the society.

iv. **Limited capacity of the community mobilisation structures:**
Community Based Services at the local government level are supposed to take lead in mobilisation of communities. However, resources for mobilisation are scattered in the service delivery sectors such as health, water and sanitation. As a result, community mobilisation department is brought on board piece meal to mobilise for those programs as and when the resources are available. This in turn affects planning and efficient delivery of services to communities.

v. **Illiteracy among communities**: Inability to read, write and count hampers consumption of information for development.

vi. **Inadequate cultural infrastructure:** Inadequate knowledge and skills of the players/actors/practitioners; absence of heavy high end equipment to control quality and production; weak legal and policy framework hinders favourable competition of Ugandan products and services.

2.3   Social Protection

Social protection is an important development strategy to fight poverty, reduce inequality and promote inclusive economic growth. The thematic area seeks to protect individuals from deprivation and livelihood risks such as negative events that occur to individuals at various stages in life like at early childhood, school going age, youth age, working age and at old age as well as certain conditions like disability, widowhood and ill health. It focuses on increasing access to equal opportunities, enhancing equity and protection as well as safeguarding the rights of the vulnerable groups. Social protection involves provision of care, support and welfare services for vulnerable children, persons with disabilities and older persons.

In addition, the thematic area is responsible for harnessing the potential of youth. It emphasizes capacity building of youth through training, skills development and provision of startup capital

inform of revolving funds and grants for inclusive growth. Furthermore, it involves initiation, development, implementation/enforcement of policies and laws for children, youth, older persons and people with disabilities.

2.3.1 Status of the Performance

The National Social Protection Policy and the Program Plan of Interventions (PPI), (2015) were formulated to provide a framework for addressing risks and vulnerabilities affecting the population. In addition, a coordination mechanism for social protection was strengthened to provide a vehicle for all the key stakeholders to plan together and share information on social protection interventions and reduce duplication of efforts. A comprehensive social protection review was carried out which documented the state of Social protection services and identified gaps that were addressed by the PPI.

The National Strategic Program Plan of implementation Plan (NSPPI) of 2004 was revised in 2011 to enhance the implementation of the Orphans and Vulnerable Children Policy (2004). The NSPPI guides the actors on priority areas of interventions in response to children vulnerability. The National Integrated Early Childhood Development (NIECD) Policy (2016) was developed to provide direction and guidance to all sectors for quality, integrated, coordinated and well-funded ECD services and programmes. The Alternative Care Framework and the Alternative Care Action Plan for Children was formulated to deliver and facilitate access to appropriate alternative care options for children deprived of parental care with emphasis on the family environment as a first line of response. Multi-sectoral strategy on ending child marriage and initiatives for teenage girls was formulated. A national taskforce on adolescent girls was established to oversee and guide the implementation of the Plan.

The National Youth Policy 2001 was reviewed and a National Action Plan developed to address the emerging issues affecting the youth. The National Action Plan on Youth Employment was developed to address youth unemployment and underemployment among the young people. The sector developed regulations to operationalise the National Council for Disability Act 2003 as amended and the National Council for Older Persons Act 2013. The Social Gerontology Manual to guide community development and health workers on issues of ageing was developed and disseminated. Furthermore, a National Plan of Action on Older Persons was finalized.

Equal Opportunities Commission (EOC) was established to oversee the equalization of opportunities and affirmative action for vulnerable groups. The Commission established a Tribunal to handle complaints on discrimination and marginalization. The mandate of the Commission is to assess Sector Budget Framework Papers, Ministerial Policy Statements of

MDAs and LGs and the National Budget prior to issuance of certificates of Gender and Equity compliance by MoFPED. 258 complaints under the tribunal were registered and 104 were concluded. In addition, the EOC conducted sensitisation on Equal Opportunities on 38 districts.

The sector developed the Equal Opportunities Regulations 2013 to operationalise the Equal Opportunities Commission (EOC) Tribunal and the Act. The Sector developed the Equity Promotional Strategy to guide equity budgeting as required by Section nine (9) of the Public Finance Management Act and implemented the Human Rights Mainstreaming Strategy.
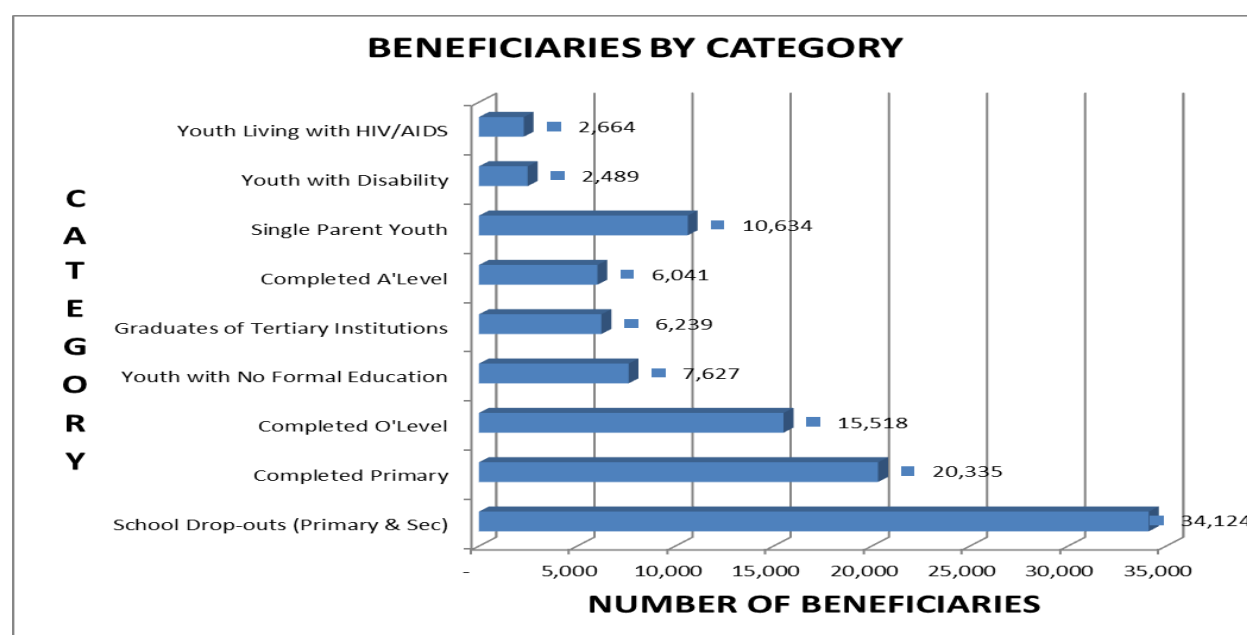
The sector designed and implemented a program for Expanding Social Protection (ESP) including a component of Social Assistance Grants for Empowerment (SAGE) Programme. The grants were paid to older persons of 65 years and above (60 years and above for Karamoja sub region) and labour constrained vulnerable households such as those headed by older people, people with disabilities, orphans and widows. A total of 123,000 beneficiaries accessed the grants in 15 pilot districts. About 63% of the direct beneficiaries are women and 22,100 indirect beneficiaries are children. The grants have positively impacted the lives of the beneficiaries in particular their social, economic empowerment, nutrition, health and education of their grandchildren. In addition, public works programmes have been implemented mostly in the Northern and Eastern parts of the country providing safety nets to over 500,000 vulnerable individuals who are able to work.

The Orphans and Other Vulnerable Children (OVC) services were expanded to all the 111 districts in the country and KCCA. A total of 374,069 OVC (177,231 boys and 196,838 girls) were identified and supported by both the Government and Civil Society Organisations (CSOs).

The Uganda (National) Child Helpline (UCHL), toll free child helpline (116) was established and facilitated to report and respond to cases of child abuse. Since its establishment in 2014, 29,674 cases of child abuse have been reported and 72.8% of victims of violence have received appropriate and specialised services, support and response. National and sub-national structures for child protection were established and are functional in 80 districts. These include National Orphans and Vulnerable Children Steering Committee (NOSC), National Child Protection Working Group (NCPWG), District Orphans and Other Vulnerable Children Committee (DOVCC), Sub county Orphans and Other Vulnerable Children Committee (SOVCC). Para-social workers handle issues of child protection at district, sub county and community levels.
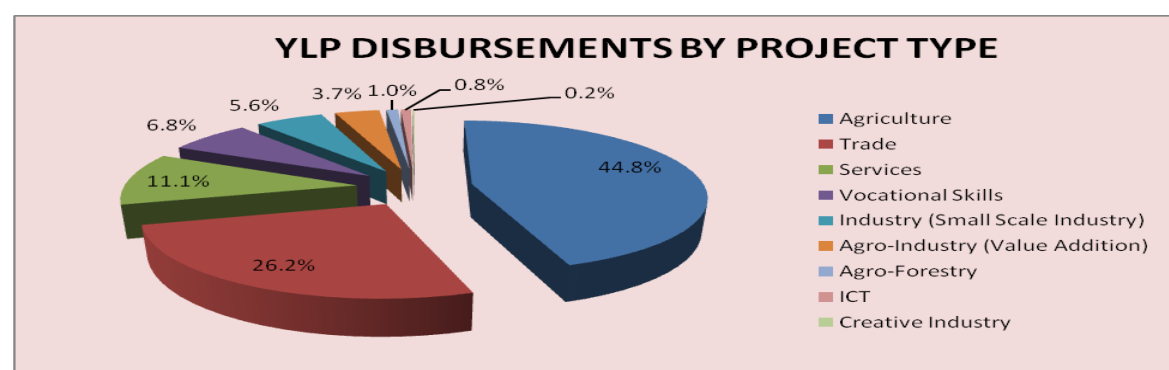
The Youth Livelihood Programme (YLP) was initiated in FY2013/14 as one of Government interventions to address high unemployment and poverty among the youth. The Programme is based on a Community Demand Driven (CDD) Model of development. It addresses youth unemployment and poverty through a two-pronged strategy of promoting skills development for self-employment and improving access to start-up capital for young entrepreneurs. The Programme provides support in form of revolving funds for skills development projects and Income Generating Activities (IGAs) initiated by youth groups. Since inception, a total of 6,970 projects have been financed to benefit 89,884 youth (49,437 males; 40,447 females). Figure 4 shows the distribution of the programme beneficiaries by vulnerability category:

Figure 4: Distribution of beneficiaries of YLP by vulnerability category by May 2016

The beneficiaries of the Programme engage in self-employment in various vocational trades and IGAs including agriculture, trade, services, small scale manufacturing, ICT enterprises, and creative industries, among others. Figure 5 below shows the distribution of the fund by project type.

Figure 5: YLP disbursement by project type since 2013/14 FY

Besides the YLP activities, a total of 17,707 youth were trained in non-formal vocational and entrepreneurial skills. Start-up capital in form of grants was provided to 7,932 youth through Promotion of Children and Youth Programme. Two (2) Regional youth skills centres were renovated and operationalised (Kobulin in Napak District and Ntawo in Mukono District) to provide vocational skills and hands-on training for youth. The Youth Councils provided a platform for youth to participate in decision making processes from the village level to the national level. The Councils also provided Electoral College for the election of youth Members of Parliament and Councillors at the Local Government. These structures enabled youth to access information and empowerment initiatives. Furthermore, a Young People's Self Co-ordinating Entity was established to provide prevention and mitigation of impact of HIV and AIDS by youth.

The sector developed a regulatory framework to provide affirmative action for PWDs representation at all level. Government established disability grants in form of conditional grants to LGs to empower PWDs and fund Income Generating Activities (IGAs) for PWDs countrywide. A total of 1,210 groups benefit annually. Furthermore, the sector trained 600 youth with disabilities in four regional vocational rehabilitation centres of Ruti, Lweza, Kireka, Mpumudde. The sector continued to implement Community Based Rehabilitation Programme in 25 districts.

In compliance with the international obligations, the sector presented reports on the United Nations Convention on the Rights of the Child (UNCRC) in 2014, the African Charter on the Rights and Welfare of the Child in 2015 and on the convention on the Rights of People with Disabilities 2016 and the UN Convention on Economic Social and Cultural Rights (ESCR) 2015. In addition, the sector produced annual reports on the State of Uganda's Children.

2.3.2 The Current Situation of Social Protection

According to the Uganda National Household Survey Report of 2012/13, the incidence of poverty has reduced by nearly half, from 38% in 2002/03 to 19.7% in 2012/13. However, the 19.7% translated into 6.7million poor people in Uganda. Furthermore, the Poverty Status Report of 2014 indicates that about 14.7 million people live above the poverty line but are at risk of falling into poverty in the event of any shock such as illness, death of bread winner, loss of employment, retirement and adverse climatic conditions. People are exposed to various risks and vulnerabilities right from childhood to old age as well as certain life cycle events.

The population of Uganda is predominantly young, with children up to 17 years of age constituting 55.1% of the population (National Population Census, UBOS 2014). It is estimated that 8% of the children in Uganda are critically vulnerable, while 43% are moderately vulnerable. A total of 4.7 million children live in poor households and 8.7 million live in insecure non-poor households.

According to 2014 Census, 8% of the children in Uganda, corresponding to 1.53 million of the population below 18 years of age, had lost one or both parents. Out of these, 375,000 had lost both parents. Up to 45% of OVC are under the care of older persons who usually have limited resources to provide for them, while about 77,430 OVC live in 28,800 child-headed households which have severe financial constraints. Up to 100,000 children live outside a protective family environment. These include children under residential care, children on the move (unaccompanied and accompanied street children and beggars) and children trafficked for child labour. Due to lack of proper parental guidance, some of these children end up adopting detrimental coping strategies such as drug and substance abuse, transactional sex and involvement in criminal activities. Every year, 4,853 children on average children pass through justice system after coming into conflict with the law.

Child marriages and teenage pregnancies are some of the causes of vulnerability among the children. Twelve percent (12%) of girls in Uganda are married by the age 15 and 46% by the age of 18 (UNICEF, 2015) and 9% of boys were married by the age of 18. Child marriage and adolescent pregnancies have significant negative consequences on education opportunities and outcomes, population, persistent maternal and child mortality and morbidity. Although the national teenage pregnancy has reduced from 43% in 1992 to 25 percent in 2013, it is still high as compared to global figures. Prevalence rates for early marriage and pregnancy stands at 22.3% for young people between the ages of 12 – 17 years.

According to the Uganda National Population and Housing Census (2014), 77.6% of total population is under 30 years of age. Youth 18 – 30 years of age constitute 22.5% (53.4% female and 46.6% males) of the total population. Uganda's large young population could yield a 'demographic bonus' or 'dividend' as they constitute the future social and human capital with more young people joining the labour force. However, harnessing the potential of youth as major driving force for Uganda's social economic transformation requires investment in terms of education, skills development, health and assisting them to build a capital base.

Majority of young people live in poverty. Evidence shows that young people do not have access to productive assets such as land. They are unable to access credit from formal financial institutions due to lack of collateral. Consequently, they lack capital to purchase the required tools and to start business. A high proportion of youth (57%) has attained primary or have not had opportunity to have formal education (UBOS, 2012). Even those with formal education, are not adequately equipped with competitive skills. Low skill levels affect the employability and productivity of the youth.

There is a growing trend of risky behaviours among the youth such as drug and substance abuse, gambling (especially sports betting), criminal activities and transactional sex. Youth face sexual reproductive health challenges which impact negatively on their contribution to social and economic development. Female youth form the majority of the 70% women who do not have access to contraception services. Actual HIV infection rates in the 15 to 24-year age bracket vary between 3.7% to 5.6% among females and 2.0% to 2.4% among males. Among young people aged between 12 and 24 years, infection rates among the female youth is higher than their male counterparts. However, above age 24, males are more at risk of becoming infected with HIV than the female youth.

Policy, legal and institutional frameworks are in place to ensure participation of the youth in decision making and national development. Through affirmative action, youth are represented in Parliament, Local government and Youth Councils at all levels. Despite this, mobilisation for youth participation in the development process is still low. Factors contributing to this trend include un-coordination among youth led, youth focused and other organisation targeting youth.

Older persons constitute 3.7% of the population of Uganda, representing about 1.28 million people aged 60 years and above, of whom 53% are women and 47% are males (UBOS, 2014 NPHC). Among older women, 58.4% are widows compared to 9.3% of the older men who are widowers. Almost 1.2 million households in the country are headed by older persons. The average size of older person headed households is 4.5, implying that about 5.4 million people live in households headed by older persons, majority of whom are orphans. Available statistics indicate that 13.7% of children who would ordinarily have been raised by their parents were under the care of older persons.

Generally, old age is associated with *diminishing productivity*, reduced income-earning capacity and increased vulnerability to poverty. The majority of older persons in the country are still engaged in production. This is mainly because extended family system is over-stretched to offer adequate

support to elderly. Yet only few older persons have *access to formal social security* (less than 10%). Over 93% of the older persons have no access to pensions. Consequently, many older persons are impoverished, incapacitated by old age diseases and chronic ill health. The health problems of older persons are compounded by poor nutrition and lack of regular income for seeking appropriate medical attention.

According to National Housing and Population Census 2014, 12.4% of Ugandans have at least one form of disability. Children with disabilities in depth analysis of the UNHS 2009/10 data reveals that 114,410 vulnerable children have severe disabilities and about 63,000 children have significant disabilities. While the overall disability rate for the population aged 5 years and above is 16%, the proportion of Persons with Disabilities (PWDs) rises sharply to 49% among people aged 60 years to 64 years and 70% among the population aged 65 years and above PWDs face significant constraints in accessing services. Figure 6 shows the disability by age category.

Figure 6: Illustration of disability by age group
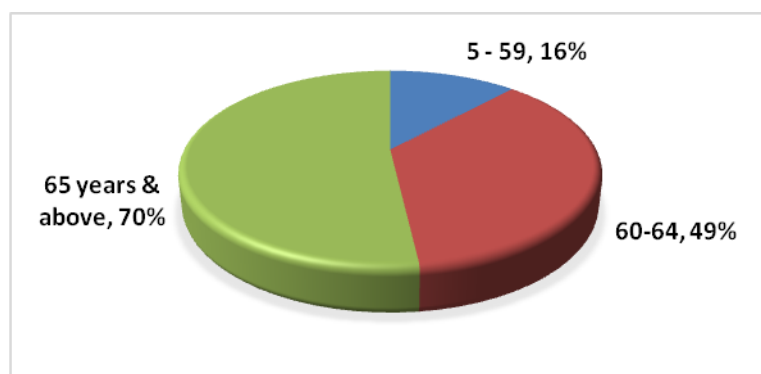
Disability limits access to health care, education, employment and justice. It also leads to economic and social exclusion undermining the productivity and participation of PWDs in development processes. In addition, persons with severe disabilities are stigmatized and often deprived of productive resources even within their families. Women and girls with disabilities face double discrimination and are at higher risk of abuse, neglect, maltreatment and exploitation.

There is rampant abuse in communities affecting mainly the vulnerable and marginalised groups. Such abuses include domestic violence, acid violence, and human sacrifice. Domestic violence does not only affect men and women but also other members of the household especially children. A Survey by the African Child Policy Forum (2012) reported that nearly half of the children (48 percent) between the ages of 11-17 years reported having been whipped and or caned within the family. The Acid Survivors' Foundation in Uganda (ASFU) reported that there were 382 victims of acid violence cases between 1985 and 2011. These abuses leave victims with

severe physical and psychological blemishes which lead to social stigmatization, break-up of families, poverty and destitution.

Only 5% of working population currently contributes to at least one pension scheme and only 4.5% of total population are receiving some kind of social protection support. With the exception of the Pension Fund and the National Social Security Fund (NSSF) which cover salaried employees, the rest of the social security systems are in their infancy stages covering a few selected districts. There is no independently managed pension fund which can offer services to the informal sector workers.

2.3.3   Summary of Key Development Challenges

i)   **High and increasing number of vulnerable and marginalized persons:**

Although poverty and inequality decreased, the number of vulnerable persons has remained high. According to the Uganda National Household Survey (UNHS) 2012/13, the sector target groups namely workers, orphans and other vulnerable children, Persons With Disabilities, the unemployed youth, displaced persons, marginalised women, older persons and ethnic minorities constitute a higher share of the 19.7% of the population who live below the poverty line. Compared to the national poverty rate, 22.1% of the children, 14.9% of the youth, 18.2% of adult aged 31 years to 59 years and 16.7% of older persons live below the poverty line. Analysis based on other demographic characteristics indicate that 19.9% of female headed households and 29.7% of households with at least one severely or partially disabled member fall below the poverty line. The high and increasing numbers of the vulnerable and marginalised groups amidst limited resources makes planning and provision for their needs a challenge.

ii)   **Multiplicity of child protection interventions with limited technical and geographical coverage:**

Most programmes for child protection are donor funded, short term and limited in scope and hence not sustainable. The interventions are not well coordinated and have a high likelihood of duplication, overlaps and wastage of resources.

iii)   **Limited social protection service coverage:**

The existing social protection services do not cover all the vulnerable persons and are poorly coordinated.

iv)   **High youth unemployment**

Youth continue to face unemployment challenges due to limited capacity of the economy to generate employment. High population growth rate coupled with inadequate lack of vocational or technical skills, limited access to capital due to lack of assets such as land for

collateral contribute to limited participation of youth in employment and wealth creation ventures. Other challenges include failure to diversify products and businesses, ineffective education and skills development strategies and absence of regulation and coordination of the informal sector. Unplanned rural-urban migration and poor mind-sets contribute to high unemployment rates among the youth.

v) Limited coverage of social security

Less than 10% of the population have access to social security at old age.

vi) Limited access to social justice:

Marginalised groups and persons continue to face challenges in accessing social justice. The lack of awareness about the rights of the marginalised and inadequate coverage of interventions significantly contributes to this challenge.

2.4   Gender Equality and Women's Empowerment

The gender equality and women empowerment thematic area addresses inequality that exists between men and women, boys and girls in access and control over productive resources, opportunities and services. This is pursued through ensuring that national policies, laws and programmes address gender and women's concerns. The thematic area also addresses capacity issues of the women in leadership and decision making as well as violations of women's rights and gender based violence.

2.4.1   Status of the performance

The sector developed the National Policy and Action Plan on the Elimination of Gender Based Violence (GBV) 2016 as an overall framework to prevent and respond to GBV including Female Genital Mutilation/Cutting (FGM/C). The Uganda Gender Policy (2007) was evaluated. Various Laws and Regulations on GBV were enacted. These were; The Domestic Violence Act 2010 and its Regulations 2011; the Prohibition of Female Genital Mutilation Act 2010; the Prevention of Trafficking in Persons Regulations 2010; and the International Criminal Court Act 2010 which among others criminalises sexual offences in all situations. The Land Act, 1997 was amended in 2010 to give women and children land rights. It provides for spousal and children consent before disposal, transfer or mortgaging of family land.

The Public Finance Management Act (2015), provides for a Gender and Equity Certificate. It makes it mandatory for MDAs and Local Governments to address gender and equity issues in the annual Budget Framework Papers (BFP) and Ministerial Policy Statements (MPS) and allocate resources to the different needs of men and women, people with disabilities, older persons, youth and other marginalized groups. Consequently, the Gender and Equity Budgeting

Guidelines have been revised to guide integration of gender and equity issues in budgeting process. A Scoring Criteria guide was developed for assessing gender and equity issues in Sector/MDA BFPs.

The sector developed Gender Mainstreaming Guidelines to facilitate all MDAs and Local Governments to integrate a gender perspective in their respective plans, programmes and budgets. National Gender Coordination Mechanisms was developed to strengthen coordination amongst Central Government, Local Governments and CSOs. Affirmative Action Strategies in various sectors were reviewed. A standardised Training Curriculum for Gender Mainstreaming was developed. The sector mapped out stakeholders and their activities to address gender equality and women's empowerment. A Multi-Sectoral Framework for reporting on international and regional instruments was formulated. In addition, Gender profiles were developed for four (4) MDAs and ten (10) Local Governments to guide gender responsive planning and budgeting processes. Guidelines on Establishment and Management of GBV Shelters were formulated and disseminated to all stakeholders.

In an effort to accelerate action to reduce HIV infection among women and girls, an Action Plan on Women, Girls Gender Equality and HIV &AIDs was developed in 2015. The Gender HIV Scorecard was formulated alongside the Action Plan as an Assessment Tool to facilitate review and monitoring of commitments by the various actors in gender and HIV/AIDS programming. In 2011, the sector revised the National Action Plan to operationalise the UN Security Council Resolution 1325 and 1820.

In order to promote women's economic empowerment, the sector through the National Women Council provided grants to women groups for income generating projects. Beneficiary women group members were trained to build their capacity for business skills. Since 2010/11 the Programme benefited over 800 women groups in 111 Districts and KCCA. Since 2012, the sector implemented a Women Entrepreneurship Development and Economic Empowerment (WEDEE) Project. The four-year Project (2012-2015) equipped more than 3,000 women entrepreneurs with business management skills and linked them to markets. The Impact survey results showed that on average, 1.4 million jobs were created by each of the enterprises served by the Project. A Women Entrepreneurship Development Action Plan (2015-2019) was developed by stakeholders informed by a study of the business environment undertaken in 2013.

During the last Plan period (2010/11 – 2014/15), the sector developed the Uganda Women Entrepreneurship Programme (UWEP), to improve access to financial services by women and

equipping them with entrepreneurship skills, value addition and marketing of their products and services. The Programme is implemented under three components; (i) capacity building and skills development (ii) women enterprise fund for projects, and (iii) institutional support. The first phase of implementing the Programme commenced in FY 2015/16 in 19 districts and KCCA and to be rolled throughout the country in FY 2016/17.

Gender Mainstreaming in sectors was enhanced. Gender Focal Points and Desks were strengthened in several MDAs. Several institutions including Ministries, Departments, Agencies, Universities and other tertiary institutions formulated gender specific policies and strategies. These include among others: The Judiciary Gender Policy and Strategy; Gender in Education Sector Policy; the Girls Education Strategy; the Water and Sanitation Sub-Sector Gender Strategy; the Public Service Guidelines for Mainstreaming Gender in Human Resource Management and Gender was included in the performance targets for Permanent Secretaries. In addition, Makerere University formulated a Sexual Harassment Policy. All sectors report on implementation of gender commitments in their annual sector reviews. Gender Courses have been institutionalised in higher institutions of learning. For example, a Post Graduate Diploma Course on Gender and Local Economic Development was institutionalised at Makerere University under the School of Women and Gender Studies. The course trains particularly Community Development Officers and District Planners at the Local Government Level to integrate gender in local economic development.

Capacity building for gender mainstreaming was a key intervention area in the previous Sector Plan. All Gender Focal Point Persons from MDAs were trained in Gender and Development Policy and Practice. The sector facilitated Participatory Gender Audits (PGAs), in seven sectors and Agencies (JLOS, NPA, UBOS, MFPED, MOESTS, MGLSD and MOLG) to establish the institutional capacity for gender mainstreaming and identify areas of further strengthening. This enabled some of the sectors to put in place systems required for effective gender mainstreaming.

The Programmes coordinated by the sector to address GBV include the Joint Programmes on GBV and FGM/C which covered 39 out of 111 districts and KCCA and implemented together with the Uganda Police Force, Uganda People's Defence Forces, Health and other JLOS institutions. The Programme facilitated the Establishment and Management of seven (7) GBV Shelters operating in Gulu, Kamuli, Lira, Masaka, Mbarara Namutumba and Moroto. The shelters provide legal aid, psychosocial counselling as well as referral to health and other services. In addition, the sector has established referral pathways for provision of services to GBV

survivors, trained service providers and intensified mobilization for abandonment of FGM/C and elimination of GBV.
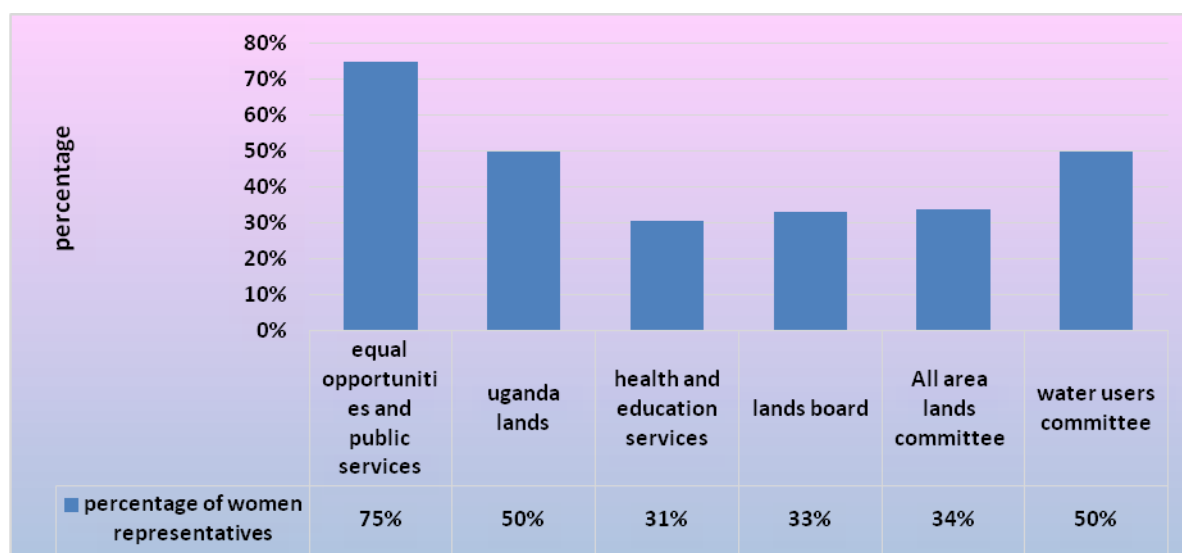
The introduction of affirmative action for women in power and decision making has increased the proportion of women in Parliament to 35% for the 9th Parliament (2011-2016) from 14% for the 5th Parliament (1989-1996) as illustrated in the Figure 7 below, and 44% women in Local Councils. Affirmative action has also contributed to reducing the historical imbalance between men and women in elective politics and the gender gap in Parliament reduced from 72% (1989-1996) before affirmative action to 30% for the 9th Parliament (2011-2016). Further, women constituted 29% of ministerial positions for 2011-2016.

Figure 7: Illustration of proportion of women to men in the Parliament from 2001 – 2016
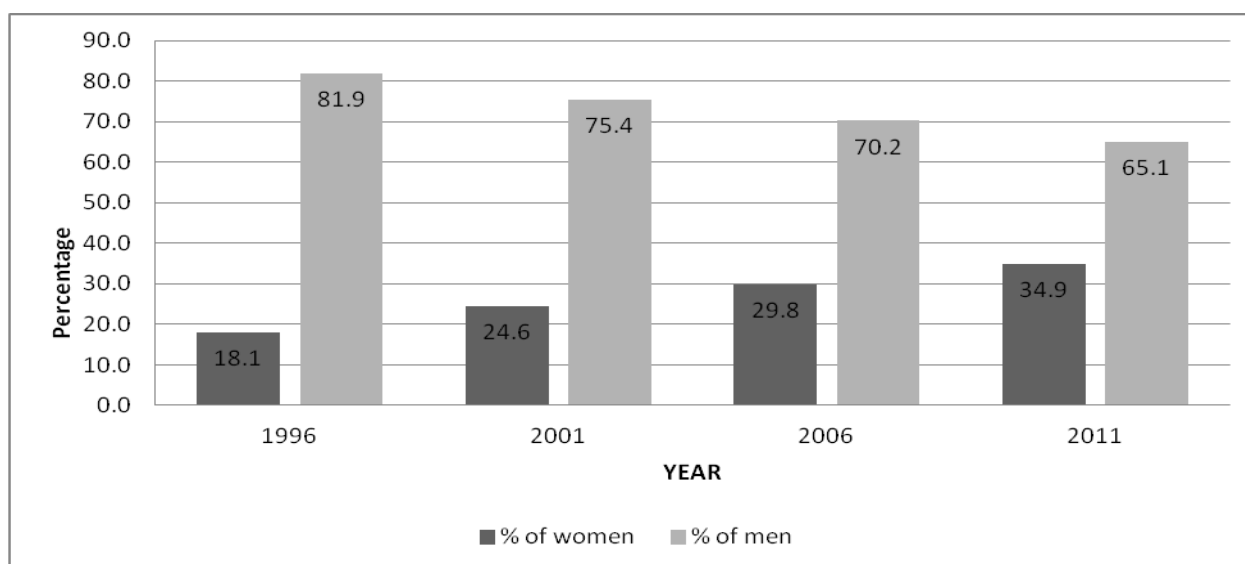
There has been increased representation of women on Commissions, Boards and Committees. Women constitute 75% of the Members of the Equal Opportunities Commission, 50% on the Uganda Lands Commission and the Public Service Commission, more than 30.5% of the Health Services Commission and the Education Services Commission, 33% of Members of all approved Land Boards, 34% of Members of all Area Land Committees; and 50% of Water User Committees. Figure 8 below Shows representation of women on commissions. There has also been increased representation and participation of women at all levels of decision-making in conflict resolution and peace processes.

Figure 8: Women representation on Commissions

	equal opportunities and public services	uganda lands	health and education services	lands board	All area lands committee	water users committee
■ percentage of women representatives	75%	50%	31%	33%	34%	50%

2.4.2 The Current Situation of Gender Equality and Women's Empowerment

NDPII recognises that gender inequality still exists despite the progress in policy in regulatory framework and affirmation action strategies in education as well as politics and decision making. Women continue to face constraints in access, control and ownership of productive resources and assets. Only 27% of the registered land is owned by women, male household members are more likely to solicit for loans than female household members.

According to UNHS 2012/13, female borrowers stood at 19% compared to 25% for their male counterparts. However, 24% of the women who received loans used them for purchase of inputs and working capital compared to 19% of the men. Women account for only 9% of the commercial credit despite the fact that women own 39% of the registered businesses. Seventy (70%) of the women are engaged in agriculture but control only 20% of the output of their efforts. Unequal access and control of productive resources and assets limits women's ability to move beyond subsistence production to investments. The population of female headed households increased from 27% in 2005/06 to 31% in 2012/13 (UBOS, 2013 UNHS) as illustrated in Figure 9. Fifty-six percent (56%) of these are either widowed or divorced and 38% had no formal education, about thrice the male headed households. These households are more likely to be poor, have no assets and less likely to seek medical services from private health providers.

Figure 9: Trend of Head of Households by sex

	2005/06	2009/10	2012/13
■ male in %	73	70	69
■ female in %	27	30	31
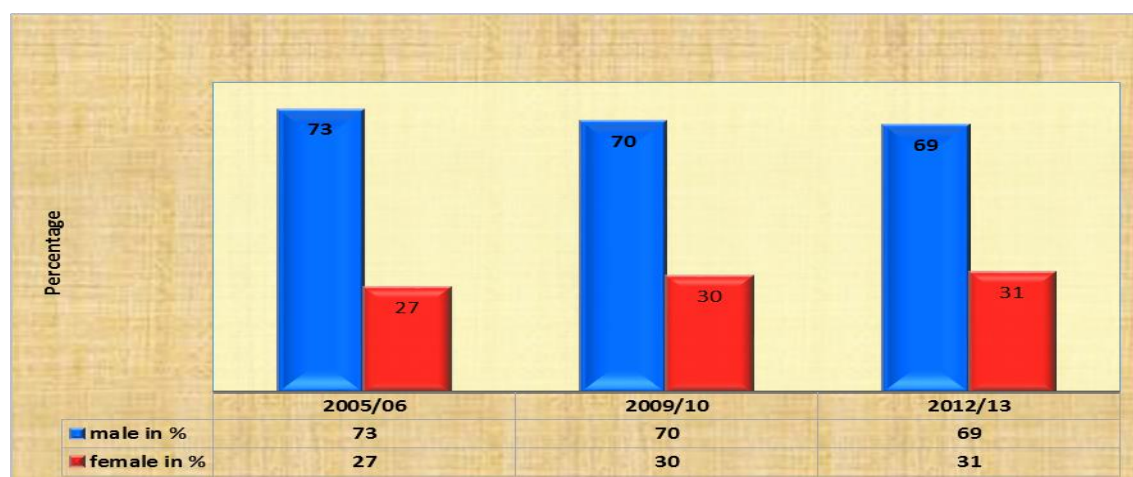
At 35%, the women representation in Parliament is still low. The effective representation and participation of women in politics is still hampered by limited resources to finance election campaigns compared to their male counterparts. Other factors include; continued negative cultural attitudes and biases against women politicians as well as negative portrayal in the media. Women participation at lower Government level has also not been effective because of the challenges of education levels, social cultural and economic constraints. Majority of women do not possess adequate leadership and management skills for effectiveness in decision making.

Women and girls do not readily have access to a broad range of information on markets, prices, business opportunities, on-going development programmes and policies. Limited access to information is largely due to education barriers. UNHS 2012/13 indicated that 25% of the females did not have formal education compared to 10% of the male counterparts. Access to communication channels like a radio, which is the basic source of information, is also limited. For example, the UNHS 2012/13 found that only 5% of women compared to 25% men owned a radio; yet many important messages regarding Government Programmes and Policies are broadcasted over the radio. The same survey highlighted that only 46% of women compared to 58% men owned a mobile phone.

There is a strong connection between gender inequality and growth performance. A study by Ministry of Finance, Planning and Economic Development (2009) established that addressing gender inequality would increase GDP growth by 1.2% annually. Increasing women participation in the labour market would increase real GDP by 1.4% annually. Women's participation in the economy is constrained among others by education levels. The burden of unpaid care work such as child care, caring for the sick, fetching water and firewood hinders women's participation in the productive economy. Approximately 75% of all the households use

wood fuel for cooking. Seventy-eight (78%) of the sick household members are catered for by adult females (UBOS, 2013 UNHS).

Two thirds (2/3) of the females in the households get involved in fetching water and collecting firewood. Fifty-seven (57%) of the households in the rural areas compared to 77% of the households in urban areas live within 0.5km to the source of drinking water. The average waiting time at the water source in the rural areas is 23 minutes.

Gender Based Violence (GBV) in all its manifestations (physical, sexual, FGM/C, emotional and psychological) remains a critical human right, public health and economic concern. According to the UDHS 2011, 56% of women reported having experienced physical violence by the age of 15 years while 28% women aged 15-49 citing having ever experienced sexual violence compared to 9% of men in the same age group. Figure 10 below shows prevalence of different types of GBV among women and men as reported by UGHS 2011. Sexual harassment at workplace exist though is usually unreported for fear of repercussions. In addition, economic violence still exists in the country. For instance, among the married women aged 15 – 49 years who have access to cash; 53% decide its usage, 31% decide jointly as a couple, while 14% indicated that decision is made solely by the husbands.

Figure 10: Prevalence of Gender Based Violence by Category
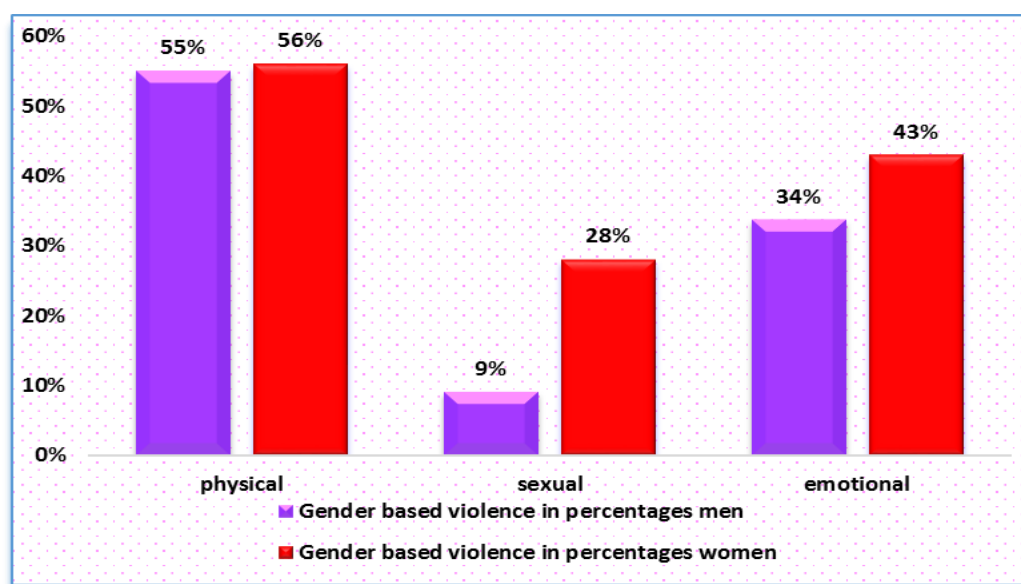
According to the Uganda Police Annual Crime Reports deaths as a result of domestic violence increased from 181 in 2011 to 315 in 2013. Defilement cases reported also increased from 7,690 in 2011 to 9,598 in 2013. Gender based violence persist because of the weak enforcement of laws; culture of silence and limited access to justice mostly by women and girls. There are direct

and indirect costs of violence to individuals, households and the entire economy. The study by United Nations Economic Commission for Africa (UNECA) (2011) showed that the annual economic burden of domestic violence in Uganda is estimated at Ushs77.5Bn or 0.35% of Uganda's GDP of the same year.

Social cultural perceptions and practices rooted in patriarchy still persist in the Ugandan society. Hence discriminatory social norms that drive inequality persist. The Uganda Social Institutions and Gender Index (Uganda – SIGIs) Country Report (UBOS, 2014 Uganda Social Institution and Gender Index) revealed that child and early marriage remains pervasive and widely accepted. On average, one in two women was married before 18 years of age. Traditional gender roles are disproportionately assigned to girls who perform more household and caring responsibilities. In addition, women do not enjoy the same opportunities as well as access to judicial systems such as police, courts of law and local traditional customs.

2.4.3   Key Development Challenges

i)   **Women's limited access to and control of productive resources**

Women continue to face constraints related to access to, control over and ownership of productive resources such as land and credit. The lack of ownership to land limits women's access to collateral security for credit and consequently hampers women's investments.

ii)   **Limited knowledge and skills**

Women's capacity to manage and run businesses is limited due to inadequate entrepreneurial skills. Further, financial literacy among women is limited especially knowledge in how to open and operate bank accounts, and how to get credit and book-keeping. Women also have limited knowledge and skills on value addition, packaging and branding.

iii)   **Negative patriarchal behaviour**

There are persistent patterns of patriarchal behaviour and stereotypes in relation to the role of women in the private and public spheres. This affects the participation of women and girls in social economic development.

iv)   **Limited capacity for gender mainstreaming**

The technical capacity for mainstreaming gender in programmes and policies, budgeting, budget tracking and auditing as well as formulation of gender monitoring indicators in sectors is limited. In addition, there is limited awareness and appreciation of gender and women's rights among the public.

v)   **Limited male involvement and engagement in gender and women's empowerment programmes**

Men play a key role in promotion of gender equality and empowerment of women, yet their involvement has been limited.

2.5   Institutional Capacity Development

The Social Development Sector plays a fundamental role in creating demand for social services and laying the foundation for other sectors such as health, education and water and environment to achieve their outcomes. Effective implementation of the Social Development Sector interventions requires improvements in the institutional capacity of the sector. Institutional Capacity Building area therefore addresses human and financial resources, systems development, infrastructure, coordination, monitoring and evaluation of sector activities.

2.5.1   Analysis of the Institutional Capacity Development

2.5.1.1 Financial Resources

The financial resources to the sector gradually increased over the past five years from UGX 36.7Bn, in the FY2011/12, to UGX 90.2Bn in the FY 2015/16, representing an increase of 145.8%. However, while the total transfers to the Local Governments (LGs) remained constant over the years, the allocations to individual LGs declined largely because of creation of new LGs. In the FY2011/12, the sector received a total of Shs36.7bn reflecting 0.41% of the total budget, and this reduced to Shs36.5bn in the subsequent FY 2012/13. In the FY 2013/14, there was an increment by Shs2.51bn reflecting 0.41% of the total budget allocations. The greatest increase to the sector was reflected in the FY 2014/15 by 32.29bn showing 0.48% of the total budget allocation. This was further again reduced by 0.04% in the subsequent FY 2015/16.

In the following financial years, the sector allocation increased from UGX 71.3bn (FY 2014/15) to UGX 90.2bn in the FY 2015/16 and eventually to UGX 169.9bn in FY 2016/17 representing a growth rate of 109.9%. Percentage share of the sector over overall Government resource envelope increased from 0.5% in FY 2015/16 to 0.9% in the FY 2016.

Much as there is commitment to increase funding to the sector, the increments were still very insufficient and minimal ranging from -0.54% in the FY 2011/12 - 2012/13 to 26.5% in the FY2014/15 - 2015/16 as shown in Table 1 below. There is therefore need to increase the Social Development Sector Budget by at least 50% so that the sector can increase its service delivery and be able to keep abreast with the ever increasing demand of the population whose growth rate currently stands at 3.01%.

Table 1: Comparison of the Social Development Sector MDAs Budget Share to the National Budget

MDA / Vote	FY 2011/12		FY 2012/13		FY 2013/14		FY 2014/15		FY 2015/16	
	Amount (Bn)	%	Amount (Bn)	%	Amount (Bn)	%	Amount (Bn)	%	Amount (Bn)	%
018: MGLSD	29.389	0.33%	29.189	0.32%	30.327	0.32%	60.675	0.40%	78.599	0.39%
122 KCCA	0.17	0.00%	0.17	0.00%	0.17	0.00%	0.17	0.00%	0.17	0.00%
124: EOC	NA	NA	NA	NA	1.372	0.01%	3.314	0.02%	4.26	0.02%
501-850 LGs	7.141	0.08%	7.141	0.08%	7.141	0.08%	7.141	0.05%	7.141	0.04%
Sector Total	36.7	0.41%	36.5	0.40%	39.01	0.41%	71.3	0.48%	90.17	0.44%
National Budget	9023.8		9125		9434.8		14,985.55		20,326.50	

Source: Computed from the Final MTEF Ceilings for the respective Financial Years issued by MoFPED

In addition, the sector attracted off budget support from UN, Multi-Lateral and Bi-Lateral Agencies such as: UNICEF, UNFPA, UN WOMEN, ILO, and Development Partners such as: DFID, Irish Aid, Government of Norway, USAID, ICEIDA, Democratic Governance Facility (DGF), GIZ Uganda and DVV and multi-lateral agencies such as World Bank and ADB. Although there has been an increase in the Ceiling, overall share of the sector in Government Resource envelope has only increased from 0.41% in FY 2011/12 to 0.44% in 2015/16. Evidence shows the MDAs in the sector were the least funded compared to the other sectors such as Security, Agriculture, Education, Health, and Water Environment and Sanitation. As reflected in the table above, the Social Development Sector was not in position to meet the diverse budget pressures, e.g. grants to Local Governments. The sector still requires substantial resources to effectively deliver services under its mandate. Table 2 shows comparison of the sector financing to other key sectors.

Table 2: Comparison of the Social Development Sector Budget Share to other Key Sectors

Sector	FY 2011/12		FY 2012/13		FY 2013/14		FY 2014/15		FY 2015/16	
	Amount (Bn)	%	Amount (Bn)	%	Amount (Bn)	%	Amount (Bn)	%	Amount (Bn)	%
Security	1171.6	12.98%	1171.7	12.84%	1316.28	13.95%	1,159.29	7.74%	1,632.90	8.03%
Agriculture	348.4	3.86%	348.3	3.82%	372.02	3.94%	473.73	3.16%	479.96	2.36%
Education	1248	13.83%	1248.2	13.68%	1346.34	14.27%	2,026.63	13.52%	2029.07	9.98%
Health	684.3	7.58%	684.2	7.50%	762.56	8.08%	1,281.14	8.55%	1270.8	6.25%
W&ES	204.8	2.27%	204.9	2.25%	214.92	2.28%	420.45	2.81%	547.31	2.69%
SDS.	*36.7*	*0.41%*	*36.5*	*0.40%*	*39.01*	*0.41%*	*71.3*	*0.48%*	*90.17*	*0.44%*
National Budget	9023.8		9125		9434.8		14,985.55		20,326.50	

Source: Computed from the Final MTEF Ceilings for the respective Financial Years issued by MoFPED

2.5.1.2 Human Resources Development

Overall, staffing level at the centre and in the Local Governments slightly increased over the last five years. At the centre, the percentage of the filled positions increased from 40% in 2009/2010 to 44% in 2015/16. Out of an approved staff structure of 622 positions (300 Ministry headquarters and 322 institutions), 271 have been filled. While the filled positions at the Ministry stand at 44%, it is much lower in the institutions at 22.98%. The gap of 77.02% vacant posts that were yet to be filled reflected a very slow recruitment process in the Ministry Institutions. At the Local Government level, the Social Development Sector is represented by the Community Based Services Department at the higher and lower local government levels. The vacancy level of 56% at the national level has negative impact on the service delivery because the centre is unable to carry out its mandate of technical support supervision and setting standards. Table 3 below shows the trend of staffing levels at the Ministry of Gender, Labour and Social Development and the Institutions.

Table 3: Staffing levels for Ministry of Gender, Labour and Social Development and Institutions

Financial Year	Approved	Filled	Female	Male	Vacant	% filled	% vacant
2009/2010	595	236	99	137	348	40	60
2010/2011	595	240	108	132	355	40	60
2011/2012	595	277	101	176	314	47	53
2012/2013	595	267	116	210	326	45	55
2013/2014	595	252	102	150	333	42	58
2014/2015	595	257	101	156	302	43	57
2015/2016	622	271	132	139	351	44	56

Source: Ministry of Gender, Labour and Social Development

The sector functions require diverse technical and specialised competences. These include scientists such as occupational hygienists, occupational safety and health experts, engineers and physicians who ensure safety at workplaces. Other specialised qualifications include: labour standard officers, social gerontologists, gender experts, probation and social welfare practitioners, social workers, youth development workers, human rights officers as well as judicial officers. In addition, the sector has common cadre staff such as administrators, planners, accountants, auditors, policy analysts and human resource managers. While the staffing levels increased nominally, the sector has glaring gaps particularly in the specialised cadres which require profession in science skills such as engineers and physicians. The Social Development Sector struggles to attract and retain these qualified workers. Other glaring staffing gaps are in the institutions such as remand homes, vocational rehabilitation centres, reception centres, youth skills centres and rural training centres, mainly as a result of the inflexible wage bill. In some districts especially those that have been split, the staffing is almost non-existent.

The Social Development Sector faces a major challenge of amalgamation of functions above at the LGs level to the extent that some functions are subsumed under others which lead to ineffective service delivery. This demands for an officer with multiple competences to handle all the above functions. Besides, certain functions like probation and labour require specialized competencies as stipulated in the probation and labour Acts. Local Governments also encounter high staff attrition rate as Community Development Officers are designated as Sub County Chiefs without replacements and lack promotional avenues.

Over the last Plan period, staff were trained in professional developmental courses. For example, in 2013/14 and 2014/15, the sector supported only eight (8) staff to train in Post Graduate

Diplomas and Degrees. The sector provided scholarships to technical staff (75) from Local Governments and MDAs (10) who were trained in Diploma in Gender and Local Economic Development (LED/G) offered at Makerere University. A number of staff have attained qualifications with support from Development Partners. Sub sector specific training sessions were conducted. For example, training of 14,122 service providers (Community Development Officers and District Probation and Welfare Officers - 1,312, para-social - 11,700, other service providers – 1,110) were trained on appropriate child protection, prevention and response mechanisms in collaboration with the respective MDAs and Local Governments.

Regarding training and management of information technology, the sector established and manages an OVC-MIS database to collect, capture and analyse data on OVC. Staff from all the 111 Local Governments and the Civil Society was trained in the usage and management of the MIS for planning purposes. In addition, the Ministry is managing a National GBV Database (NGBVD) which collects captures and analyses incidences of GBV through a web-based system. The Ministry has trained local Government and Civil Society staff in 53 districts presently covered by the system.

2.5.1.3 Coordination systems, M&E and MIS

The Social Development Sector has diversity of actors/partners and multiple ad-hoc coordination sub systems. At the central level, coordination structures such as: the Sector Working Groups, coalition of development partners and programme based steering committees such as Gender Based Violence Reference Groups, Child Protection Working Group, and sub-committee coordination mechanisms were established. These coordination structures are however non-functional, not harmonised and not replicated at the Local Government level. In Local Governments, there is a multiplicity of the sector coordination mechanisms which include the association of district community development workers, child protection committees, OVC coordination committees.

The Social Development Sector does not have a comprehensive M&E to keep track of sector interventions, gauge their performance at various stages of implementation and provide feedback to LGs and target beneficiaries. Monitoring and Evaluation in the sector is done on a quarterly basis by the respective programmes and departments. Where it is done, it is mainly ad-hoc and there is no documented Monitoring and Evaluation Plan. The data collection tools are usually sub-sector specific and often not aligned to the key performance indicators of the sector. In the past five years, the sector has not had any annual reviews, Mid Term Reviews nor End of Plan Evaluation.

The SDS has a wide range of information needs. Sub–systems exist within the lead sector Ministry, mainly developed by programmes and projects and supported by development partners. These sub–systems include OVC MIS, GBV MIS, YLP MIS, NALMIS, SAGE MIS and LMIS among others. Although these sub–systems generate some kind of data, it is not clear how much these data/statistics have been used to inform planning and decision–making for the sector. However, the limited intra-sectoral linkages pose a challenge to generation and storage of reliable data/information and leads to inadequate, patchy and disjointed data, which is not analysed and utilized for planning. This is made worse by limited capacity of some Ministry Staff and inadequate capacity and inability to access and use the data.

2.5.1.4 Sector Infrastructure

The sector has a number of Institutions which include six (6) Children Remand Homes, one (1) National (Children) Rehabilitation Centre and a Reception Centre; fourteen (14) Rural Training Centres; eight (8) Vocational Rehabilitation Centres; four (4) Sheltered Workshops; four (4) Youth Skills Training Centres; and two (2) Resettlement Centres. During the past five (5) years, the sector rehabilitated seven (7) institutions namely: Naguru Remand Home, Naguru Reception Centre, Mbale Remand Home, Ruti Rehabilitation Centre, Kobulin Youth Centre, Kampiringisa National Rehabilitation Centre and Fort Portal Remand Home. In addition, the sector constructed three (3) new Remand Homes in Gulu, Arua and Kabale.

The Ministry of Gender, Labour and Social Development has also profiled a total of thirty-eight (38) properties located in various parts of the country. Seven (7) were surveyed and acquired titles for five (5) properties. However, the Ministry has continued to rent office space for its Headquarters. Where it utilises its own property, the available spaces are in adequate. For instance, the Industrial Court has limited space for its purpose while children institutions are congested due to increased number of vulnerable children. Many of the infrastructures at the institutions are dilapidated and require renovation/reconstruction while some are non-functional.

2.5.2   Summary of Key Development Challenges
i)   Under funding of the SDS

The funding to the sector is not commensurate with the functions and the broad mandate which ranges from protection to promotion of the rights of the vulnerable children, youth, women, workers, PWDs, ethnic minorities, and Older Persons. The situation is exacerbated by the scattering of Community Mobilisation Empowerment resources in various sectors. In addition,

the autonomous and semi-autonomous institutions which were established by Acts of Parliament, and are supposed to be funded directly from the Consolidated Fund get funded via the Ministry ceiling. This reduces on the Ministry's resources. The sector requires far more resources to effectively deliver services to the target groups.

ii) Inadequate human resource and professional development

The sector has acute staffing gaps at the centre, local government levels, Industrial Court, and across the Sector Institutions as well as Councils, Commissions and Boards which undermines delivery of services. Professional development for all staff is not systematically and continuously carried out. The structure at the local government level limits effective service delivery and career growth.

iii) Weak coordination structures

The Sector Working Group and Technical Committees have been non-functional. At the local government level, the coordination structures are multiple and not harmonised. Therefore, the actors in the sector are not coordinated leading to overlap and duplication of interventions and hence wastage of resources.

iv) Dilapidated and non-functional physical infrastructure

Many of the infrastructures at the institutions are dilapidated and require renovation/reconstruction while some are non-functional.

CHAPTER THREE

3.0 THE SECTOR STRATEGIC DIRECTION

The SDS Plan is guided by the Uganda Vision 2040 and the NDP II priorities. The SDSP restates Government's commitment to achieve inclusive and equitable growth. It sets out priorities, strategic results and targets in five thematic programme areas; community mobilization and empowerment; social protection for vulnerable groups; labour, productivity and employment; gender equality and women's empowerment; and institutional capacity development. The strategic direction of the sector is presented below:

3.1 The Vision and Mission of the Sector

The Social Development Sector (SDS) contributes to the attainment of the National Development Plan (NDP II) aspirations of strengthening competitiveness for sustainable wealth creation, employment and inclusive growth through promoting community level action and catalysing the vulnerable and marginalised groups to participate in development process.

3.1.1 Vision

The vision of the sector is **'a better standard of living, equity and social cohesion'**

3.1.2 Mission:

The mission of the sector is **"promotion of gender equality, social protection and transformation of communities".**

3.1.3 Goal

To promote labour productivity, employment, protect rights of vulnerable and empower marginalised groups for gender-responsive development.

3.2 Theme, Objectives, Outcomes, Priorities and Strategic Interventions of the Plan

3.2.1 Theme

In line with the NDP II and the mission of the sector, the SDSP theme **is "empowering communities particularly the vulnerable and marginalized groups for wealth creation and inclusive development"**. The SDSP provides a basis for the vulnerable and marginalised groups to harness their potential through skills development, access to start-up capital, mind-set change and building their resilience to risks and shocks. This will enable them to participate in economic ventures and improve their productivity in the key priority sectors as identified in the

NDP II. In addition, the SDSP seeks to promote the rights of the vulnerable and marginalised groups for inclusive growth.

3.2.2 Strategic Objectives

Over the Plan period, the SDS Plan seeks to:

    i.   Promote decent employment opportunities and labour productivity;

    ii.   Enhance effective participation of communities in the development process;

    iii.   Enhance the resilience and productive capacity of the vulnerable persons for inclusive growth;

    iv.   Improve the capacity of youth to harness their potential and increase self-employment, productivity and competitiveness;

    v.   Promote rights, gender equality and women's empowerment in the development process;

    vi.   Redress imbalances and improve equal opportunities for all; and

    vii.   Improve the performance of the SDS institutions.

3.2.3 Key Development outcomes

Table 4 presents key development outcomes and targets based on the previous sector performance, NDP II, Sustainable Development Goals, and Uganda Vision 2040 targets. The key outcomes cover five thematic areas of Labour productivity and employment promotion community empowerment and mobilisation, social protection of vulnerable and marginalised groups, gender-responsive development, positive cultural value promotion and redressing imbalances.

Table 4: Key development results

	Overall Goal: To promote employment, labour productivity, protect rights of vulnerable and empower marginalised groups for gender-responsive development while empowering communities to participate in the development process			
SN	Sector Outcomes	Key Performance indicator	Baseline 2013/14	Targets 2019/2020
1.	Improved environment for increasing employment and labour productivity	Percentage of labour force in gainful employment	30%	65%
		Percentage of workplaces complying to labour laws, regulations, occupation safety and health standards	22%	50%
2	Empowered	Percentage of households	40%	80%

			Baseline 2013/14	Targets 2019/2020

		Overall Goal: To promote employment, labour productivity, protect rights of vulnerable and empower marginalised groups for gender-responsive development while empowering communities to participate in the development process		
SN	Sector Outcomes	Key Performance indicator	Baseline 2013/14	Targets 2019/2020
	communities for increased involvement in the development process	participating in development initiatives		
		Percentage contribution of creative industries to the national income	4.5%	12%
3.	Vulnerable and marginalised persons protected from deprivation	Percentage of vulnerable children, PWDs, Older persons and ethnic minorities benefiting from social protection services	50%	95%
		Percentage of children, youth, PWDs and ethnic minorities participating in development initiatives	30%	45%
		Percentage of youth, PWDs and ethnic minorities in gainful employment	14%	28%
		Survival rate of youth small medium enterprises (SMEs)	65%	80%
		Percentage of vulnerable and marginalized persons accessing social justice	30%	45%
4.	Enhanced Gender equality and women's empowerment	Percentage of women accessing, owning and controlling land (titled)	24%	39%
		Percentage of women in decision making positions	35%	40%
		Percentage of women with access to credit and	9%	25%

	Overall Goal: To promote employment, labour productivity, protect rights of vulnerable and empower marginalised groups for gender-responsive development while empowering communities to participate in the development process			
SN	Sector Outcomes	Key Performance indicator	Baseline 2013/14	Targets 2019/2020
		financial services (formal)		
		Prevalence of GBV	39%	33%
5.	Enhanced Capacity of the SDS to coordinate, implement, monitor and evaluate the Plan	Percentage qualified human resources recruited and placed	47%	65%
		Percentage of the overall government resource allocated to the sector financial resources	0.4%	2.0%

3.2.4 Overall SD sector priorities 2015/16 – 2019/20

The sector priorities in this plan are derived from the evaluation of the sector, NDP II priorities and the NRM Manifesto 2016 - 2021. Over the Plan period 2015/16 – 2019/20, the sector shall focus on the following priorities: -

3.2.4.1 Promotion of community driven initiatives (CDI) for improved livelihoods

The sector shall strengthen community mobilization structures and channels to enable communities to demand, access and uptake services, manage and sustain community infrastructures. Efforts shall be made to engage communities to actively participate in designing, implementing, managing and sustaining development projects/programmes. Community information systems for generation, collection, storage, management and utilization of reliable data in planning and management of community initiatives shall be strengthened. Efforts shall be made to enhance community participation through implementation of the national citizen's awareness campaigns.

The sector shall expand access to quality and inclusive functional adult literacy services to improve adult learners' livelihoods and wealth creation. Focus shall be on equipping adult learners with non-formal vocational and entrepreneurial skills, enhancing capacity for group savings and accessing affordable micro-credit services. Community learning centers, continuing education and lifelong learning shall be also promoted.

3.2.4.2 Expanding social protection services to vulnerable groups

Focus shall be on promotion and strengthening policies, systems and structures for social protection and expanding coverage of existing programmes. Provision of direct income support and expansion of holistic social care and support services to vulnerable individuals and households shall be promoted while the scope and coverage of contributory social security shall be expanded to cover both formal and informal sectors.

Programmes to provide national response to vulnerable children, orphans and other vulnerable children shall be emphasised promotion of rights of children, provision of protection services to orphans and other vulnerable children as well as prevention of child abuse, trafficking, sacrifice, teenage pregnancy and child marriages. Focus shall also be placed on integrated early childhood development and ECD community based care for children as well as strengthening systems for child protection.

Programmes to strengthen social rehabilitation services to PWDs shall be scaled up while systems and structures to prevent and respond to GBV shall be established and strengthened. Communities shall be sensitized and trained to respond and prevent GBV and FGM. The capacity of Local Governments, communities and beneficiaries shall be built to plan and implement social protection programmes.

3.2.4.3 Development of non-formal employable skills

The SDS shall emphasize provision of vocational, entrepreneurial and apprenticeship skills to especially youth and women and on changing their mind-set for wealth creation. On-job certification of semi-skilled workforce shall be carried out. National and Regional Productivity Centres shall be established to impart skills. In addition, focus shall be placed on improving the functionality of and accessibility to quality non formal literacy services.

3.2.4.4 Promotion of decent employment opportunities

Emphasis shall be placed on job creation and enhancement of gainful employment especially green jobs for Ugandans. Informal sector (Jua-Kalis) shall be supported, internship programmes promoted apprenticeship (workplace based learning and skilling) and volunteerism in the private sector business operations and processes shall be scaled while industrial business shelters shall be established. The sector shall promote and integrate social safeguards in emerging sectors such as oil and gas and other infrastructural development projects.

Emphasis shall also be placed on strengthening Labour Market Information Systems, enforcement of labour, safety and health standards in workplaces to promote productivity of the labour force. Externalization of labour shall be promoted in line with ILO standards as an interim measure to facilitate able bodied Ugandans to tap into the job markets abroad as the country develops its capacity to generate sufficient jobs for its labour force awhile internal job placements shall be enhanced in all districts of Uganda.

3.2.4.5 Promotion of economic empowerment of women and youth

Focus shall be placed on accessing credit and financial services to women and youth entrepreneurs and expanding markets for their products and services. Emphasis shall also be placed on changing mind-sets of youth so that they can appreciate their roles and effectively participate in development programmes. National Youth Service Scheme shall be operationalized to enhance patriotism and self-reliance among the youth. Interventions to address drug and substance abuse and negative foreign practices among the young people shall be developed and implemented. In addition, women and youth employment shall be mainstreamed in key sectors of government.

3.2.4.6 Promotion of culture and creative industries for development

Emphasis shall be on enhancing cultural diversity and expressions, identifying cultural and creative industries, strengthening cultural infrastructure, building capacity of actors to design and implement these industries. Local languages shall be promoted including Kiswahili to promote national unity and facilitate business across communities and the East African Countries. Institutions of traditional or cultural leaders and the family will be strengthened to mobilize the family and communities to promote cultural values and creative and cultural industries for wealth creation and development.

3.2.4.7 Redressing imbalances

The sector shall strengthen tribunal operations, implement gender and equity certificates of compliance, conduct compliance audits for equal opportunities, build capacity and sensitise marginalised persons and groups on equal opportunities and specific affirmative action. Focus shall also be placed on promoting equitable access to justice for vulnerable groups and individuals.

3.2.4.8 Strengthening Coordination, Monitoring and Evaluation

A comprehensive M&E/MIS to track sector interventions, gauge performance at various stages of implementation and provide feedback to LGs and target beneficiaries shall be developed. A

web–enabled Management Information System (SDS–MIS) to generate, manage and store data/statistics for the sector shall also be established. Existing MIS sub-systems (OVC MIS, NALMIS, NGBV MIS, LMIS, OSH MIS, SAGE MIS, YLP MIS, UWEP MIS, CBR MIS, CIS, and Child Help Line MIS) shall be harmonised and linked to feed into the comprehensive sector MIS. Operational research shall be conducted to promote evidence–based decision making, policy planning, formulation and improve programme implementation. The sector shall build the capacity of actors to deliver comprehensive services, improve infrastructure and strengthen coordination of projects/programmes.

3.3   Sector Development Programmes by Thematic Area

3.3.1   Labour, Employment and Productivity:

This thematic area provides an enabling environment for increasing decent employment and productivity for the economically active labour force and ensuring occupational safety and health in workplaces. During the Plan period, emphasis shall be placed on job creation, strengthening Labour Market Information System and skills development for both the informal and formal sectors to improve the productivity of the Ugandan workers, inspections and workplace registrations shall be carried out. Equal access to employment by men and women shall be promoted. On-job certification system for semi-skilled workers shall be developed and implemented in partnership with the private sector employers. Green jobs and fair labour market shall be promoted and regulation of externalization of Labour shall also be strengthened.

Objective: To promote decent employment opportunities and labour productivity

Outcomes: Improved environment for increasing employment and labour productivity

Outputs:
  i.   Policies and legislation on labour, employment and productivity developed and enforced
  ii.   Internal and external employment services promoted
  iii. Skills for the labour force developed
  iv.   Productivity centre and business shelters established and operational
  v.   Labour Market Information System strengthened
  vi.   Safety and Health in workplaces improved

Key target:
  i.   Migrant workers placed in job markets abroad increased from 1.7 to 5.5 million;
  ii.   Internal job seekers placed in employment in the country by public and private sectors increased from 5,000 to 25,000;
  iii. National productivity centre operational;
  iv.   Nine business shelters constructed and equipped;

v.   Informal businesses supported with toolkits increased from 20,000 to 50,000;

vi.   Registered workplaces increased from 872 to 1,145;

vii.   Four labour market reports published annually;

viii. Workplaces inspected increased from 6,702 to 9,1911 annually;

ix.   Infrastructural projects with social safeguards increased from 3 to 30; and

x.   Tripartite Council functional.

Interventions and strategies:

1. Enforcement of labour laws and standards:

The sector shall ensure compliance with labour standards guarantees decent working conditions in workplaces. These in turn shall reduce industrial unrest and lead to improved productivity and incomes for both employees and employers. The sector shall formulate and implement policies, develop labour and employment standards and guidelines. In addition, the labour laws shall be enforced, worker's compensations, complaints and disputes at workplaces shall be settled and inspections of work places carried to ensure compliance with the law.

2. Creation of decent employment opportunities

The sector shall continue to implement decent works programme through strengthening industrial relations and harmony. Minimum Wage and Labour Advisory Boards, Medical and the Tripartite Council shall be established and operationalized. The Industrial court shall be strengthened to arbitrate on labour disputes. Settlements of compensation claims for workers who sustained injuries in the course of their employment shall be carried out. Emphasis shall also be placed on creation of awareness among workers and the general public on the existence of labour laws and policies to improve industrial peace.

Non-formal and informal business persons shall be encouraged to form associations for coordination, networking and policy influence; to ease provision of advisory information on the improvement of working conditions, safety and health issues and to support development of entrepreneurship programmes. Local governments shall be encouraged to make user-friendly ordinances and by-laws for the formal and non-formal enterprises.

3. Strengthen enforcement of labour, safety and health standards;

This shall entail establishing occupation, safety and health systems to prevent accidents and diseases that affect workers at workplaces. Research in occupational diseases and accidents; training of employers and employees; development and review of legislation; and specialized training for the inspectors shall be emphasized. Workplace registrations and inspections shall be

promoted, while social safeguards in all infrastructural projects like roads, construction, oil and gas among others shall be strengthened.

4. Workplace skills development and certification

The sector shall develop and implement apprenticeship, internship and volunteer programmes and promote lifelong learning through training, accreditation and certification of workers based on skills and experience.

5. Establishment and operationalisation of Productivity Centre and Industrial Business shelters

The sector shall establish and operationalise productivity centres to train and carry out research on workforce as well as document best practices in managerial, technological and work processes. Business shelters shall be constructed and equipped to document common skills and support skilled people without capital to utilize common equipment to produce goods. In addition, regional occupation safety and health centres shall be established to address health and safety concerns in workplaces. Labour Officers, employers and workers shall be trained on productivity enhancement issues which among others include ethics and attitudes to work. In addition, the sector shall spearhead the implementation of the National HIV&AIDS and the World of Work Policy (2007) and the Plan of Action (2010).

6. Strengthening Labour Market Information Systems

Accurate, consistent and timely labour market information is essential for the proper functioning of the labour market. Strengthening Labour Market Information System shall involve building capacity of institutions and agencies in public and private sectors including social partners, collection, analysis and production of information on labour market and guiding both secondary and tertiary institutions on the skill needs at national and regional levels. Research and new surveys including the manpower survey shall be carried out. Information on jobs, job seekers, labour mobility, employment level, real wages, hours worked and desirable skills on the market shall be captured by the system and disseminated to guide employment in the country.

7. Internal and external employment services

Through employment agencies and information captured from Labour Market Information Systems, internal placements shall be made and toolkits provided to people trained to enhance self-employment. The sector shall continue to engage and enter into bilateral agreements with countries where job opportunities exist in order to enable able-bodied workforce to tap into the labour markets abroad as a short term strategy. The activities shall include strengthening

licensing, regulation and monitoring of the recruitment agencies to ensure compliance with workers' rights. Monitoring the safety of Ugandan migrant workers abroad shall be a priority.

8. Promotion of green jobs

Policy and legal frameworks for green jobs and fair markets will be developed and implemented. Green technology in formal and informal sector shall be promoted, alliances for green jobs shall be built, intensive business shelters within workplaces shall be established, safe guards in workplaces shall be promoted and the capacity of local governments including KCCA shall be built to promote green jobs.

3.3.2 Community Mobilization and Empowerment

Community Mobilization and Empowerment focuses on mobilization of communities to participate in the development process; providing functional skills to illiterate adults, harnessing culture for development and strengthening the family institution. The thematic area is responsible for advocacy and networking, training, skills development and provision of training materials as well as the support to the traditional leaders and promotion of culture and the family. The sector shall prioritise Community Driven Initiative (CDI) approach to enhance consciousness, cause change of attitude to enable communities make choices and initiate actions for development. This calls for a more inclusive community participation that stimulates locally defined community development in the unique localities and facilitates communities to sustain it. The CDI will spur local economic growth, stimulate household income generation and wealth creation, widen local revenue generation potential and generally foster local economic development leading to improved livelihoods at all levels.

Emphasis shall be placed on increasing access to information, knowledge and functional skills to communities to plan, manage, monitor development initiatives. Communities shall be educated on their rights to demand for services, hold leaders accountable and also to fulfil their duties and responsibilities as citizens.

The sector shall also focus on improving functionality of and accessibility to quality non-formal literacy services. Emphasis shall be placed on enhancing access to non-formal functional skills, knowledge and provision of timely and relevant information to communities. The sector shall also undertake a phased establishment of more well equipped public libraries, tele-centers and community libraries and mobilizing communities to appreciate and use the available library services.

The sector shall further enhance cultural diversity and expressions, strengthen creative industries for quality products and services. Culture and traditional heritage offers a potential for job creation and employment opportunities. Creative industries shall be identified and promoted while cultural values shall be identified and developed to promote positive mind-sets at family and community levels. Kiswahili language shall be promoted to ease communication within the East African Community while local languages will be promoted for national identity. The institutions of traditional or cultural leaders shall be supported to facilitate mobilization of communities for national development.

Objectives: Enhance effective participation of communities in the development process

Outcomes: Empowered communities for increased involvement in the development process

Outputs

i. Community driven initiatives (CDI) for improved livelihoods promoted.

ii. Household incomes and wealth creation improved.

iii. Non formal functional literacy services promoted.

iv. Library and information services enhanced.

v. Community Information System strengthened.

vi. Cultural expressions and creative industries promoted for development.

vii. Family and traditional institutions to promote positive cultural values, mindset and national identity strengthened.

viii. Local Languages and Kiswahili promoted.

ix. Traditional or Cultural leaders engaged in development programs

x. Policies and Legislations on Community Development, Culture and Family promotion developed and enforced.

Key targets:

i. Sectors supported to provide technical mobilization at community level increased from 5 to 16;

ii. Local Governments with ordinances and bye-laws on community development increased from 15 to 112;

iii. Village Savings and Loans Associations (VSLAs) increased from 2,000 to 11,600;

iv. Community groups mobilized and formed increased from 10,000 to 50,000;

v. Adults trained in functional adult literacy services increased from 158,000 to 250,000 annually;

vi. Users utilizing library and tele-centre services increased from 13,070 annually to 57,510;

vii. Communities with functional Community based information management system increased from to 40; and

viii. 16 cultural or traditional leaders' development plan supported

ix. Kiswahili Council established and made operational.

x. Family Policy implemented in all districts of Uganda

xi. Culture Policy implemented with operational of the national culture forum

Interventions and strategies:

1. Promotion of community driven initiatives (CDI) for improved livelihoods

The sector shall increase access to information, knowledge and functional skills to communities to initiate, plan, manage and monitor development initiatives. Models for community mobilization shall be designed; home and village improvement as well as wealth creation campaigns shall be carried out. Community dialogue sessions shall be held to identify community priorities to fast track their development. Communities shall be sensitized on the importance of clean homesteads, hygiene practices, patriotism, wealth creation, nutrition and ideological transformation. Annual home and village improvement competitions at community, sub-county and district levels shall be promoted and the National Citizens Awareness Week and Day" shall be gazetted to enhance mass community mobilization. Communities shall be mobilized to form and implement Village Savings and Loans Associations (VSLAs). Community mobilization and empowerment strategy shall be revitalized and operationalized. Community Development Workers shall be recruited and trained while Local Governments shall be encouraged to develop ordinances and bye-laws on community development.

2. Promotion of access to functional quality non-formal literacy services

Emphasis shall be placed on enhancing access to functional skills; knowledge and information to communities to enable them understand their rights to demand for services, hold leaders accountable and also to fulfil their duties and responsibilities as citizens. Functional Adult Literacy curriculum shall be reviewed to strengthen functionality and integrate new and emerging learning needs of adult learners. Training of the adult literacy personnel at all levels shall be conducted and FAL instructors who are the fulcrum upon which learning takes place shall be restructured. Relevant, quality learning and instructional materials shall also be published.

3. Promotion of library and information services;

The sector shall establish and equip more public libraries, tele-centers and community training centres. User-friendly reading materials shall be mobilized through sensitizing publishers on community reading needs while communities shall be mobilized to appreciate and use the available library services. The national library shall be constructed and districts/public libraries shall be supported to benefit from central government grants.

4. Promotion of cultural expressions and creative industries

The sector shall focus on identifying culture and creative industries, organizing and building capacities of actors to design and implement creative industries for wealth creation. Legal frameworks for culture shall be developed, reviewed and conventions ratified to protect, preserve and promote cultural heritage. In addition, centres of excellence shall be established to attract young people into the industry. Research and documentation shall be conducted on the existing indigenous knowledge and technology while cultural practices and beliefs shall be harnessed to promote development.

5. Strengthening the family and traditional institutions for promotion of cultural values, mind set change and national identity

The National Family Policy shall be implemented to promote the rights of the family members and foster wealth creation. The National Parenting Guidelines and the communication strategy that aim to promote positive parenting practices for social transformation and positive mindset among young people shall be implemented to inculcate positive cultural values, norms, mindset change. A Family Responsive Model to refocus planning for wealth creation at family level and generate a national data base on the family shall be developed and implemented while multi-sectoral coordination on protection of the family institution in Uganda shall be strengthened.

The sector shall support the development and promotion of indigenous knowledge through documentation of local knowledge and indigenous technology. Local Government structures that promote the family to participate in development processes shall be strengthened. The family and cultural infrastructure shall be strengthened and pertinent Conventions domesticated to protect and promote the diversity of cultural expressions.

6. Promotion of Local Languages and Kiswahili

Uganda recognizes the importance of local languages in promoting unity. Although Uganda has 65 indigenous communities only 48 have their orthography according to the National Curriculum Development Centre. This calls for the need to review the National Culture Policy, strengthening the Legal framework to address issues of language development. The Kiswahili language shall be promoted as the Second Official Language of Uganda through establishment of the National Kiswahili Council. The Kiswahili language shall promote unity, trade and fast tracking of the East African integration. The sector shall also strengthen the Local Government structures and cultural/traditional institutions to promote and mobilise communities for local languages preservation and development.

7. Operationalisation of Community Information Systems

Community based information management systems shall be strengthened to generate community based data which is necessary effective for planning and addressing of community needs.

3.3.3 Social Protection

Social protection refers to public and private interventions to address risks and vulnerabilities that expose individuals to income insecurity and social deprivation, leading to undignified lives. Social Protection thematic area focuses on protection and promotion of the rights of the vulnerable and marginalized persons and redressing imbalances in access to social justice. The area also focuses on harnessing the full potential of the youth for improved productivity, competitiveness and equitable socio-economic and political development

3.3.3.1 Social protection for vulnerable groups

Social Protection seeks to protect the vulnerable groups from deprivation and livelihood risks. Focus shall be on increasing access to equal opportunities, enhancing equity and protection as well as safeguarding the rights of the vulnerable groups. It prioritises interventions that address the risks and vulnerabilities that people face across the life cycle and external shocks that affect people's wellbeing. Expanding the scope and coverage of the social security and social care services is a priority. The sector shall focus on strengthening policy and legal frameworks, gradual roll-out of direct income support for vulnerable individuals and families. Public works schemes shall be implemented to provide income security for vulnerable individuals with labour capacity, designing and implementing non-contributory and contributory schemes shall be prioritised for both formal and informal sector workers. The sector shall also work with other MDAs to establish health insurance scheme to enhance access to affordable and quality health services.

Objectives: **To enhance the resilience and productive capacity of the vulnerable persons for inclusive growth.**

Outcomes: **Vulnerable and marginalised persons protected from livelihood risks and deprivation**

Outputs:
  i.   Policy and legal frameworks for children, PWDs, Older persons and ethnic minorities formulated;
  ii.   Social Assistance Grants designed and coverage expanded;

iii.   Social security services expanded to cover both the formal and informal sector;

iv.   Social care and support services for children, PWDs, older persons and ethnic minorities expanded and strengthened;

v.   Rights of children promoted and protected;

vi.   Integrated early childhood development promoted; and

vii.   Community based care for vulnerable children, PWDs and older persons promoted

Key targets:

i.   Single registry for social protection functional;

ii.   Older persons accessing SAGE increased from 146,500 to 186,980;

iii.   PWDs accessing disability grant increased from 10,000 to 45,000;

iv.   Social security schemes for informal sector operational;

v.   Vulnerable persons provided with comprehensive care and support services increased from 1.790 million annually to 3.100 million;

vi.   National Council for Social workers operational;

vii.   Child abuse cases handled to conclusion increased from 16,300 to 36,400;

viii.   Children involved in worst forms of child labour reduced from 60,000 to 55,000 per year; and

ix.   Community integrated early childhood development centres increased from 6 to 22.

Interventions and strategies:

1.   Provision of direct income support to vulnerable groups

The sector shall roll out and increase access to Senior Citizens Grants and Disability Grants to benefit older persons and PWDs respectively. Public works programmes shall be developed and implemented to empower vulnerable households to participate in development process.

2.   Expand scope and coverage of contributory social security to both formal and informal sectors

Contributory and non-contributory social insurance schemes shall be developed and implemented for both formal and informal sector workers. The sector shall work with particularly Ministry of Health and other MDAs to establish health insurance scheme to enhance access to affordable and quality health services. Sensitisation and advocacy shall be enhanced to create awareness about the schemes and systems and structures shall be strengthened for effective delivery of social protection services.

3. **Provision of social care and protection services to children, PWDs, older persons and ethnic minorities**

Comprehensive social care and support service packages shall be developed and implemented for vulnerable persons. Systems and structures for social inclusion shall be strengthened, a National Council of Social Workers established, PWDs shall be rehabilitated and a continuum of care for children improved. Communities shall be sensitised on protection and promotion of rights of vulnerable groups (children, PWDs, Older persons and ethnic minorities). Community based rehabilitation for PWDs shall be promoted and existing community based programmes expanded to cover the whole country.

4. **Promotion and protection of the rights of children from abuse, neglect and exploitation**

Communities shall be sensitised on protection of rights of children. The Uganda Child Helpline will be expanded to receive and manage child abuse cases such as neglect, child labour and exploitation from the whole country. Interventions for prevention of child marriage, teenage pregnancies and violence against children shall be developed and implemented. The sector shall strengthen and promote diversion of child offenders from the formal justice system through utilisation of alternative care options like use of fit persons, restitution, compensation and use of family courts. Services at the approved state and NGO homes shall be improved and inspections scaled up. Interventions to address abuse of vulnerable persons shall be developed and implemented. Emphasis shall be placed on the family as the first line of care of orphans and other vulnerable children and institutionalisation of children shall be the last resort. Alternative care framework for children shall be implemented and laws on foster care, adoption including inter-country adoption shall be enforced. Strategy for rehabilitation of children with disabilities shall be developed and implemented.

5. **Promotion of integrated early childhood development and community based care for vulnerable children**

The Multi-sectoral action plan for the Integrated Early Childhood Development Policy shall be implemented. Capacity of parents, care givers and service providers shall be specifically built on early childhood development and core issues in early child development like nutrition and survival shall be promoted. Parenting clubs and community early childhood development centres shall be established, operationalized and maintained.

6. Strengthening policy and legal frameworks for social protection

Policy and legal frameworks and mechanisms for vulnerable groups shall be formulated, reviewed and implemented. Social protection laws shall be formulated and enforced to improve welfare of vulnerable persons. The sector shall establish functional single registry for social protection. Ratification, domestication and reporting on regional and international protocols and conventions/instruments shall be enhanced.

3.3.3.2 Youth empowerment and development:

In recognition of the socio- economic challenges of the youth, the sector shall focus on enhancing employability of the young people. The capacity of youth shall be built to enable them initiate and manage business enterprises through non - formal vocational and entrepreneurial skills. Youth shall be facilitated to access financial literacy services and credit on demand – driven basis. Focus shall be on viability and sustainability of youth enterprises. In addition, the sector shall establish and implement a National Youth Service Scheme to inculcate positive mind-set to produce skilled, cultured, productive and patriotic youth.

Objectives: **Improve the capacity of youth to harness their potential and increase self-employment, productivity and competitiveness**

Outcomes: **Vulnerable and marginalised persons protected from livelihood risks and deprivation**

Outputs:
  i. Non formal vocational, entrepreneurial and life skills for youth developed;
  ii. Financial and credit facilities for youth expanded;
  iii. Youth issues mainstreamed in sector policies, plans and strategies;
  iv. National Youth Service Scheme established and implemented; and
  v. Youth participation in governance and overall development process promoted.

Key targets:
  i. Youth benefitting from non-formal vocational, entrepreneurial and life skills increased from 226,900 to 357,000 annually;
  ii. Youth accessing credit facilities increased from 50,300 to 468,900;
  iii. Survival rate of environmentally friendly youth enterprises increased from 45% to 80%;
  iv. Youth issues mainstreamed in 16 sector plans and policies; and
  v. National youth service scheme operational.

Interventions and strategies:

1. Expansion of access to credit and financial services for youth;

The sector shall scale-up access to existing youth credit and financial services through increased funding, review of guidelines, mobilisation and capacity building of LGs to mentor youth and manage the programmes. Existing programmes include Youth Livelihoods Programme (YLP) and Youth Venture Capital Fund (YVCF) currently implemented by government. Youth and beneficiaries of loans shall be sensitised and trained in financial literacy, accessing to revolving loan funds, linkages to markets and loan recovery procedures.

2. Provision of non - formal vocational, entrepreneurial and life skills to young people

Youth shall be trained in non-formal vocational and life skills at various government and private skills centres and toolkits shall be provided to youth after training. Youth technical advisory centres and talents development programmes shall be designed and implemented. Sensitisation of youth on life skills; sexual reproductive health and rights, HIV/AIDS, values, norms and mindset change shall be carried out. National and community programmes to prevent and reduce drug and substance abuse among young people shall be undertaken. Strategies and guidelines will be developed to implement the various youth interventions.

3. Implementation of National Youth Service Scheme

National Youth Service Scheme shall be developed and implemented for youth. A policy and legislation to guide the National Youth Service Scheme shall be developed and implemented. Existing youth centres shall be strengthened and equipped as service centres and youth shall be enrolled to undergo training in the service scheme. The youth under the service scheme shall undergo training on mindset change, patriotism, national values and shall be encouraged to engage in community projects. Emphasis shall also be put on internship, apprenticeship and volunteer service within the youth service scheme framework.

4. Mainstreaming youth issues into sectoral policies and plans

The sector shall engage other sectors to ensure that youth concerns are integrated in their plans and programmes in order to generate employment and put in place youth friendly services. The sector shall review and follow up existing policies, programmes and plans to ensure youth concerns are addressed. In addition, the sector shall advocate for enforcement of the Reservation Schemes under the Public Procurement and Disposal of Public Assets Act (PPDA) so that young people can provide goods and services to government institutions as well as advocate for specialised youth - friendly services in health, education, agriculture, ICT, recreation and sports.

Emphasis shall be put on the untapped growth potential in key sectors such as agriculture, tourism, oil and gas and industry.

5. Promotion of youth participation and governance

Mechanisms to improve youth participation shall be enhanced, including development and operationalisation of National Youth Coordination Mechanism, implementation of youth participation framework, training of youth leaders in governance and compilation of youth annual status reports. Internal and external youth exchange programmes as well as organisation of youth focused regional and commonwealth interventions shall be promoted to enhance documentation and sharing of experiences and ideas. The National Youth Council Act shall be amended to harmonise it with other laws and to improve mobilisation and participation of the youth in civic and political processes.

3.3.3.3 Redressing imbalances and improving equal opportunities for all

Social protection thematic aims to reduce imbalances among the vulnerable and marginalised persons and focuses on promoting equal opportunities for all. During the plan period, the sector shall focus on eliminating discrimination, marginalisation and ensuring that all persons have equal opportunities in accessing public services. Participation of marginalised persons in social-economic and political activities, shall be promoted while capacities of state and non-state actors shall be built in rights based approach to programming. The Sector shall strengthen the Equal Opportunities Commission to effectively deliver on its mandate.

Objectives: **To redress imbalances and improve equal opportunities for all**

Outcomes: **Vulnerable and marginalised persons protected from livelihood risks and deprivation**

Outputs:
  i.   Equal opportunities in access to services increased.

Key targets:
  i.   Discrimination complaints reported and investigated increased from 50 to 450;
  ii.   Compliance audits conducted on equal opportunities increased from 2 sector to 13 sectors;
  iii. Gender and Equity standards compliancy increased from 100 policy statements to 135; and
  iv.   State of EOC reports compiled annually.

Interventions and strategies:

1. Access to equal opportunities goods and services

In an effort to eliminate discrimination, marginalisation and ensure that all persons have equal opportunities in accessing public services, the sector shall build capacity of EOC to deliver on its mandate. This will involve review of laws, policies, plans, budgets and carrying out equity and gender audits. Capacity of state and non-state actors shall be built in rights based approach to programming. Cases of discrimination shall be handled through investigations and conducting tribunals to ensure access to social justice.

3.3.4 Gender Equality and Women's Empowerment

The Gender Equality and Women's Empowerment thematic area seeks to address inequality that exists between men and women, boys and girls in access to and control over productive resources, opportunities and services. The major focus of this area shall be on the economic empowerment of women. Start-up capital (credit) and other financial services shall be provided to women to start and grow their economic enterprises. The women shall be equipped with requisite skills for enterprise growth and expanding markets for their products and services. In addition, the sector shall advocate for enforcement of the Reservation Schemes under the Public Procurement and Disposal of Public Assets Act (PPDA) so that women can provide goods and services to government institutions.

Objectives: **To promote rights, gender equality and women's empowerment in the development process.**

Outcomes: **Enhanced Gender equality and women's empowerment**

Outputs:
  i. Women's economic empowerment increased;
  ii. Gender and women's rights mainstreamed in sectors' policies, plans and programmes;
  iii. GBV response and prevention increased; and
  iv. Women participation in governance and development increased.

Key Targets:
  i. Women environmentally friendly enterprises increased from 200 to 6,000;
  ii. Beneficiaries of women revolving funds increased from 12,000 to 72,000;
  iii. Gender and women's rights mainstreamed in all the 16 sectors;
  iv. GBV safety shelters and advisory centres increased from 13 to 17;
  v. GBV cases reduced from 134,500 annually to 127,500; and
  vi. Women in leadership positions (Parliament, LGs and Constitutional commissions) increased 142 to 568.

Interventions and strategies:

1. Expand access to credit and financial services for women

The sector shall continue to build the capacity of women to access financial services to boost their economic activities. This will be done through financial literacy, access to affordable credit through Uganda Women Empowerment Programme (UWEP) and, linkages with local, regional and international markets and enhancing enterprise start-up and growth.

2. Provision of entrepreneurial skills for women

Women shall be trained in relevant business skills to support their entrepreneurial potential. This shall be achieved through mentorship programmes tailored to their needs. Funds shall be set aside for skills development under the UWEP programme and beneficiary women groups shall be encouraged to access them for skills enhancement.

3. Mainstreaming gender in policies, laws and programmes;

Gender mainstreaming in policies, plans and programmes in sectors and Local Governments shall be enhanced. Focus shall be on building capacity for gender mainstreaming and gender responsive budgeting in MDAs and Local Governments especially and also in emerging areas of Environment (climate change), Energy (oil and gas) as well as trade and tourism. This shall be achieved through training and mentoring sectors in gender analysis and providing technical support to sectors in developing sector-specific gender policies and strategies. The sector shall continue to build the capacity of Gender Focal Point Officers and Units in sectors so that they can provide gender expertise internally and provide technical support to sectors in the development of policies, laws and programmes. Gender audits shall be conducted among MDAs and Local Government for compliance with the Public Finance Management Act 2015. In addition, generation of gender disaggregated data and statistics for planning and programming shall be promoted. Policies, guidelines and standards for gender mainstreaming shall be developed and disseminated to MDAs and Local Governments to guide gender programming. Advocacy for implementation of affirmative action strategies in accordance with the constitutional and statutory provisions shall be enhanced. Furthermore, the sector shall advocate for enforcement of the Reservation Schemes under the Public Procurement and Disposal of Public Assets Act (PPDA) so that women can provide goods and services to government institutions.

4. Strengthen systems and structures to prevent and respond to GBV and FGM

To address Gender Based Violence (GBV) and promote women's rights, the sector shall emphasize establishment and strengthening of central and local government structures and

systems to prevent and respond to Gender-based Violence. In line with the National Policy on Elimination of GBV, 2016, the sector shall coordinate all stakeholders to prioritize interventions that address GBV within their mandates. Sensitization and awareness creation on GBV shall be conducted and stakeholders shall be trained on the GBV prevention and response. Campaigns for **HE FOR SHE** to accelerate abandonment of FGM/C shall be promoted. Other practices that discriminate against women and girls shall be discouraged. Ratification, domestication and reporting on regional and international protocols and conventions shall be enhanced. Programmes to support victims and survivors of Gender Based Violence shall be developed and implemented. The National GBV Database (NGBVD) shall be regularly upgraded to include case management and community structures strengthened for effective referral. In addition, the sector shall develop standard operational procedures, disseminate guidelines for care and psycho social support as well as building capacity for GBV prevention and response.

5. Women participation in governance and development

Women shall be empowered to take up leadership positions at all levels especially Parliament and in Local Governments. The sector shall advocate for appointment of women on Constitutional Bodies and Commissions. In addition, the sector shall continue to build the capacity of women leaders in advocacy and negotiation skills, public speaking, confidence building and resource mobilization. The sector shall also advocate for affirmative action for women in decision making. Furthermore, the sector shall continue to strengthen coordination of stakeholders involved in the promotion of gender equality and monitor compliance and report on international and regional treaties that the country is party to.

3.3.5 Institutional Capacity Development

The Social Development Sector plays a fundamental role in creating demand for social services and laying the foundation for other sectors such as health, education and water and environment to achieve their outcomes. Effective implementation of the SDSP requires improvements in the institutional capacity of the sector. The sector shall advocate for recruitment of staff to fill the existing vacant positions at all levels particularly at the LG level. The sector shall invest in training of staff at the centre and in Local Governments. Policies and guidelines for human resource management shall be formulated and implemented while sector institutions shall be equipped and retooled.

Objectives: **To improve the performance of the SDS institutions**

Outcomes: **Enhanced Capacity of the SDS to coordinate, implement, monitor and evaluate the Plan**

Outputs:

    i.   Financial Resources for the sector increased

    ii.   Sector Human resource strengthened

    iii.   Coordination of SDS strengthened

    iv.   Sector infrastructure improved

    v.   Sector systems for delivery, monitoring and data management strengthened

Key Targets:

    i.   Sector allocation out of the overall national budget increased from 0.4% to 2%;

    ii.   Staff recruitment to the sector increased from 46% to 65%;

    iii.   Sector comprehensive M&E and MIS developed and functional; and

    iv.   Physical infrastructure refurbishments and construction increased from 11 to 15 institutions.

Interventions and strategies:

1. Strengthen systems, structures and coordination of the sector

The sector shall strengthen structures and systems for coordination of all stakeholders and actors in the sector including the civil society. The existing coordination structures at the centre, the sector working groups and sector sub-committees shall be replicated in Local Governments to effectively coordinate sector activities. Multiple coordination structures in Local Governments including for OVC, child protection, youth, PWDs, women and older persons shall be harmonised to avoid duplication and overlap.

A comprehensive M&E and web-enabled MIS shall be developed to generate and manage data for the sector. Existing programme specific M&E/MIS (OVC MIS, NALMIS, NGBV MIS, LMIS, OSH MIS, SAGE MIS, YLP MIS, UWEP MIS, Disability MIS, CIS, and UCHL MIS) shall be hamronised and linked to the comprehensive SDS M&E/MIS. Research activities that promote evidence – based planning, decision making, policy formulation and programme implementation shall be conducted and information sharing via information technology (IT) to readily access performance and any other reports to key stakeholders shall be promoted.

2. Increase funding to the sector

The sector shall advocate for increased funding and harmonisation of resources from government and development partners to ensure effective implementation of its mandate. Efforts shall be made to harmonise community mobilization activities in all the sectors with a view to consolidating the funding under SDS.

3. Rehabilitation and construction of sector physical infrastructure:

Physical infrastructure at sector institutions shall be constructed, renovated and equipped to improve service delivery. These facilities include children institutions – remand homes and rehabilitation centres for children in conflict with the law, children reception centre; regional youth training centres; rehabilitation centres for PWDs; National library and tele-centres; rural training centres; and non-formal vocational training centres.

4. Strengthen sector human resources and capacity

The sector shall enhance the capacity of centre, Local Governments, other actors, communities and beneficiaries to plan and implement SDS programmes. The human resource of the SDS shall be trained in short and long term tailor-made courses. The sector shall recruit staff at the centre and its institutions as well as Local Governments.

3.4   Alignment of SDSP interventions with the National Development Plan and NRM Manifesto (2016 – 2021) Commitments

3.4.1   Alignment of the SDSP to the National Development Plan

The SDSP is aligned with the **National Development Plan (2015/16 – 2019/2020)** objectives. While the National Development Plan gives a wider scope of interventions, the SDS development prioritises are based on the available resources. The Table 5 below shows the prioritised interventions by the SDS which shall be handled within the next five (5) years (2015/16 – 2019/20).

Table 5: **Alignment of SDS Plan Objectives and Priority Interventions with the National Development Plan II objectives**

NDP Development Objectives	SDS Plan Objectives	SDS Plan Priority Interventions
Increase Sustainable Production, Productivity and Value Addition in Key Growth Sectors	To promote decent employment opportunities and labour productivity To empower youth to harness their potential for sustainable development	• Creation of decent employment opportunities • Strengthen enforcement of labour, safety and health at workplace • Workplace skills development and certification • Establishment and operationalisation of Productivity Centre and Industrial Business shelters • Strengthening Labour Market Information Systems • Promotion of green jobs • Promotion of cultural expressions and creative industries • Expand access to financial and credit facilities for youth and women • Provision of non - formal vocational, entrepreneurial and life skills to young people
Increase the Stock and Quality of Strategic Infrastructure to Accelerate the Country's Competitiveness	To enhance effective participation of communities in the development process To promote decent employment opportunities and labour productivity	• Mobilise and empower communities to appreciate, demand, participate, contribute, own, utilise and sustain infrastructure • Strengthen enforcement of labour, safety and health

NDP Development Objectives	SDS Plan Objectives	SDS Plan Priority Interventions
		standards • Promotion of creative industries • Promotion of local languages incuding Kiswahili • Provision of non - formal vocational, entrepreneurial and life skills to young people • Provision of entrepreneurial skills for women
Enhance Human Capital Development	To improve the resilience and productive capacity of the vulnerable persons for inclusive development	• Provision of direct income support to vulnerable groups • Provision of social care and protection services to children and other vulnerable groups • Expansion of scope and coverage of contributory social security to both formal and informal sectors • Promotion and protection of the rights of vulnerable groups – Children, PWDs, and Older Persons from abuse, neglect and exploitation • Promotion of Integrated Early Childhood Development and community based care for vulnerable children • Strengthening the family and cultural institutions to promote cultural values and mindset change
	To promote rights, gender equality and women's empowerment in the development process	• Promote women economic

NDP Development Objectives	SDS Plan Objectives	SDS Plan Priority Interventions
	To empower youth to harness their potential for sustainable development	empowerment through entrepreneurship skills, • Women participation in governance • Expansion of access to credit and financial services for youth • Implementation of National Youth Service Scheme • Provision of non - formal vocational, entrepreneurial and life skills to young people • Promotion of youth participation and governance
	To enhance effective participation of communities in the development process	• Access to equal opportunities goods and services • provision of incentives • Strengthen the functionality of and accessibility to quality non-formal literacy services • Expansion of Library and Information services • Promotion of cultural expressions and creative industries • Promotion of local languages including Kiswahili

NDP Development Objectives	SDS Plan Objectives	SDS Plan Priority Interventions
Strengthen Mechanisms for Quality, Effective and Efficient Service Delivery	To improve the performance of the SDS institutions	• Strengthen and develop Human Resource for SDS • Enhance financial resource mobilization • Infrastructure development • Establish a comprehensive web–enabled Management Information System (SDS–MIS) • Establish a comprehensive M&E system for the sector • Enhance the capacity of centre, Local Governments, other actors, communities and beneficiaries to plan and implement SDS programmes • Implementation of gender and equity certificate • Strengthen systems and structures to prevent and respond to GBV and FGM

3.4.2 Alignment of SDSP Interventions with the NRM Manifesto (2016 – 2021) Commitments

In the 2016 – 2021 Election Manifesto H. E. the President pledged to achieve a number of commitments, which fall within the mandate of the Social Development Sector. Annex 1 presents the alignment of the SDP Interventions with the NRM Manifesto commitments

3.4.3 Alignment of SDSP Interventions with the Agenda 2030 for Sustainable Development

The sector plan is in line with United Nations Sustainable Development Goals which commit member states to promote community participation in the development processes as the only effective way of combating poverty, hunger and disease and stimulating development that is

sustainable. **Annex 2** presents the alignment of the sector strategic interventions to the relevant SDGs

3.5. Cross Cutting Issues and their Implications for SDS Planning

3.5.1 HIV/AIDS

The Social Development Sector is the government agency with the mandate for vulnerable and marginalised groups. HIV/AIDS affects these groups in a number of ways. Children have been orphaned and left under the care of their grandparents who have limited capacity to provide for them. HIV infection rates are highest among the young people with high infections among young women which is also the productive age group. HIV/AIDS also affects workers which results into absenteeism and reduced productivity and incomes.

To address these challenges, the sector developed and is implementing the National Policy of HIV/AIDS in the World of Work; National Action Plan on Women, Girls, Gender Equality and HIV/AIDS and the Social Development Sector Strategic Plan on HIV/AIDS. The sector has conducted research and documented positive cultural practices that can be promoted to combat the spread of HIV/AIDs among the cultural institutions. Most of the HIV/AIDS activities are funded by development partners on a short term basis.

The sector hosts two self-coordinating entities that promote mitigation namely; young people self-coordinating entity and the culture coordinating entity. The Young Peoples' Self Coordinating Entity brings together several youth focused organisations that implement HIV/AIDS preventive and mitigation interventions. The Self Coordinating Entity on Culture which is composed of leaders from cultural institutions promotes positive cultural practices that have the potential to halt the spread of HIV/AIDS while encouraging abandonment of the negative practices among their respective communities.

In the next five years, the sector shall continue to create awareness especially among the young people through the youth self-coordinating entity; implement the Action Plan on Women, Girls, Gender and HIV/AIDS; and train staff on HIV/AIDS. The Cultural institutions shall implement their HIV and AIDS action plans for the respective communities. The Ministry as the lead agency for the sector shall continue to support preventive measures, create awareness and provide counselling services among staff, target groups and implementing partners. The OSH clinic shall continue to provide HIV/AIDS testing and counselling services to staff and actors around Kampala.

3.5.2 Gender

Gender equality and women's empowerment is one of the priorities of the SDS. The sector is also the lead agency responsible for mainstreaming gender across all sectors in accordance with the Uganda Gender Policy, 2007. Within the SDS, gender analysis has been undertaken in the four other thematic sub-sectors of labour, productivity and employment, community mobilisation and empowerment, social protection and institutional development. The gender issues identified by the sector include limited access to economic resources and entrepreneurship skills for women; limited participation of women in decision making at all levels; limited participation of the Vulnerable and marginalised groups in economic, social and political development; persistent high levels of gender based violence; child marriage; patriarchal behaviours and stereo-types.

To address the above issues, the sector designed the following interventions: Gender has been mainstreamed in all programmes of the Sector for instance Youth Livelihood Programme targets at least 30% of the beneficiaries to be female and by May 2016, 45% females had accessed the funds. Under Social Assistance Grant for Empowerment, 63% of the beneficiaries are older women. The programmes for prevention of gender based violence target women and men. Male action groups have been established in the communities and are campaigning against violence.

In the next five years, the sector shall continue to mainstream gender and rights in policies, plans and programs in sectors and Local Governments. Emphasis shall be on integrating gender and social safeguards in all infrastructural projects such as transport infrastructure, public buildings, energy, oil and gas. The sector shall continue to put in place interventions to prevent and respond to Gender Based Violence and implement the Uganda Women Entrepreneurship Programme in order to improve the livelihoods of women. Within the SDS, gender issues shall be mainstreamed in the sector projects prioritised in the NDP II such as Youth Livelihood Programme (YLP), Social Assistance Grant for Empowerment (SAGE), Strengthening Safeguards, Safety and Health at Workplaces (SSASHEW) and Strengthening Capacity of Equal Opportunities Commission (EOC).

3.5.3 Environment

The sector is responsible for empowering vulnerable and marginalised groups such as children, youth, older persons, PWDs, women and the communities. The majority of the groups earn a living through extractive activities which impact on the environment. For instance, 75% of the households in Uganda depend on wood fuel for cooking. Sand and clay mining, brick making,

charcoal burning by communities as well as extraction of materials for construction and crafts from swamps and forests are common throughout the country.

On the other hand, environmental degradation and climate change impact negatively on the lives of these vulnerable people. For instance, natural disasters such as drought, landslides, and floods affect the livelihoods of the vulnerable and marginalised groups.

The sector has a number of programmes and interventions which have a relationship to the environment. The Toxic Chemicals Prohibition Control Act (2015) was enacted. The law guides management of chemicals in the country as a way of regulating negative impact on the environment among others. Under the OSH Act, (2006) the sector regularly inspects workplaces and establishments on indoor air quality and dust particles. Community Development Policy (2015) has also been developed and is being implemented to ensure that communities engage in activities that do not contribute to environment degradation and pollution. The sector further developed a training manual for gender and climate change to facilitate different actors in identifying gender issues in mitigation of climate change. In addition, the sector has come up with programmes to support youth and women groups with income generating activities which contribute to conservation and restoration of the environment. These include agro-forestry, afforestation and energy saving technologies. Many young people and women are engaged in tree nursery businesses.

In the next five years, the sector shall continue to promote environment friendly programmes and income generating activities for these groups. The sector shall also strengthen inspections of workplaces and mobilise communities to preserve and restore environment.

3.5.4 Nutrition

Social Development Sector is responsible for providing social care and support to the vulnerable persons such as children, people with disability, women, youth and older persons whose contribution to socio-economic development of the country is affected by nutrition at any stage of growth. According to the Uganda Demographic and Household Survey (UDHS), 19% of the Ugandan population was malnourished in 2006, and 38 percent of children under 5 were stunted. This prevalence means that about 2.3 million young children in Uganda today are chronically malnourished. In addition, 16 percent of children under 5 are underweight while 6 percent are wasted, and 12 percent of women are malnourished.

Malnutrition among women of reproductive age, infants, and young children remains one of Uganda's most fundamental challenges for human capital development in later life cycle since it affects intelligence, creativity and healthy living of the population.

To address the challenges of malnutrition, the sector developed Integrated Early Childhood Development Policy which targets nutrition among infants and young children. In addition, the sector is implementing Uganda Women Empowerment Programme, Youth Livelihood programme, Social Assistance Grants for Empowerment and Disability Grants that aim at increasing income levels of the vulnerable groups so that they can improve their nutrition. Furthermore, the sector plays a key role in mobilizing communities to improve nutrition.

In the next five years, the sector shall continue to mobilize communities to increase demand for nutrition services, develop and enforce national maternal and paternal protection guidelines and develop harmonized nutrition training packages and tools for community resources persons. The sector shall also implement the early childhood development plan of action.

3.5.5 Population

The Social Development Sector addresses the concerns of the whole life cycle of a person starting from childhood to adulthood. It handles children and youth who comprise 78% of the total population. PDWs who constitute 12.7% of the total population, older persons who constitute 3.7% and women who comprise of 50.9% of Uganda's population. Most of the youthful population is dependant. Uganda's high dependency ratio is a major barrier to social transformation and development. Large average family size makes it difficult for investment in social services like education and heath leading to low human capital development. Many families cannot meet basic needs of their children and it is difficult to plan and create quality jobs for the rapidly growing youth population.

On the other hand, the high percentage of young population presents an opportunity for the country if invested into. The sector developed and is implementing programmes that contribute to reduction of fertility and improvement of quality of the surplus labour force.

In the plan period, the sector shall continue to provide reproductive health services among the young people and women, develop and implement strategies against early marriages, mobilize communities to invest in girl -child education and impart skills to youth and women.

CHAPTER FOUR

4.0 IMPLEMENTATION STRATEGY

4.1 Institutional arrangements

The plan will be implemented through a decentralized approach to service delivery. While the centre shall provide the policy guidelines, the Local Governments will play a key role in implementation. The MGLSD shall be the lead institution in the sector. The MGLSD shall play its core roles of policy formulation, guidelines, regulations, capacity building, monitoring and evaluation of sector interventions and coordinating the sector stakeholders. Autonomous and Semi -Autonomous Agencies under the sector will implement the plan in accordance with the mandates stipulated in their respective laws. Civil Society Organisations, and NGOs as well as Private Sector will complement the sector in the implementation of this plan.

In line with the Twin-Track Approach, other MDAs of government shall play critical roles in implementing the Plan within their mandates. The District Local Governments shall be encouraged to establish social development Sector Working Groups to review implementation of the plan. Table 6 below presents roles and responsibilities of Sector Stakeholders.

Table 6: Roles and responsibilities of Sector Stakeholders

Constituency	Stakeholders	Roles and responsibility in Social Development Sector
Sector actors	Ministry of Finance, Planning and Economic Development	• Creation of enabling environment for the implementation of Social Development Plan to achieve NDP II objectives. • Provision of adequate financial resources for the implementation of the Social Development Sector Plan. • Provision of data that is required to inform Social Development planning unit (e.g. Poverty Status Report, UDHS, UNHC, UNPS etc) • Issuance of Certificates to MDLGs for Gender and Equity compliance in BFPs and Policy Statements • Support the growth of the Creative Industries by

Constituency	Stakeholders	Roles and responsibility in Social Development Sector
		providing investment incentives, tax concessions;
	Ministry of Public Service	• Maintenance of payroll of Social Development Sector workers • Provision of adequate human resource by filling in the vacant positions in the lead agency, its affiliated institutions and Local Governments • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets
	Ministry of Local Government	• Supervision and inspection for compliance with effective service delivery at local government levels • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Monitor implementation of social safeguards in infrastructural projects in LGs • Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets.
	Ministry of Education, Science, Technology and Sports	• Support the Special Needs Education and Inclusive Education Policy • Promotion of sports and physical activity for vulnerable and marginalised groups • Provision of quality training of community development workers • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Mainstreaming gender, rights and other social

Constituency	Stakeholders	Roles and responsibility in Social Development Sector
		development concerns in policies, laws, plans, programmes and budgets • Implement interventions for Early Childhood Development within education mandate • Support implementation of social safeguards in infrastructural projects • Promotion of local languages and integration in the education curriculum • Integration of cultural expressions and creative industries in the education curriculum
	Ministry of Water and Environment	• Provide safe water sources closer to the community • Promotion of environmentally friendly projects • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Support implementation of social safeguards in infrastructural projects • Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets
	Ministry of Agriculture, Animal Industries and Fisheries	• Support youth and women agriculture projects (extension services, credit facilities etc) • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets • Implement interventions for Early Childhood Development within mandate • Support implementation of social safeguards in infrastructural projects

Constituency	Stakeholders	Roles and responsibility in Social Development Sector
	Ministry of Internal Affairs	• Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Prevention of child abuse including trafficking
	Ministry of Defence	• Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets • Support implementation of youth service scheme • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act
	Ministry of Works and Transport	• Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Support implementation of social safeguards in infrastructural projects
	Ministry of Health	• Implementation of Health Insurance Scheme • Provision of assistive devices for PWDs. • Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Support implementation of social safeguards in infrastructural projects • Support implementation of integrated early

Constituency	Stakeholders	Roles and responsibility in Social Development Sector
		childhood development and reproductive health services
	Ministry of Lands, Housing and Urban Development	• Enforcement of standards for all buildings to be used by PWDs • Strengthen access to land to vulnerable and marginalised groups particularly women • Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Support implementation of social safeguards in infrastructural projects
	Ministry of Information Communication and Technology	• Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Expand the technological and digital capacity of Creative Industries
	Ministry of Tourism	• to promote tourism and business development of the creative industries
	Ministry of Energy	• Promotion of alternative sources of energy • Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Support implementation of social safeguards in infrastructural projects

Constituency	Stakeholders	Roles and responsibility in Social Development Sector
	Ministry of Trade and Industry	• Promotion of employment and entrepreneur opportunities for youth and women • Mainstreaming gender, rights and other social development concerns in policies, laws, plans, programmes and budgets • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act
	Local Governments	• Protection and promotion of the rights of workers, children, women, older persons, PWDs and the right to culture • Delivery of services on the Social Development Sector decentralised functions. • Recruitment of Community Development Officers at Higher and Lower Local Governments • Award contracts to women and youth in accordance with the reservation scheme in the PPD Act • Formulation of ordinances and bye-laws to support implementation of Social Development Sector Plan • Monitor and ensure implementation of social safeguards in infrastructural projects • Strengthen the family to promote positive values and mindset change.
	Development Partners	• Provision of demand driven technical assistance and inputs for the implementation of Social Development Plan • Complement financing of the Social Development Sector priorities • Participate in Sector Working Group activities
	NGOs, CSOs and	• Complement the implementation of the Sector

Constituency	Stakeholders	Roles and responsibility in Social Development Sector
	FBOs	Plan through service delivery • Advocacy to protect and promote the rights of the vulnerable and marginalised groups • Participation in Sector and Thematic Group activities
	Traditional and Cultural Institutions	• Mobilization of people to take part in all government developmental programmes • Promotion of development and preservation of positive cultural practices and products • Promotion and preservation of cultural values, norms and practices which enhance the dignity and esteem of people

4.2   Coordination of SDSP Implementation

The implementation of the Social Development Sector Plan shall be done through the following coordination structures:

Sector Working Group:

This is the apex technical organ that guides and oversees the implementation of the plan. It is comprised of all the key stakeholders namely MDAs, Development Partners, Social Partners, NGO Forum, private sector, religious and cultural institutions under the leadership of the Ministry of Gender, Labour and Social Development. The Sector Working Group shall be supported by five thematic sub-sector working committees namely:

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

The thematic committees are technical in nature and are responsible for review of policies, planning, monitoring and evaluation and conducting research within the five sub-sectors. Besides these committees, there are special committees such as the child protection working group, the Gender Based Violence (GBV) Reference Group and Gender Issue Based Taskforces as well as programme/project based steering committees which support the sector sub-committee activities.

Social Development Sector Coalition of Development Partners

This is a Committee of Development Partners whose work complements the sector. This Coalition is supported by issue based coordination committees including Gender Development Partners Working Group, the Social Protection Development Partners' Task Force and the UN Convergence Group on Youth. The Coalition is represented in the sector Working Group by the UN Resident Coordinator and the chair of the bilateral and multilateral partners' group, while the taskforces are represented on the thematic working groups.

Coordination of Sector activities at Local Government Level

At the District level, implementation of the sector plan shall be coordinated by the expanded District Technical Planning Committee chaired by the Chief Administrative Officer and the District Community Development Officer shall be the secretary. The expanded Technical Planning Committee shall bring on board representatives of the private sector, civil society and faith based organizations who are not regular members of the District Technical Planning Committee. Other target specific coordination mechanisms including youth, children, GBV and social protection shall be used to oversee plan implementation. Similar coordination mechanisms shall be replicated at the Sub-county level.

The coordination structure for the SDS is presented in figure 11.

Figure 11: Coordination structure of the SDS
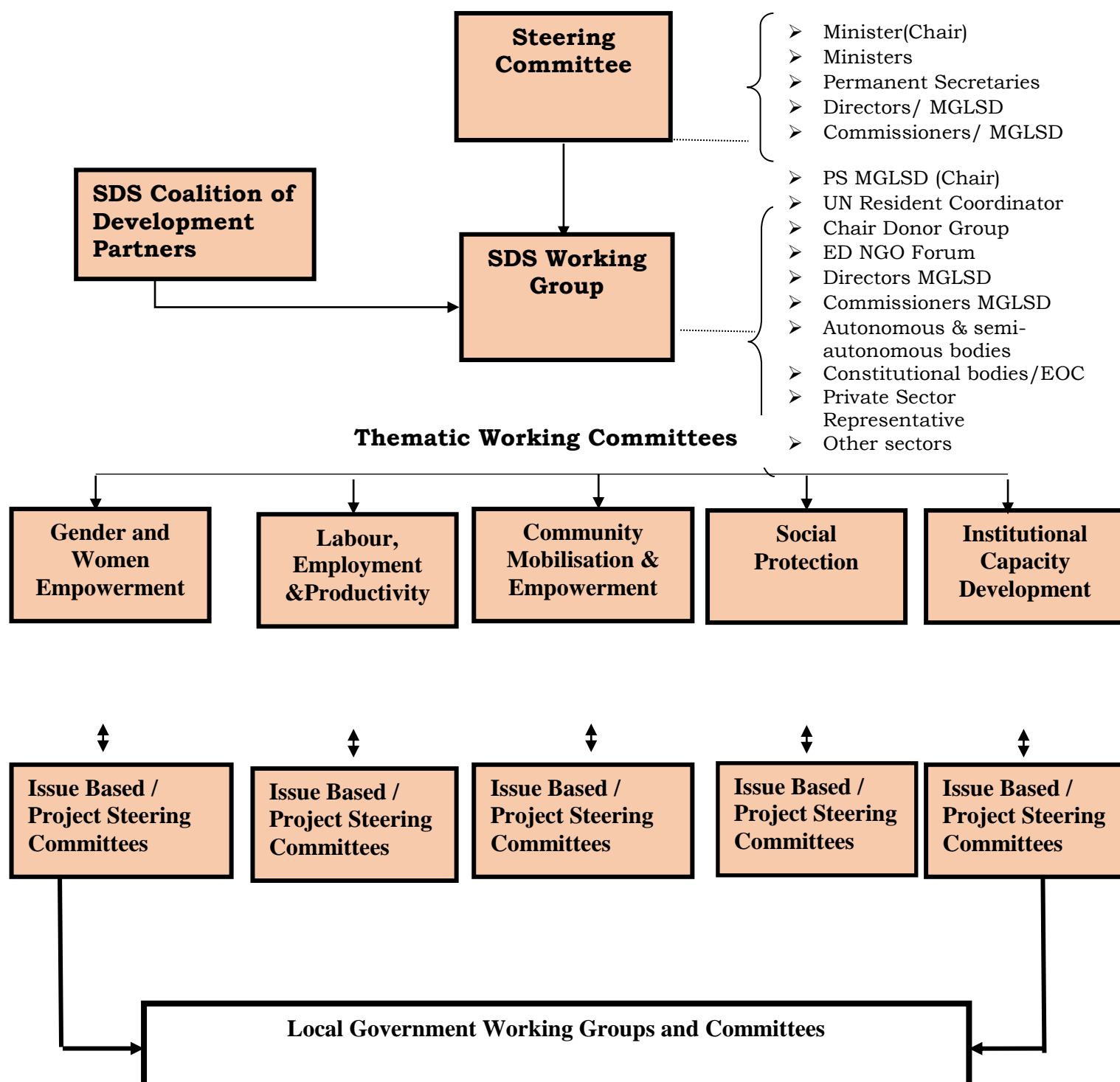
The SDS Working Group shall be strengthened as a coordination mechanism for implementation of SDSP. The MGLSD shall play the lead role of policy guidance, formulation, capacity building, monitoring and evaluation through the different management mechanisms.

4.3 Possible Risks Associated with the Plan

Financial flow and Management:

The failure of government and development partners to effectively and efficiently disburse, manage and/or account for funds will negatively affect implementation of this strategic plan. Delay or failure in release of funds to the Local Governments also poses huge challenge for longer term sustainability of the sector interventions. Equally, failure by Local Governments to provide timely accountability for remitted funds will impair service delivery.

Measures to mitigate these risks include strengthening public sector financial management systems for expenditure tracking and accountability, scaling up capacity for pool funding at decentralized levels, and capacity building for financial management and reporting at all levels.

Governance, leadership and Coordination:

Strong leadership across government, coupled with effective coordination of all stakeholders by the MGLSD is vital for the realization of the SDSP outcomes. The MGLSD, with the support of key Partners, will undertake continuous advocacy to ensure that there is political commitment towards the SDSP implementation.

Partnership Commitment and Capacity:

The successful implementation of the plan will require a multi-sectoral response involving partners from public and private sectors and civil society organizations. Any significant lack of commitment or capacity by either party will seriously affect the achievement of the outcomes of the plan. The MGLSD shall develop and implement a comprehensive partnership framework to mitigate this risk.

CHAPTER FIVE

5.0   FINANCING STRATEGY

5.1   Sector Financing

The implementation of this plan shall be funded mainly from the Medium Term Expenditure Framework of Government. Other sources of funding shall include Development partners, Multilateral and Bilateral Agencies, private sector investments, civil society and faith based organizations financing as well as community support. Development Partners and multilateral agencies shall continue to provide technical assistance to the sector.

5.2   Estimated Plan Cost

The estimated total cost of the plan is Uganda shillings 2,131,329,292. The Summary of the estimated cost of the plan is presented in Table 7 below.

Table 7: Summary of estimated cost (figures in Billion Shillings)

Description	FY 2015/16	FY 2016/17	FY 2017/18	FY 2018/19	FY 2019/20	Total	Percentage (%)
Employment and Labour productivity	5,777,503	52,263,700	54,627,000	39,172,000	38,476,300	190,316,503	8.93
Community mobilization and empowerment	5,495,000	44,465,000	56,565,000	42,565,000	48,065,000	197,155,000	9.25
Social Protection	85,128,000	122,542,300	136,459,000	147,868,000	161,683,000	653,680,300	30.67
Youth empowerment	94,464,000	105,243,500	110,967,000	113,229,500	111,379,500	535,283,500	25.12
EOC	4,260,000	6,650,000	6,650,000	7,180,000	7,770,000	32,510,000	1.53
Gender equality and women's empowerment	6,564,800	63,105,767	63,243,267	64,870,767	64,882,867	262,667,468	12.32
Institutional capacity development	15,272,547	89,955,357	50,003,849	54,864,312	49,620,456	259,716,521	12.18
Total	216,961,850	484,225,624	478,515,116	469,749,579	481,877,123	2,131,329,292	100

5.3 Sources of funding

The funding is expected to come from the following sources as indicated in table 8 below

Table 8: Sources of funding for SDS plan 2015/16 – 2019/2020

Description	FY 2015/16	FY 2016/17	FY 2017/18	FY 2018/19	FY 2019/20	Total	Percentage (%)
GOU (MTEF)	89.56	192.79	200.51	227.84	268.02	978.74	59.7
UN Agencies	10.04	30.14	30.14	30.14	30.14	130.60	7.96
DVV	7.27	11.07	11.57	11.97	12.27	54.15	3.30
DFID	64.56	61.75	56.67	55.05	50.97	289.00	17.62
GIZ	1.95	2.31	2.81	2.68	2.39	12.17	0.74
JLOS	1.00	1.00	1.00	1.00	1.00	5.00	0.30
MOWT	7.94	8.45	10.93	13.28	15.18	55.78	3.40
MAAIF	0.23	1.09	1.19	1.30	1.42	5.23	0.32
MOH	3.08	3.33	4.02	4.76	5.56	20.74	1.26
MOWES	6.49	7.10	9.99	12.80	15.85	52.23	3.18
MOEMD	4.16	6.73	8.23	8.56	8.70	36.38	2.22
Total	196.28	325.76	337.06	369.38	411.50	1,640.02	100
Funding gap	20.68	178.47	141.46	100.37	71.38	512.36	

5.4 Financing Plan

The main source of financing the SDSP is from Government of Uganda. Other funding sources shall be from Development Partners, United Nations Agencies, Multilateral and Bilateral Agencies, the private sector and Civil Society Organizations. The Development Partners constitute a significant source of funding for the sector. The preferred mode for this external support for the SDSP is through basket funding: either as a contribution to the national budget or specifically for the SD Sector, in line with the Sector-Wide Approach. However, the project funding modality shall also be considered for projects that are unique requiring seed and start up interventions and maybe short term. Technical assistance shall continue as a modality of support from Development Partners and any other sector partners.

5.5 Strategies for financial sustainability

Over the plan period, the sector has a funding gap of Shs 512.3 bn. The sector plans to address this funding gap by:

a) Developing proposals and negotiating for funding and increased resource allocation;

b) Strengthening public private partnerships particularly in infrastructure development for Social Development Sector; and

c) Strengthening strategic partnership and coordination with implementing CSOs and the private sector for harmonized delivery of the sector outputs.

d) Raising awareness about SD concerns to increase commitment and responsiveness among stakeholders;

e) Strengthening linkages and collaboration with other government programmes;

f) Mainstreaming SD concerns in other essential sectors at national and local government levels;

g) Increasing Resource Tracking to ensure effective utilization of the available resources

CHAPTER SIX

6.0   MONITORING AND EVALUATION

6.1   Sector Monitoring

Systematic monitoring is important to track activity implementation and provide feedback on performance to implementing partners and other stakeholders. A comprehensive M&E Plan shall be developed to track progress along the key performance indicators and results against planned targets. The monitoring and evaluation system shall be strengthened through the development and operationalisation of a comprehensive e-enabled management information system that shall bring together the various sub-sector management systems.

6.2 Monitoring at District and Local Government levels

Monitoring the sector activities at District and local level will be a shared responsibility between all stakeholders. The participatory approach will be promoted in line with the sector objectives of empowering communities for effective participation.

Local government level actors including the CSOs and community leaders as well as the community shall be facilitated to identify indicators and participate in monitoring their initiatives through regular meetings and supervision visits. Such information shall form part of the Community Based Management Information System to be promoted by the plan. The community progress reports shall form part of what the CDOs at sub-county level shall report to district level CDOs on a quarterly basis. In turn the CBSOs will utilize the CDOs report and his /her own report to produce quarterly progress reports which shall be forwarded to the MGLSD.

6.3 Monitoring Mechanisms

6.3.1 Sector Evaluation

Periodic evaluations of the plan shall be conducted to make a comparative assessment of results (outcomes and results) of the interventions. Specifically, mid-term and end of plan evaluations shall be conducted as part of the evaluations and an independent consultant shall be contracted to guide the process for purposes of objectivity. Other evaluations shall include Quarterly Reviews, Annual Joint Sector Reviews, peer reviews, exchange visits and experience sharing conferences.

6.3.2 Mid-Term Review:

A mid-term review shall be conducted during the 3rd year of plan implementation. The review shall also assess sector progress made towards the achievement of set targets, challenges encountered and provide strategic direction for the implementation during the remaining years of the Plan.

6.3.3 End of Plan Evaluation:

A participatory evaluation shall be undertaken at the end of the plan period to assess the level of achievement of the plan.

6.3.4   Other Evaluations and Reviews

Quarterly Reviews:

Quarterly reviews will be conducted by sector stakeholders at all levels (National, Regional and Local Government (District)) and implementation progress documented against quarterly targets. Semi Annual and Annual Reports shall then be compiled and submitted to the various Government monitoring centres including Ministry of Finance, Planning and Economic Development, Office of the Prime Minister and National Planning Authority.

Joint Annual Reviews:

The MGLSD as the lead agency of the sector shall organise Joint Annual Reviews in collaboration with sector stakeholders. Joint field visits to selected districts shall be conducted as part of the joint annual reviews. The synthesised Joint Annual review reports shall be prepared and presented to the sector stakeholders.

6.4. Monitoring and Evaluation Results Framework per thematic area

The sector shall track progress of implementation across key established indicators.

6.4.1 Labour, Employment and Productivity

Objective 1: To promote decent employment opportunities and labour productivity							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
Policies and legislation on labour, employment and	Number of laws and policies developed/reviewed	6	7	9	11	12	13
	Number of labour regulations enforced	13	13	13	13	13	13

Objective 1: To promote decent employment opportunities and labour productivity							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
productivity developed and enforced							
Internal and external employment services promoted	Number of migrant workers placed in job markets abroad annually (000)	1.7	2.3	2.9	3.6	4.4	5.5
	Remittances from migrant workers (US$ million)	2.0	2.7	3.4	4.2	5.2	6.3
	Number of job seekers placed in employment in the country by public and private sectors ('000)	5	5	10	15	20	25
	Number of informal businesses supported with toolkits ('000)	N/A	20	50	50	50	50
Skills for the labour force developed	Number of trainees on apprenticeship, internship and voluntarism (000)	N/A	0	5	10	20	20
	Number of persons in gainful employment after training ('000)	N/A	0	1.08	1.3	1.5	1.8
	Number of semi-skilled workers accredited and certified (000)	N/A	0	1	5	10	10
Productivity centre and business shelters established and operational	Functional Productivity centre	N/A	0	1	1	1	1
	Number of business shelters constructed and equipped annually	N/A	0	1	2	3	3
	Number of workers utilising the common services in the	N/A	0	2	4	6	6

Objective 1: To promote decent employment opportunities and labour productivity							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
	shelters annually (000)						
	Number of regional OSH centres established	N/A	0	1	1	1	1
LMIS strengthened	Number of labour market reports published	1	1	1	2	2	4
Safety and Health in workplaces and projects improved	Number of work places registered	827	1,001	1,112	1,123	1,134	1,145
	Number of workplaces inspected	6,702	7,372	8,109	8,920	9,010	9,191
	Number of infrastructural projects with social safeguards	N/A	3	12	15	20	30
Industrial peace and harmony promoted	Number of labour disputes resolved	384	200	400	400	400	400
	Minimum Wage and Advisory Board, Medical Board, Labour Advisory Board operationalised	2	1	1	1	1	1
	Functional Tripartite Council	N/A	0	1	1	1	1

6.4.2 Community Mobilization and Empowerment

Objective 1: To enhance effective participation of communities in the development process							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
Community driven initiatives (CDI) for improved livelihoods promoted	Operational Integrated community mobilization package	N/A	0	0	1	1	1
	Number of sectors supported to provide technical mobilization at community level	5	5	5	10	15	16
	Number of home and village improvement campaigns conducted	720	0	1,290	1,290	1,290	1,290
	Number of National Citizens Awareness campaigns held	N/A	0	52	52	52	52
	Number of community dialogue sessions held trigger community involvement in Government service delivery ('000)	N/A	0	5	10	20	40
	Number of LGs with ordinances and bye-laws on community development	15	15	50	75	100	112
Household income and wealth creation promoted	Number of community mobilization models developed and implemented	2	-	1	1	1	1
	Number of community groups mobilized and formed (000)	10	10	10	10	10	10
	Number of Village Savings and Loans Associations (VSLAs) established and operational (000)	2	0	11.6	11.6	11.6	11.6

Objective 1: To enhance effective participation of communities in the development process							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
Non formal functional literacy services promoted	Number of community classes in literacy services	6,091	6,091	6,091	6,091	6,091	6,091
	Number of adults trained in functional adult literacy services (000)	158	250	250	250	250	250
Library and information services enhanced	Number of public and community libraries established	106	-	-	1	-	1
	Number of users utilizing library services (000)	13.07	13.07	23.07	33.07	43.07	53.07
	Number of tele-centres established and fully equipped	6	-	4	4	4	4
	Number of users utilizing the tele-centre services (000)	N/A	246	1,480	2,460	3,453	4,440
Community Information System strengthened	Number of communities with functional Community based information management systems ('000)	N/A	0	5	10	20	40
	Number of villages with operational CIS(000)	N/A	5	10	20	40	60
Cultural expressions and creative industries promoted for development	Number of environmentally friendly creative enterprises established and operational (000)	2.0	0	0.0	2.0	2.0	2.0
	Number of centres of excellence established and functional	N/A	0	0	1	1	1
	Kiswahili Council established and operationalized	1	0	0	1	0	0
	Number of researches on	5	1	1	1	1	1

Objective 1: To enhance effective participation of communities in the development process							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
	indigenous knowledge carried out						
	Number of communities trained on cultural values (000)	50	10	10	10	10	10
	Number of Sectors implementing family responsive policies	5	1	2	1	1	0
	Domesticate Culture Conventions	2	1	2	2	2	2
Strengthening the Family and traditional institutions to promote positive cultural values, mindset and national identity;	Number of Traditional or cultural leaders supported	15	15	15	15	15	15
	Number of communities sensitized on positive cultural values, norms and mindset change	65	5	10	20	20	5
	Operational family responsive model on income generation	1	0	0	1	1	1
	Number of communities sensitized on parenting	65	5	10	20	20	5
	Number of researches carried out on indigenous knowledge	3	0	0	1	1	1
Promotion of Local Languages including Kiswahili	Kiswahili Council operationalized	1	0	1	0	0	0
	Local Language structures established	2	1	1	1	1	0

6.4.3 Social Protection

Objective 3: To enhance the resilience and productive capacity of the vulnerable persons for inclusive growth.							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
Policy and legal frameworks and mechanisms for vulnerable groups formulated	Number of policies and action plans for vulnerable groups developed, reviewed and implemented	9	1	2	2	2	2
	Number of social protection laws formulated	6	0	0	1	1	1
	Functional single registry for social protection	N/A	0	1	1	1	1
	Number of reports submitted on international instruments for vulnerable groups	2	2	2	0	2	2
Social Assistance Grants designed and coverage expanded	Number of older persons accessing Social Assistance Grants for Empowerment	1,465	13,239	14,279	15,466	17,168	18,698
	Number of PWD's accessing Disability Grants('000)	10	0	20	30	40	45
	Number of vulnerable persons participating in public works programs('000)	36	0	148	148	148	148
Social security services expanded to the formal and informal sector	Number of workers in formal sector accessing social security(million)	1.8	1.9	2.02	2.19	2.49	2.89
	Number of informal sector social security schemes developed and operationalized	N/A	0	0	1	1	1

Objective 3: To enhance the resilience and productive capacity of the vulnerable persons for inclusive growth.							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
Social care and support services expanded and strengthened	No of vulnerable persons provided with comprehensive care and support services(million)	N/A	0.19	0.38	1.0	1.0	1.5
	National Council for Social workers established and operationalized	N/A	0	1	1	1	1
	Number of PWDs rehabilitated at institutional and community based levels ('000)	1	1	1	1	1	1
	Number of children with disabilities rehabilitated	N/A	600	600	600	600	600
Promotion and protection of the rights of children from abuse, neglect and exploitation	Number of child abuse cases reported (000)	20.0	40.8	45.5	45.5	45.5	45.5
	Number of child abuse cases referred for specialised services	300	4,080	4,550	4,550	4,550	4,550
	Number of cases handled to conclusion (mitigation and arbitration) (000)	300	16.32	36.4	36.4	36.4	36.4
	Number of children rescued from abuse rehabilitated and resettled (000)	20.0	10.2	22.75	22.75	22.75	25
	Number of child abuse cases prosecuted (000)	N/A	8	8	8	8	8
	Number of juvenile cases received	6,500	6,500	6,400	6,300	6,000	5,500
	Number of juvenile cases diverted from justice	1,000	1,500	3,000	4,000	4,500	4,500

Objective 3: To enhance the resilience and productive capacity of the vulnerable persons for inclusive growth.							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
	systems						
	Number of juvenile cases prosecuted and rehabilitated	4,853	4,853	4,853	2,700	2,500	1,000
	Number of children rescued from worst forms of child labour (000)	60	10	35	50	55	55
	Number of children legally fostered (000)	1	5	6.5	8	10	10
	Number of children legally adopted	200	175	150	125	100	50
Integrated Early Childhood Development and community based care for vulnerable children promoted	Number of parents and caregivers trained (000)	0.3	0	240	340	540	660
	Number of functional parenting clubs established and maintained and number of district with functional IECD committee	N/A	0	112	224	320	320
	Number of community IECD centres established delivering atleast 3 essential service to children (000)	6	0	22	22	25	25
Objective 4: Improve the capacity of youth to harness their potential and increase self-employment, productivity and competitiveness							
Output Results	**Key Performance Indicator**	**Baseline**	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**
Non formal vocational, entrepreneurial and life skills for	Number of youth trained in non-formal skills(000)	12.3	16.3	17.3	22.5	27.6	27.6
	Number of tool kits provided after training	12.3	16.3	16.0	16.0	16.0	16.0

Objective 3: To enhance the resilience and productive capacity of the vulnerable persons for inclusive growth.							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
Youth developed	('000)						
	Youth Centres for technical advisory services established and functional	2	0	1	2	2	2
	Number of youth sensitized on life skills, values, norms and change of mind sets (000)	12.1	13.5	13.5	13.5	28.0	28.0
	Youth talent development programs designed and implemented	1	0	2	2	2	2
	Number of youth sensitised on adolescent sexual reproductive health, HIV/AIDS and rights ('000)	200	200	200	250	250	300
	Number of community-led initiatives supported to eliminate drug and substance abuse	N/A	0	230	892	947	947
	Guidelines on sexuality education for out of school young people operational	N/A	0	1	1	1	1
	Number of sensitised against drug and substance abuse (000)	0.25	0.375	1	1.2	1.5	1.5
	Number of substance and drug abuse victims rehabilitated	N/A	0	750	1000	1200	1200

Objective 3: To enhance the resilience and productive capacity of the vulnerable persons for inclusive growth.							
Output Results	Key Performance Indicator	Baseline	Targets				
			Y1	Y2	Y3	Y4	Y5
Financial and credit facilities for youth expanded	Number of environmentally friendly projects financed ('000)	3.25	10.1	19.1	28.1	37.3	46.9
	Number credit facilities for youth development	2	2	2	3	3	3
	Number of youth beneficiaries ('000)	50.3	100.6	190.8	281.2	372.4	468.9
Youth issues mainstreamed in Sector plans and strategies	Number of sectors that have mainstreamed youth issues in their plans	1	5	10	16	16	16
	Number of contracts awarded to youth in accordance with the Reservation Scheme in the PPDA (SDS and other sectors)	N/A	20	50	100	150	200
	Functional National Youth Coordination Mechanism	N/A	1	1	1	1	1
National Youth Service Scheme established	Number of youth enrolled into Service Scheme(000)	N/A	0	8	12	12	12
	Number of youth successfully employed after completion of service (000)	N/A	0	0.8	1.2	5	7.5
	Number of National Youth Service centres operational	N/A	0	3	4	3	1
Youth participation and governance	Number of youth leaders trained on youth development	3	4	4	4	5	4
	Functional youth participation framework	1	1	1	1	1	1

Objective 3: To enhance the resilience and productive capacity of the vulnerable persons for inclusive growth.							

Output Results	Key Performance Indicator	Baseline	Targets				
			Y1	Y2	Y3	Y4	Y5
	Annual youth development status report	N/A	0	1	1	1	1

Objective 7: Redress imbalances and improve equal opportunities for all							

Output Results	Key Performance Indicator	Baseline	Y1	Y2	Y3	Y4	Y5
Access to equal opportunity services strengthened	Number of tribunals conducted	8	8	10	10	12	12
	Number of discrimination complaints reported and investigated	50	80	85	90	95	100
	Number of laws, policies and plans reviewed for compliance to equal opportunities and affirmative action	N/A	15	15	15	15	14
	Number of sector compliance audits conducted on equal opportunities	2	10	10	10	10	13
	Number of stakeholders trained in HRBA to Programming to mainstream social equity issues in their work plans and budgets	75	100	200	200	200	200
	Number of sector BFPs' assessed on compliance to Gender and Equity standards	16	16	16	16	16	16

Objective 3: To enhance the resilience and productive capacity of the vulnerable persons for inclusive growth.							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
	Number of Policy Statements assessed on compliance to Gender and Equity standards	100	135	135	135	135	135
	Number of reports on State of EOC	N/A	1	1	1	1	1

6.4.4 Gender Equality and Women's Empowerment

Objective 5: To promote rights, gender equality and women's empowerment in the development process.							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
Women's economic empowerment increased	Number of environmentally friendly projects financed	200	2800	2400	3600	4800	6000
	Number of women beneficiaries (000)	12	33.6	38.8	43.2	57.6	72.0
	Number of contracts awarded to women in accordance with the Reservation Scheme in the PPDA (SDS and other sectors)	N/A	20	50	100	150	200
Gender and women's rights mainstreamed in sectors policies, plans and programmes	Number of sectors specific policies, plans reviewed to address gender concerns	1	0	1	1	1	1
	Number of sectors that have conducted participatory gender audits	10	0	14	15	16	16

Objective 5: To promote rights, gender equality and women's empowerment in the development process.							
Output Results	Key Performance Indicator	Baseline	Targets				
			Y1	Y2	Y3	Y4	Y5
	Number of reports submitted to regional and international bodies	4	0	2	1	2	2
Increased GBV response and prevention	Number of GBV cases reported (000)	124.5	134.5	154.4	154.4	154.4	127.5
	Number of GBV cases resolved (000)	94.15	108.08	108.0	108.072	108.064	88.198
	Number of GBV safety shelters and advisory centres established	13	1	1	1	1	1
	Number of communities abandoning FGM practices	6	5	5	5	7	7
	Number of functional community action groups against GBV	128	20	50	50	70	70
	Number of community activists against GBV	192	192	192	192	192	192
Women participation and governance	Number of women in leadership positions (Parliament, LGs and Constitutional commissions)	N/A	0	142	142	142	142
	Number of women trained in leadership	N/A	0	750	750	750	750

6.4.5 Institutional Capacity Development

Objective 6: To improve the performance of the SDS institutions.							
Output Results	**Key Performance Indicator**	**Baseline**	**Targets**				
			Y1	**Y2**	**Y3**	**Y4**	**Y5**
Financial Resources for the Sector increased	Share of the SDS in the National Budget	0.4	0.7	0.7	1.2	1.62	2.0
Sector Human resource strengthened	Number of staff recruited at centre (MGLSD)	271	10	129	40	40	0
	Number of staff trained in short and long term tailor-made courses	110	150	200	300	400	450
Coordination of SDS strengthened	Number of Sector Working Group meetings held	N/A	2	4	4	4	4
	Number of technical thematic sub-committees meetings held	8	20	20	20	20	20
	Number of joint sector review meetings conducted	N/A	0	1	1	1	1
Sector Infrastructure improved	Number of physical facilities (children institutions, youth training centres, PWD rehabilitation centres, rural training centres, National Library) rehabilitated	7	1	1	6	7	5
Sector Systems strengthened	Functional Coordination mechanism	2	2	6	6	6	6
	Comprehensive monitoring and evaluation system developed and functional	N/A	0	1	1	1	1
	Comprehensive management information system developed and functional	N/A	0	1	1	1	1

Annex 1:   Alignment of SDSP Interventions with the NRM Manifesto (2016 – 2021) Commitments

SDS Plan Objectives	SDS Plan Priority Interventions	NRM Manifesto commitments
To promote decent employment opportunities and labour productivity	- Creation of decent employment opportunities; - Strengthen enforcement of labour, safety and health standards; - Workplace skills development and certification; - Establishment and operationalisation of Productivity Centre and Industrial Business shelters; - Strengthening Labour Market Information Systems; - Internal and external employment services; and - Promotion of green jobs	- Review the minimum wage with a view to match the cost of living and growth achievements in the economy - Mobilize and sensitize workers on ethics and attitudes to work, including imparting of multi-skills to enable them to remain relevant and competitive in the labour market at national and international levels - Protect children from all forms of child labour, including combating all forms of human trafficking - Implement the tripartite charter as a framework for cooperation among labour unions, employers and government - Strengthen the enforcement of the various labour laws to ensure that workers are not exploited and mistreated - Promote externalisation of labour
To enhance effective participation of communities in the development process	- Mobilise and empower communities to appreciate, demand, participate, contribute, own, utilise and sustain infrastructure - Promotion of the functional and accessible quality non formal literacy services; - Promotion of library and information services;	- Observe National Citizens Awareness Week and Day (Barazzas) - Mobilize communities and their leaders to support development initiatives - Support strengthening of cultural institutions as custodians of our heritage. - Support the development and promotion of indigenous knowledge through documentation of local knowledge, blending indigenous technology

SDS Plan Objectives	SDS Plan Priority Interventions	NRM Manifesto commitments
	- Promotion of cultural expression and creative industries; - Strengthen the family and traditional or cultural leaders for cultural values and mindset change - Promotion of local languages including Kiswahili; and - Operationalisation of community information systems.	- Promote and support the development of the entertainment industry. - Strengthen the enforcement of the Copyright Law - Support innovations aimed at improving traditional arts, music and music instruments - Support the emerging film industry by assisting actors to get training and equipment
To improve the resilience and productive capacity of the vulnerable persons for inclusive development	- Provision of direct income support to vulnerable groups; - Provision of social care and protection services to children and other vulnerable groups; - Expansion of scope and coverage of contributory social security to both formal and informal sectors; - Promotion and protection of the rights of vulnerable groups – Children, PWDs, and Older Persons from abuse, neglect and exploitation; - Promotion of Integrated Early Childhood Development and community based care for vulnerable children;	- Strengthen and invest in child protection systems in the country at all levels. - Formulate and implement relevant legal policy frameworks that respond to the needs of children. - Professionalize probation and social welfare services. - Enhance prevention and referral of child abuse cases through mechanisms like child helpline and justice system - Establish a family inspection system to ensure that children are not harmed or abused in homes - Advocate for increased access to quality and affordable basic services to children, especially the vulnerable - Implement the national strategy on ending child marriage and teenage pregnancy - Increase investment programmes that

SDS Plan Objectives	SDS Plan Priority Interventions	NRM Manifesto commitments
		enhance early childhood development
		• Advocate for investment in children at all levels to improve their wellbeing
		• Care and protect the rights of children in private and public institutions including regulation of fostering, international adoption and institutionalization of children.
		• Renovate and maintain juvenile homes in all regions, for corrective actions against children in conflict with the law
		• Revamp regional institutions for PWDs
		• Continue promotion of employment opportunities for PWDs through mobilizing resources for the special grant for PWDs and community-based activities for their empowerment
		• Advocate and create awareness to promote employment of PWDs, in line with the legal and regulatory frameworks
		• Enhance implementation of the law on access to buildings for Persons with Disabilities
		• Advocate for the availability of drugs for older people in all Government Health Centres.
		• Operationalize the National Plan of Action for Older Persons
To empower youth to harness their potential for sustainable development	• Expansion of access to credit and financial services for youth; • Implementation of National Youth Service Scheme;	• Capacity building and empowerment of youth for employability, competitiveness and productivity • Consolidate vocational skills training, entrepreneurship and promote decent

SDS Plan Objectives	SDS Plan Priority Interventions	NRM Manifesto commitments
	• Provision of non - formal vocational, entrepreneurial and life skills to young people; • Promotion of youth participation and governance	work for the youth • Strengthen and fully implement the Youth Livelihood Programme • Consolidate youth participation in decision-making and governance at various levels • Establish National Youth Service scheme to include internship, work placements and mind-set change • Encourage youth to protect the environment and support their involvement in green business • Develop strategies for prevention of drug and substance abuse among the youth
To promote rights, gender equality and women's empowerment in the development process	• Expand access to credit and financial services for women; • Provision of entrepreneurial skills for women; • Mainstreaming gender in policies, laws and programmes; • Strengthen systems and structures to prevent and respond to GBV and FGM; and • Women participation in governance	• Establish Uganda Women Entrepreneurship Programme (UWEP) as a revolving fund to promote human capacities and support women entrepreneurial initiatives. • Implement the national strategy on ending child marriage and teenage pregnancy. • Implement the National Action plan on women, girls, gender equality and HIV/AIDS. • Implement a National Policy and Action Plan to eliminate Gender Based Violence (GBV) and Female Genital Mutilation (FGM/C). • Continue sensitizing and raising awareness, enforcing the law as well as providing support to communities to abandon FGM/C

SDS Plan Objectives	SDS Plan Priority Interventions	NRM Manifesto commitments
		• Advocate for implementation of affirmative action strategies in accordance with the constitutional and statutory provisions to enhance the empowerment of women. • Operationalise the gender and equity budget compliance in the Public Finance Management Act 2014. • Harmonize domestic policies with regional and international processes that seek to enhance the status of women for strengthened collaboration and regional integration (EAC, COMESA, IGAD, ICGLR, AU and the UN).

Annex 2:   Alignment of SDSP interventions with the SDGS

Sustainable Development Goal		SDG targets relevant to SDS	SDS Plan strategic interventions
Goal 1.	End poverty in all its forms everywhere	1.1. By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than $ 1.25 a day. 1.2. By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions. 1.3. Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable. 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural	• Provision of direct income support to vulnerable groups • Provision of social care and protection services to children and other vulnerable groups • Expansion of scope and coverage of contributory social security to both formal and informal sectors • Promotion and protection of the rights of vulnerable groups – Children, PWDs, and Older Persons from abuse, neglect and exploitation • Promotion of Integrated Early Childhood Development and community based care for vulnerable children • Access to equal opportunities • Establish a comprehensive web–enabled Management Information System (SDS–MIS)

Sustainable Development Goal		SDG targets relevant to SDS		SDS Plan strategic interventions
			resources, appropriate new technology and financial services, including microfinance.	• Establish a comprehensive M&E system for the sector
		1.5	By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.	• Mainstreaming gender in policies, laws and programmes • Enhance the capacity of centre, Local Governments, other actors, communities and beneficiaries to plan and implement SDS programmes. • Strengthening the family and traditional institutions for mindset change • Promotion of cultural expression and creative industries;
Goal 2.	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	2.1	By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.	• Provision of direct income support to vulnerable groups • Provision of social care and protection services to children and other vulnerable groups • Expansion of scope and coverage of contributory social security to both formal and informal sectors
		2.2	By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and	

Sustainable Development Goal	SDG targets relevant to SDS	SDS Plan strategic interventions
	wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons.	- Promotion and protection of the rights of vulnerable groups – Children, PWDs, and Older Persons from abuse, neglect and exploitation - Promotion of Integrated Early Childhood Development - Expansion of access to credit and financial services for youth - Provision of non - formal vocational, entrepreneurial and life skills to young people - Access to equal opportunities - Mobilise and empower communities to appreciate, demand, participate, contribute, own, utilise and sustain infrastructure - Mainstreaming gender in policies, laws and programmes - Establish a comprehensive web–enabled Management Information System (SDS–MIS)

Sustainable Development Goal	SDG targets relevant to SDS	SDS Plan strategic interventions
		• Establish a comprehensive M&E system for the sector • Strengthen the family and traditional institutions for mindset change
Goal 3. Ensure healthy lives and promote well-being for all at all ages	3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under 5 mortality to at least as low as 25 per 1,000 live births. 3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases. 3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol. 3.9 By 2030, substantially reduce the number of	• Promotion of Integrated Early Childhood Development • Strengthen enforcement of labour, safety and health standard • Promotion and protection of the rights of vulnerable groups – Children, PWDs, and Older Persons from abuse, neglect and exploitation • Mobilise and empower communities to appreciate, demand, participate, contribute, own, utilise and sustain infrastructure • Establish a comprehensive web–enabled Management Information System (SDS–MIS) • Establish a comprehensive M&E

Sustainable Development Goal		SDG targets relevant to SDS		SDS Plan strategic interventions
			deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	system for the sector • Provision of non - formal vocational, entrepreneurial and life skills to young people
Goal 4.	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.1	By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.	• Mainstreaming gender in policies, laws and programmes • Access to equal opportunities • Promotion of Integrated Early Childhood Development • Provision of non - formal vocational, entrepreneurial and life skills to young people • Promotion of the functional and accessible quality non formal literacy services • Promotion of library and information services • Provision of entrepreneurial skills for women • Mobilise and empower communities to appreciate, demand, participate, contribute, own, utilise and sustain infrastructure • Workplace skills
		4.2	By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.	
		4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	
		4.5	By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with	

Sustainable Development Goal		SDG targets relevant to SDS		SDS Plan strategic interventions
			disabilities, indigenous peoples and children in vulnerable situations.	development and certification • Implementation of National Youth Service Scheme • Promotion of local languages including Kiswahili • Establish a comprehensive web–enabled Management Information System (SDS–MIS) • Establish a comprehensive M&E system for the sector
		4.6	By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.	
Goal 5.	Achieve gender equality and empower all women and girls	5.1	End all forms of discrimination against all women and girls everywhere.	• Mainstreaming gender in policies, laws and programmes; • Strengthen systems and structures to prevent and respond to GBV and FGM; • Women participation in governance • Expand access to credit and financial services for women; • Provision of entrepreneurial skills for women • Access to equal opportunities
		5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.	
		5.3	Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.	

Sustainable Development Goal	SDG targets relevant to SDS	SDS Plan strategic interventions
	5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate. 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. 5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences. 5.a Undertake reforms to give women equal rights to	• Provision of non - formal vocational, entrepreneurial and life skills to young people • Promotion of the functional and accessible quality non formal literacy services

Sustainable Development Goal	SDG targets relevant to SDS	SDS Plan strategic interventions
	economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws. 5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women. 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries. 8.2 Achieve higher levels of	• Creation of decent employment opportunities • Strengthen enforcement of labour, safety and health standards • Workplace skills development and certification • Establishment and

Sustainable Development Goal	SDG targets relevant to SDS	SDS Plan strategic interventions
	economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour–intensive sectors. 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro small and medium sized enterprises, including through access to financial services. 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training. 8.7 Take immediate and	operationalisation of Productivity Centre and Industrial Business shelters • Strengthening Labour Market Information Systems • Internal and external employment services • Promotion of green jobs • Expansion of access to credit and financial services for youth • Implementation of National Youth Service Scheme • Provision of non - formal vocational, entrepreneurial and life skills to young people • Provision of entrepreneurial skills for women • Mobilise and empower communities to appreciate, demand, participate, contribute, own, utilise and sustain infrastructure • Promotion of the functional and accessible quality non formal literacy services

Sustainable Development Goal		SDG targets relevant to SDS	SDS Plan strategic interventions
		effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. 8.b By 2020, develop and operationalise a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization.	• Promotion of cultural expressions and creative industries • Promotion of library and information services; • Promotion of local languages including Kiswahili; and • Operationalisation of community information • Expand access to credit and financial services for women • Mainstreaming gender in policies, laws and programmes • Strengthen systems and structures to prevent and respond to GBV and FGM
Goal 10.	Reduce inequality within and among countries	10.1 By 2030, progressively achieve and sustain income growth of the bottom 40 percent of the population at a rate higher than the national	• Mobilise and empower communities to appreciate, demand, participate, contribute, own, utilise and sustain infrastructure

Sustainable Development Goal	SDG targets relevant to SDS	SDS Plan strategic interventions
	average.	• Promotion of the functional and accessible quality non formal literacy services
	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	• Access to equal opportunities • Promotion of local languages including Kiswahili
	10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	• Operationalisation of community information systems. • Expand access to credit and financial services for women • Mainstreaming gender in policies, laws and programmes
	10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	• Strengthen systems and structures to prevent and respond to GBV and FGM
	10.6 Ensure enhanced representation and voice for developing countries in decision-making in global international economic and financial institutions in order to deliver more effective, credible, accountable and legitimate institutions.	• Women participation in governance • Strengthen and develop Human Resource for SDS • Enhance financial resource mobilization • Infrastructure development
	10.7 Facilitate orderly, safe,	• Establish a comprehensive web–

Sustainable Development Goal	SDG targets relevant to SDS	SDS Plan strategic interventions
	regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies. 10.c By 2030, reduce to less than 3 percent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 percent.	enabled Management Information System (SDS–MIS) • Establish a comprehensive M&E system for the sector • Enhance the capacity of centre, Local Governments, other actors, communities and beneficiaries to plan and implement SDS programmes

Annex 3:   Detailed Costing of the Plan

Output	Activities	Unit Cost in '000 Ug Shs	Quantities					Values (000' Ug Shs)				
			YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
Objective: To Promote decent employment opportunities and labour productivity												
Policies and legislation on labour, employment and productivity developed and enforced	Strengthen development, review and implementation of labour laws and policies	1,000,000	1	2	2	1	1	500,000	2,000,000	2,000,000	1,000,000	1,000,000
	Enforce Policies and legislation on labour, employment and productivity	10,000	13	13	13	13	13	130,000	130,000	130,000	130,000	130,000
	Establish a grant to LGs to support and build capacity of green employment policies and productivity enhancement	250,000	-	10	10	10	10	0	2,500,000	2,500,000	2,500,000	2,500,000
Internal and external employment services promoted	Establish bilateral agreements with Governments of receiving countries	50,000	1	1	1	1	1	50,000	50,000	50,000	50,000	50,000
	License, build capacity, monitor and regulate External Employment Agencies	2,000	30	40	50	60	70	60,000	80,000	100,000	120,000	140,000
	Conduct follow up visits to labour	50,000	1	2	2	3	3	50,000	100,000	100,000	150,000	150,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	receiving countries											
	Establish Transit Centres in Qatar, UAE and Saudi Arabia	2,000,000	-	1	1	1	-	0	2,000,000	2,000,000	2,000,000	-
	Establish a Revolving Fund for External Green Employment	1,000	-	1,000	1,000	1,000	1,000	0	1,000,000	1,000,000	1,000,000	1,000,000
	Establish employment resource Centres in 18 districts	50,000	-	2	4	6	6	0	100,000	200,000	300,000	300,000
	Regulate, monitor and coordinate private employment agencies, job Centres and subcontracting firms	200	560	560	560	560	560	112,000	112,000	112,000	112,000	112,000
	Number of informal businesses supported with tool kits	200	-	1,000	1,200	1,500	1,500	0	200,000	240,000	300,000	300,000
	Recruit, train, place and facilitate Labour and Employment Officers in all Local Governments	1,000	-	150	150	150	150	0	150,000	150,000	150,000	150,000
Skills for the labour force developed	Conduct training	250	-	5,000	10,000	20,000	20,000	0	1,250,000	2,500,000	5,000,000	5,000,000
	Conduct cascade skills training and	500	-	1,080	1,300	1,500	1,800	0	540,000	650,000	750,000	900,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	on-job skills upgrading											
	Develop and implement a certification framework to facilitate the informal sector workers upgrade their skills in the formal sector	150	-	1,000	5,000	10,000	10,000	0	150,000	750,000	1,500,000	1,500,000
Productivity Centre established and operational	Establish, equip and support productivity Centres at national levels	2,000,000	-	1	1	1	1	0	1,000,000	1,000,000	1,000,000	1,000,000
	Construct and equip business shelters	2,000,000	-	-	1	-	-	0	0	2,000,000	-	-
	Construct and establish OSH Centres	200,000	-	1	1	1	1	0	200,000	200,000	200,000	200,000
LMIS strengthened	Strengthen web-enabled Labour Market Information System (LMIS)	450,000	1	0	0	0	0	450,000	22,500	22,500	22,500	22,500
	Regularly collect data and disseminate statistics on the labour market information, disaggregated by sub-sector, age,	30,000	1	1	1	1	1	15,000	30,000	30,000	30,000	30,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	occupation, gender, youth, workers education and disability											
	Build capacity of partners in public and private sectors, including social partners, in the production of data/information	250	-	250	250	250	250	0	62,500	62,500	62,500	62,500
	Carry out workplace inspections and medical surveillance of workers	300	7,372	8,109	8,920	9,010	9,191	2,211,600	2,432,700	2,676,000	2,703,000	2,757,300
	Promotion of chemical safety and security	30,000,000	0	1	1	1	1	0	30,000,000	30,000,000	30,000,000	30,000,000
Industrial peace and harmony promoted	Support the functioning of the Industrial Court to settle and arbitrate industrial disputes	4,772,000	0.4	1	1	1	1	1,682,903	4,772,000	4,772,000	4,772,000	4,772,000
	Conduct dialogue meetings	80	200	400	400	400	400	16,000	32,000	32,000	32,000	32,000
	Support the functioning of the Medical Board	500,000	1	1	1	1	1	500,000	250,000	250,000	250,000	250,000
	Review the Minimum wages to match the cost of living and growth	2,500,000	-	1	0	0	-	0	2,500,000	750,000	750,000	0

Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
			Quantities					Values (000' Ug Shs)				
	achievements in the economy											
	Support the functioning of the Labour Advisory Board	500,000	-	1	1	1	1	0	500,000	250,000	250,000	250,000
	Implement the Tripartite Charter to operationalize tripatite meetings with key stakeholders (Workers/Unions and Employers	100,000	-	1	1	1	1	0	100,000	100,000	100,000	100,000
	Sub total							5,777,503	52,263,700	54,627,000	39,172,000	38,476,300
Objective 2: To enhance effective participation of Communities in the development process;												
Non formal functional literacy services promoted	Recruit, train and facilitate FAL Instructors	258	6,091	6,091	6,091	6,091	6,091	1,570,000	1,570,000	1,570,000	1,570,000	1,570,000
	Procure, print and distribute FAL textbooks , primers, readers and other scholastic materials	10	2,500	10,000	10,000	10,000	10,000	25,000	100,000	100,000	100,000	100,000
Library and information services enhanced	Construct modern NLU Building	20,000,000	-	-	1	-	-	0	0	20,000,000	0	0
	Refurbish and stock District and community level Libraries and Tele-	100,000	-	4	4	4	4	0	400,000	400,000	400,000	400,000

Output	Activities	Unit Cost in '000 Ug Shs	Quantities					Values (000' Ug Shs)				
			YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	Centres											
Strategy for community mobilization developed and operationalized	Design and implement community mobilization models for village, parish and sub county levels	20,000	-	1	1	1	1	0	20,000	20,000	20,000	20,000
	Mobilize and form community groups	80	-	10,000	10,000	10,000	10,000	0	800,000	800,000	800,000	800,000
Communities mobilized and empowered to appreciate, demand, participate, contribute, own, utilize and sustain infrastructure	Conduct home and village improvement campaigns	500	-	1,290	1,290	1,290	1,290	0	645,000	645,000	645,000	645,000
	Conduct citizens awareness days	2,500	-	400	400	400	400	0	1,000,000	1,000,000	1,000,000	1,000,000
	Collect data for the CIS	250	5,000	10,000	20,000	40,000	60,000	1,250,000	2,500,000	5,000,000	10,000,000	15,000,000
Family and traditional institutions strengthened for promotion of cultural values, norms and positive mindset change	Provide support to traditional and cultural leaders	60,000	15	15	15	15	15	1,500,000	1,500,000	900,000	900,000	900,000
	Communities sensitized on positive cultural values, norms and mindset change	500	500	1,000	1,000	1,000	1,000	20,000	500,000	300,000	500,000	500,000
	Family responsive model on income	1,000	-	1	1	1	1	4,000	100,000	300,000	500,000	750,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
Cultural expressions and creative industries strengthened for development	generation implemented											
	Establish Cultural centres of excellence	1,000,000	-	-	-	1	1	1,000,000	2,000,000	500,000	500,000	500,000
	Conduct research on indigenous knowledge	30,000	-	0	1	0	1	0	0	200,000	200,000	200,000
	Carry out a mapping study on contribution of cultural industries to the economy	500,000	1	-	-	-	1	100,000	200,000	100,000	500,000	500,000
	Build the Capacity of Stakeholders(training and equipment)	500,000	0	5	5	5	5	10,000	1,000,000	200,000	200,000	350,000
	Domesticate Culture Conventions	500,000	2	1	2	2	2	4,000	1,000,000	200,000	200,000	300,000
	Provide support to cultural festivals (JAMAFEST)	6,000,000	0	1	1	1	1	5,000	6,000,000	1,000,000	1,000,000	1,000,000
	Set up a fund to assist artists to develop and market themselves and their trade so that Ugandan entertainers market to the international scene	500,000	-	0	1	1	1	0	6,000,000	10,000,000	10,000,000	10,000,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	Support the innovation aimed at improving traditional arts, music and music instruments	500,000	-	1	1	1	1	0	10,000,000	10,000,000	10,000,000	10,000,000
Policies, Laws and Guidelines reviewed / finalized	Develop, review and disseminate Policies, Laws, Regulations, Guidelines	1,000,000	1	1	1	1	1	0	629,000	825,000	1,000,000	1,000,000
Promotion of local languages including Kiswahili	Establish and operationalize the Kiswahili Council	6,000,000	-	1	1	1	1	5,000	2,500,000	2,500,000	2,500,000	2,500,000
	Establish Local language structure	20,0000	2	1	1	1	1	1,500	1,000	5,000	30,000	30,000
	Sub total							5,495,000	44,465,000	56,565,000	42,565,000	48,065,000
Objective 3: To enhance the resilience and productive capacity of the vulnerable persons for inclusive growth												
Policy and legal frameworks and mechanisms for vulnerable groups formulated	Develop, review and implement policies and action plans for the vulnerable groups	1,000,000	1	2	2	2	2	1,000,000	2,000,000	2,000,000	2,000,000	2,000,000
	Formulate and enforce social protection laws	1,000,000	1	1	1	1	1	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
	Establish a single registry for social protection	2,500,000	0	1	1	1	1	0	2,500,000	1,250,000	1,250,000	1,250,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	Compile data, submit reports on international instruments for vulnerable groups	8,000	2	2	0	2	2	16,000	16,000	0	16,000	16,000
Social Assistance Grants designed and coverage expanded	Distribution of SAGE Grants	5,556	13,239	14,279	15,446	17,168	18,698	73,560,000	79,340,000	85,820,000	95,390,000	103,890,000
	Implement the disability grant	100	-	35,000	35,000	35,000	35,000	0	3,500,000	3,500,000	3,500,000	3,500,000
	Expand labour intensive public works to poor and vulnerable households	50	-	148,000	148,000	148,000	148,000	0	7,400,000	7,400,000	7,400,000	7,400,000
Social care and support services expanded and strengthened	Research in new interventions for extension of social security coverage to the informal sector and other vulnerable groups as well as strengthening delivery of Social Care and Support Services	20,000	-	1	1	1	1	0	20,000	20,000	20,000	20,000
	Develop and operationalize informal sector social security schemes	1,500,000	0	0	1	1	1	0	0	1,500,000	1,500,000	1,500,000
	Provision of comprehensive care	10	190,000	380,000	1,000,000	1,000,000	1,500,000	1,900,000	3,800,000	10,000,000	10,000,000	15,000,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	and support services to vulnerable persons											
	Establish and operationalize National Council for Social workers	3,000,000	0	1	1	1	1	0	3,000,000	1,500,000	1,500,000	1,500,000
	Provide community based or institutional based rehabilitation services to PWDs	2,500	1,000	1,000	1,000	1,000	1,000	2,500,000	2,500,000	2,500,000	2,500,000	2,500,000
	Rehabilitate and care for children with disabilities	2,500	600	600	600	600	600	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000
	Mitigation and arbitration of child abuse cases	100	16,320	36,400	36,400	36,400	36,400	1,632,000	3,640,000	3,640,000	3,640,000	3,640,000
	Rescue, rehabilitate and resettle children from worst forms of abuse	100	10,200	22,750	22,750	22,750	25,000	1,020,000	2,275,000	2,275,000	2,275,000	2,500,000
	Prosecute and rehabilitate juvenile cases	100	4,853	4,853	2,700	2,500	1,000	0	485,300	270,000	250,000	100,000
	Protect vulnerable children from abuse, exploitation, violence and neglect in homes	100	10,000	35,000	50,000	55,000	55,000	1,000,000	3,500,000	5,000,000	5,500,000	5,500,000
Integrated	Training of parents and care givers	2	-	240,000	340,000	540,000	660,000	0	480,000	680,000	1,080,000	1,320,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
Early Childhood Development and community based care for vulnerable children promoted	Number of functional parenting clubs established and maintained and number of district with functional IECD committee	500	-	112	224	320	320	0	56,000	112,000	160,000	160,000
	Number of community IECD centres established delivering atleast 3 essential service to children	200	-	22,000	22,000	25,000	25,000	0	4,400,000	4,400,000	5,000,000	5,000,000
	Sub total							85,128,000	121,412,300	134,367,000	145,481,000	159,296,000
Objective 4: To empower youth to harness their potential and increase self-employment, productivity and competitiveness												
Youth skills developed	Train youth in non-formal skills	50	16,300	17,300	22,500	27,600	27,600	815,000	865,000	1,125,000	1,380,000	1,380,000
	Provide tool kits for youth	300	16,300	16,000	16,000	16,000	16,000	4,890,000	4,800,000	4,800,000	4,800,000	4,800,000
	Establish and equip youth centres for technical advisory services	3,000,000	0	1	2	2	2	0	3,000,000	6,000,000	6,000,000	6,000,000
	Sensitise youth on life skills, values, norms and change of mindsets	200	13,500	13,500	13,500	28,000	28,000	2,700,000	2,700,000	2,700,000	5,600,000	5,600,000
	Design and implement youth talent development	1,000,000	0	2	2	2	2	0	2,000,000	2,000,000	2,000,000	2,000,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	programs											
	Sensitize youth on adolescent sexual reproductive health	5	200,000	200,000	250,000	250,000	300,000	1,000,000	1,000,000	1,250,000	1,250,000	1,500,000
	Support community led initiatives to eliminate drug and substance abuse	1,000	0	230	892	947	947	0	230,000	892,000	947,000	947,000
	Rehabilitate substance and drug addicts	1,200	0	750	1000	1200	1200	0	900,000	1,200,000	1,440,000	1,440,000
Financial and credit facilities for youth expanded	Finance environmentally friendly youth projects	8,416	10,100	19,100	28,100	37,300	46,900	85,000,000	85,000,000	85,000,000	85,000,000	85,000,000
Youth issues mainstreamed in Sectors' plans	Mainstream and implement youth issues (employment and reproductive health) in sectors	1,000	5	10	16	16	16	5,000	10,000	16,000	16,000	16,000
	Engage with MALGs to raise awareness about the reservation scheme provisions for youth in awarding contracts	150	20	50	100	150	150	3,000	7,500	15,000	22,500	22,500
	Collect data and information of youth owned companies benefitting from the	1,000	1	1	1	1	1	1,000	1,000	1,000	1,000	1,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	AA provision from PPDA											
	Develop a capacity building programme to support youth in business with skills and knowledge to be able to bid for contracts	10,000	0	1	1	1	1	0	10,000	10,000	10,000	10,000
National Youth Service Scheme established	Enroll and train youth in service scheme	300	0	8000	12000	12000	12000	0	2,400,000	3,600,000	3,600,000	3,600,000
	Establish and operationalise National Youth Service centers	1,000,000	0	3	4	3	1	0	3,000,000	4,000,000	3,000,000	1,000,000
Youth participation and governance	Capacity building of the youth structures at all levels	100,000	4	4	4	5	4	0	400,000	400,000	500,000	400,000
	Develop and implement legal, policy and institutional framework for sustainable implementation of youth interventions	50,000	1	1	1	1	1	50,000	50,000	50,000	50,000	50,000
	Sub total							94,464,000	106,373,500	113,059,000	115,616,500	113,766,500
Objective 7: Reduce imbalances and improve access to opportunities for all												

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
Access to equal opportunity services strengthened	Conduct Tribunal hearings	30,000	8	10	10	12	12	240,000	300000	300000	360000	360000
	Investigate & resolve complaints on discrimination & marginalization	2,400	80	85	90	95	100	192,000	204,000	216,000	228,000	240,000
	Review laws, policies, Plans, programs & budgets for compliance to Eos & AA	500	15	15	15	15	14	7,500	7,500	7,500	7,500	7,000
	Conduct Compliance audits on Eos & AA on programmes	30,000	10	10	10	10	13	300,000	300,000	300,000	300,000	300,000
	Conduct Audits on access to basic services in health, education and sanitation conducted	45,000	1	1	1	1	1	45,000	45,000	45,000	45,000	45,000
	Train stakeholders in Human Rights Based Approach to Programming	80	100	200	200	200	200	8,000	16,000	16,000	16,000	16,000
	Support to the issuance of the Gender and Equity (G&E) Certificate as provided under the	6,100	0	331	331	331	331	0	2,019,100	2,019,100	2,019,100	2,019,100

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	Public Finance Management Act (PFMA) 2015											
	Conduct sensitization and publicity campaigns	160,000	16	16	16	16	22	2,560,000	2,560,000	2,560,000	2,560,000	3,520,000
	Carry out Studies on Eos & AA	135,000	2	2	2	2	2	270,000	270,000	270,000	270,000	270,000
	Conduct M&E of state and non-state actors	42,500	15	22	22	32	23	637,500	928,400	916,400	1,374,400	992,900
	Sub total							4,260,000	6,650,000	6,650,000	7,180,000	7,770,000
Objective 5: To promote rights, gender equality and women's empowerment in the development process.												
Women's economic empowerment increased	Finance environmentally friendly women projects under the Uganda Women Entrepreneurship Programme (UWEP) revolving fund	15,357	2800	2400	3600	4800	6000	3,000,000	43,000,000	43,000,000	43,000,000	43,000,000
	Engage with MALGs to raise awareness about the reservation scheme provisions for women in awarding contracts	150	20	50	100	150	200	3,000	7,500	15,000	22,500	30,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	Collect data and information of women owned companies benefitting from the AA provision from PPDA	2,000	1	1	1	1	1	0	2,000	2,000	2,000	2,000
	Sensitize and train women entrepreneurs in business with skills and knowledge to be able to bid for contracts	10,000	0	2	2	2	2	0	20,000	20,000	20,000	20,000
Gender and women's rights mainstreamed in sectors policies, plans and programmes	Support formulation of gender sensitive policies, plans and programmes in all sectors and LGs especially on the emerging sectors of climate change and oil and gas	500,000	0	1	1	1	1	0	500,000	250,000	500,000	500,000
	Train national PGA facilitators and develop facilitation materials	20,000	0	16	16	16	16	0	320,000	320,000	320,000	320,000
	Conduct the PGAs in LGs as baseline for implementing gender and equity certificate	20,000	0	117	117	117	117	0	2,340,000	2,340,000	2,340,000	2,340,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	Conduct the PGAs in Sectors as baseline for implementing gender and equity certificate	20,000	0	16	16	16	16	0	320,000	320,000	320,000	320,000
	Build the capacity of MDAs and LGs to provide data and information for reports on regional and international instruments	40,000	0	2	4	8	8	0	80,000	160,000	320,000	320,000
	Compile data, submit reports on Regional and International obligations	8,000	1	1	1	1	1	8,000	8,000	8,000	8,000	7,600
	Support victims and survivors of GBV	10	-	108,080	108,080	209,080	209,080	0	1,080,800	1,080,800	2,090,800	2,090,800
	Implement the Programmes for elimination of Gender-Based Violence in local Governments;	105,696	27	117	117	117	117	2,853,800	12,366,467	12,366,467	12,366,467	12,366,467
	Establish and equip GBV safety shelters and advisory Centres	200,000	1	1	2	2	2	200,000	200,000	400,000	400,000	400,000
	Conduct mapping of GBV Shelters and Advisory Centres	100,000	0	0	1	1	1	0	0	100,000	100000	100000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	Implement mechanisms to abandon FGM	100,000	5	5	5	7	7	500,000	500,000	500,000	700,000	700,000
Women participation and governance	Conduct training and capacity building for women MPs	3,000	-	142	142	142	142	0	426,000	426,000	426,000	426,000
	Conduct training and capacity building sessions for women at various levels	2,500	-	750	750	750	750	0	1,875,000	1,875,000	1,875,000	1,875,000
	Develop and print resource materials for women leaders	50	-	1,200	1,200	1,200	1,300	0	60,000	60,000	60,000	65,000
	Sub total							6,564,800	63,105,767	63,243,267	64,870,767	64,882,867
Objective 6: To improve the performance of the SDS institutions.												
Sector Human resource strengthened	Recruit staff to fill vacant positions in the approved staff structures at all levels	2,000	10	129	40	40	-	20,000	258,000	80,000	80,000	0
	Wage for all staff							2,695,149	3,814,538	3,814,538	3,814,538	3,814,538
	Provide tailor made training courses to technical staff of the sector at all levels	1,606	150	200	300	400	450	240,900	321,200	481,800	642,400	722,700
Coordination of SDS	Conduct sector working group meetings	15,000	2	4	4	4	4	30,000	60,000	60,000	60,000	60,000

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
strengthened	Conduct technical thematic sub-committee meetings	8,000	20	20	20	20	20	160,000	160,000	160,000	160,000	160,000
	Conduct Sector Review meetings	75,000	-	1	1	1	1	0	75,000	75,000	75,000	75,000
	Attend mandatory meetings	1,025,121	-	1	1	1	1	0	1,025,121	1,025,121	1,025,121	1,025,121
Sector Infrastructure improved	Rehabilitate, Equip and retool all Social Development Sector Agencies, Departments and Institutions	5,000,000	1	1	6	7	5	5,000,000	5,000,000	30,000,000	35,000,000	25,000,000
	Construct juvenile homes in all regions	5,000,000	-	1	1	1	1	0	5,000,000	5,000,000	5,000,000	7,000,000
	Purchase of office accommodation	64,000,000	-	1	-	-	-	0	64,000,000	0	0	0
	Process Titles for Institutional Land	300,000	1	5	4	3	2	300,000	1,500,000	1,200,000	900,000	600,000
Sector Systems strengthened	Develop harmonized sector coordination and referral mechanisms at all levels	150,000	2	6	6	6	6	300,000	900,000	900,000	900,000	900,000
	Develop and operationalize an M&E plan for the sector	450,000	0	1	1	1	1	135,000	450,000	315,000	315,000	315,000
	Supporting sector institutions and implementing partners	686,498	1	1	1	1	1	686,498	686,498	687,390	687,253	961,097

			Quantities					Values (000' Ug Shs)				
Output	Activities	Unit Cost in '000 Ug Shs	YR1	YR2	YR3	YR4	YR5	YR1	YR2	YR3	YR4	YR5
	Finance and administration services provided	5,705,000	1	1	1	1	1	5,705,000	5,705,000	5,705,000	5,705,000	7,987,000
	Strengthen sub systems and develop and operationalise an integrated and harmonized Management Information System	1,000,000	-	1	1	1	1	0	1,000,000	500,000	500,000	1,000,000
	Sub total							15,272,547	89,955,357	50,003,849	54,864,312	49,620,456
Grand Total								216,961,850	484,225,624	478,515,116	469,749,579	481,877,123

Annex 4:   Logframe for SDS Monitoring and Evaluation Plan

Community Mobilisation and Empowerment

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 1: Community driven initiatives (CDI) for improved livelihoods promoted	- Operational Integrated community mobilization package - Number of sectors supported to provide technical mobilization at community level - Number of home and village improvement campaigns conducted - Number of National Citizens Awareness campaigns held - Number of community dialogue sessions held trigger community involvement in Government service delivery - Number of LGs with ordinances and bye-laws on community development - Number of community groups mobilized and formed - Number of Village Savings and Loans Associations (VSLAs) established and operational	- M&E reports - Progress reports - District reports	- Political stability and security will prevail; - Adequate and timely funds; - Support from all stakeholders; - Target communities and groups will respond positively and cooperate	- MGLSD - MDAs - Key CSOs - Development Partners	June 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Activities				**Inputs**	
i. Develop and implement community mobilization models				Refer to detailed Cost Estimates in Annex1	
ii. Conduct home and village improvement campaigns					
iii. Hold community dialogue sessions trigger community involvement					
iv. Sensitise communities on the importance of clean homesteads, hygiene practices, patriotism, wealth creation, nutrition and ideological development					
v. Hold annual home and village improvement competitions					
vi. implement National Citizens Awareness Week and Days					
vii. Mobilise communities to form Village Savings and Loans Associations (VSLAs)					
viii. Operationalise community mobilization and empowerment strategy					
ix. Develop ordinances and bye-laws on community development.					

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 2: Non formal functional literacy services promoted circumstances put in place and operational	• Number of community classes in literacy services • Number of adults trained in functional adult literacy services	• M&E reports • Progress reports • District reports • SDS Annual reports	• Political stability and security will prevail; • Adequate and timely funds; • Support from all stakeholders; • Willingness of target non-literates to respond positively and take up adult education	• MGLSD • LGs • Key CSOs	July 2020

Activities:
  i.   Conduct community classes in literacy services
  ii.   Train non literate adults in functional adult literacy services
  iii. Mobilise communities on benefits of adult education
  iv. Monitor FAL classes and activities
				Inputs
				 Refer to detailed Cost Estimates in Annex1	

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 3 Library and information services enhanced	• Number of public and community libraries established • Number of users utilizing library services • Number of tele-centres established and fully equipped • Number of users utilizing the tele-centre services • Number of users utilizing library services • Number of tele-centres established and fully equipped • Number of users utilizing the tele-centre services	• M&E reports • Progress reports • District reports	• Adequate and timely funds; • Support from all stakeholders • Target communities and groups will respond positively and cooperate	• MGLSD • LGs • Key CSOs	June 2020
Activities • Establish public and community libraries • Mobilise communities to utilise library services • Establish and equip tele-centres • Mobilise communities to utilise tele-centre services • Construct National Library				**Inputs** Refer to detailed Cost Estimates in Annex1	

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 4: Community Information System strengthened workplace and in communities strengthened and expanded	• Number of communities with functional Community based information management systems • Number of villages with operational Community based information management systems	• Program M&E reports • District reports	• Target institutions and sectors will respond positively and cooperate • Political stability and security will prevail; • Adequate and timely funds; • Target communities and groups will respond positively and cooperate	• MGLSD • LGs (CDWs) • Key CSOs	July 2018

Activities

- Sensitize communities to establish Community based information management systems
- Support villages to operationalise Community based information system
- Monitor and provide technical support supervision to communities with CIS.

Inputs
Refer to detailed Cost Estimates in Annex1

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 5: Cultural expressions and creative industries promoted for development	• Number of environmentally friendly creative enterprises established and operational • Number of centres of excellence established and functional • Number of researches on indigenous knowledge carried out • Number of communities trained on cultural values	• Program M&E reports • District reports • Research findings	• Political stability and security will prevail; • Adequate and timely funds; • Target communities and groups will respond positively and cooperate • Support from all stakeholders	• MGLSD • LGs (CDWs) • Key CSOs • Development Partners • Individual artists	July 2018

Activities

i. Establish and operationalise environmentally friendly creative enterprises
ii. Support culture and creative industries
iii. Establish centres of excellence
iv. Conduct researches on indigenous knowledge
v. Train communities on cultural values and norms

Inputs
Refer to detailed Cost Estimates in Annex1

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 6: Strengthening the Family and traditional institutions to promote positive cultural values, mindset and national identity	• Number of Traditional or cultural leaders supported • Number of communities sensitized on positive cultural values, norms and mindset change • Operational family responsive model on income generation • Number of communities sensitized on parenting • Number of sectors implementing family responsive policies	• Program M&E reports • District reports	• Target institutions and sectors will respond positively and cooperate • Political stability and security will prevail; • Adequate and timely funds; • Target communities and groups will respond positively and cooperate	• MGLSD • LGs (CDWs) • Key CSOs	July 2018

Activities
  i.   Implement the National Family Policy
  ii.   Develop and implement National Parenting Guidelines and the Communication Strategy Promotion of Norms, Values and Positive Mindsets Among Young People
  iii. Develop Family Responsive Model to refocus planning for wealth creation at family level
  iv.   Support traditional and cultural institutions to preserve and promote positive cultures
  v.   Support the promotion and awareness raising of the intangible cultural heritage

Inputs
Refer to detailed Cost Estimates in Annex1

6.4.1.7 Promotion of Local Languages including Kiswahili	• Kiswahili Council operationalized • Number of local language structures established	• Program M&E reports • District reports	• Political stability and security will prevail; • Adequate and timely funds; • Target communities and groups will respond positively and cooperate	• MGLSD • MDAs • LGs (CDWs) • Key CSOs	July 2018

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE

Activities
  i. Establish Kiswahili Council
  ii. Formulate and enforce Kiswahili council act
  iii. Organise council meetings
  iv. Sensitize districts and communities on importance of local languages
  v. Develop guidelines on local structures
  vi. Promote Kiswahili as the second official language
				Inputs
				Refer to detailed Cost Estimates in Annex1	

LOGFRAME FOR LABOUR, EMPLOYMENT AND PRODUCTIVITY

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 1: Policies and legislation on labour, employment and productivity developed and enforced	• Number of labour policies, laws and guidelines reviewed operationalised `and enforced • Number of labour regulations enforced	• SDS periodic reports • M&E reports	• Political will and support will be sustained; • Political stability and security will prevail; • Adequate funds will be made available in time; • Other stakeholders including Sectors and Local governments will be supportive.	• MGLSD • LAs • FUE • NOTU • Industrial Court • Development Partners	July 2008
Activities • Conduct review of policies and laws				**Inputs** Refer to detailed Cost Estimates in Annex1	

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 2: Internal and external employment services promoted	• Number and type of employment opportunities generated • Number of poor and vulnerable people employed in Labour intensive programmes • Number of infrastructure contracts awarded to target communities by Local Authorities. • Number of employers applying task oriented approaches • Number of new geographical areas covered by the promotion, & rate of adoption of the task oriented approaches • Number of job placements carried out by the labour offices	-M&E reports -Periodic reports -District based reports -Agency periodic reports -MGLSD placement records	• Political will and support will be sustained; • Political stability and security will prevail; • Adequate funds will be made available in time; • Other stakeholders including Sectors, Local governments and Development partners will be supportive. • Targeted groups will respond positively and cooperate.	• MGLSD • MFPED • MOWHC • MOES • LAs • Key CSOs • Development Partners	July 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE

Activities
  i.   Place job seekers in employment in the country by public and private sectors
  ii.   Support informal businesses with toolkits
  iii. Place migrant workers in job markets abroad
  iv. Compile remittances from migrant workers
  v.   Carry out a baseline study to establish the status of existing employment agencies.
  vi. Develop guidelines for establishing and operating employment agencies.
  vii. Carry out capacity needs assessment in the existing employment agencies.
  viii. Monitor and evaluate performance of the agencies.
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 3 Skills for the labour force developed	• Number of trainees on apprenticeship, internship and voluntarism • Number of persons in gainful employment after training • Number of semi-skilled workers accredited and certified • Number of on-job training conducted	• Activity reports	• Political will and support will be sustained; • Political stability and security will prevail; • Adequate funds will be made available in time; • Other stakeholders including Sectors, Local governments and	• MGLSD • MDAs • Employers • LGs (CDWs) • Key CSOs	July 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Activities • Conduct sensitisation and dialogue/consensus building workshops for key actors in the relevant sectors and communities on the importance of adopting labour -intensive infrastructure programmes for employment creation to eradicate poverty. • Create awareness and foster a sense of ownership of public infrastructure developed through labour intensive approaches • Mobilise and organise communities and equip them to participate in labour intensive programmes. • Monitor and evaluate the process and outputs.				**Inputs** Refer to detailed Cost Estimates in Annex1	
Output.4: National Productivity Centre established and operational	• Existence of a functional Productivity Centre • Number of business shelters constructed and equipped annually • Number of workers utilising the common services in the shelters annually • Number of regional OSH centres established • Number of Productivity Studies undertaken by the Centre • Number of training courses conducted by the Centre • Number of companies benefiting from the training	• Periodic reports • M&E reports	• Political will and support will be sustained; • Adequate funds will be made available in time; • Support form Development partners and other actors	• MGLSD • MDAs (MFPED, trade & Industry, MOES • Social partners	December, 2018

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Activities • Carry out feasibility study for National Productivity Centre • Plan, design and establish an efficient National Productivity Centre. • Conduct research studies and productivity audits. • Operate and maintain the Productivity Centre. • Monitor and evaluate the performance, utility and impact of the centres. • Construct and equip business shelters • Mobilise workers utilise common services in the shelters • Establish Occupation Safety and Health centres				**Inputs** Refer to detailed Cost Estimates in Annex1	
Output 5: Labour Market Information System strengthened	• Number of labour market reports published	• Survey reports • Periodic reports • M&E reports	• Political will and support will be sustained; • Adequate funds will be made available in time; • Support form Development partners and other actors	• MGLSD • MDAs • Social partners • Employers • CSOs	December, 2018
Activities • Establish Labour Market Information System through networking and partnership among the stakeholders • Conduct periodic surveys on labour information				**Inputs** Refer to detailed Cost Estimates in Annex1	

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 6: Safety and Health in workplaces and projects improved	• Number of work places registered • Number of workplaces inspected • Number of infrastructural projects with social safeguards • Cases of occupational diseases by cause handled • Number of industrial accidents investigated and acted upon	• M&E reports • Research findings • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • Private Entrepreneurs • CAOs • Development Partners	March 2020

Activities
 	
   i.   Provide logistics to labour and safety inspectors
   ii.   Conduct research in occupational diseases and accidents
   iii. Organise training of employers and employees and development
   iv. Enforcement of social safeguards at all infrastructural projects like roads, construction, oil and gas among others
   v.   Provide field and laboratory equipment for safety inspections
   vi. Lobby and influence Local Governments to recruit labour officers
   vii. Provide logistics to labour and safety inspectors
 viii. Register workplaces
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 7: Industrial peace and harmony promoted	• Number of industrial disputes reported and resolved • Number of individual complaints reported and followed up • Minimum Wage and Advisory Board, Medical Board, Labour Advisory Board operationalised • Functional Tripartite Council	• M&E reports • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • Private Entrepreneurs • CAOs • Development Partners	March 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Activities • Conduct needs and organisational analysis study. • Internal and external training of labour inspectors. • Facilitate the industrial court to expeditiously settle labour disputes • Resolve labour disputes • Operationalise Minimum Wage and Advisory Board, Medical Board, Labour Advisory Board • Establish and operationalise a Tripartite Council				**Inputs** Refer to detailed Cost Estimates in Annex1	

LOGFRAME FOR SOCIAL PROTECTION

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 1: Policy and legal frameworks and mechanisms for children, PWDs, Older persons and ethnic minorities formulated	• Number of policies and action plans for vulnerable groups developed, reviewed and implemented • Number of social protection laws formulated • Functional single registry for social protection • Number of reports submitted on international instruments for vulnerable groups	• M&E reports • Periodic reports • District based reports	• Political will and support will be sustained; • Political stability and security will prevail; • Adequate funds will be made available in time; • Other stakeholders including Sectors and Local governments will be supportive.	MGLSD, MDAs, Development Partners, Local Governments	June 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Activities • Develop, review and implement policies, action plans and guidelines for vulnerable groups • Formulate and enforce social protection laws • Operationalise Single Registry for social protection • Submit reports on international instruments for vulnerable groups				**Inputs** Refer to detailed Cost Estimates in Annex1	
Output .2; Social Assistance Grants designed and coverage expanded	• Number of older persons accessing Social • Assistance Grants for Empowerment • Number of PWD's accessing Disability Grants • Number of vulnerable persons participating in public works programs	-M&E reports -District based reports MGLSD data base	• Political will and support will be sustained; • Political stability and security will prevail; • Adequate funds will be made available in time; • Other stakeholders including Sectors, Local governments and Development partners will be supportive. • Targeted groups will respond positively and cooperate.	• MGLSD, MDAs, Development Partners, CSOs	July 2020

Activities
  i.   Implement Social Assistance Grants for Empowerment
  ii.   Provide PWD with Disability Grants
  iii. Implement public works programs for vulnerable people
  iv. Carry out capacity needs assessment of the target group.
  v.   Monitor and evaluate performance of the grants
				Inputs
				Refer to detailed Cost Estimates in Annex1	

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 3: Social security services expanded to the formal and informal sector	• Number of workers in formal sector accessing social security(million) • Number of informal sector social security schemes developed and operationalized	• Activity reports • Periodic reports • M&E reports	• Political will and support will be sustained; • Adequate funds will be made available in time; • Support from Development partners and other actors	MGLSD, MDAs, Development Partners, CSOs	**June 2020**

Activities
   i. Scale up social security to workers in informal sector
   ii. Carryout feasibility study on informal sector schemes
   iii. Develop and operationalize informal sector social security schemes
   iv. Create awareness on importance of social security for workers in informal sector
   v. Mobilise people in the informal sector and organise trainings to build their capacities.
   vi. Monitor and evaluate the process and outputs.
				Inputs
				 Refer to detailed Cost Estimates in Annex1	

Output 4: Social care and support services for children, PWDs, older persons and ethnic minorities expanded and strengthened;	• No of vulnerable persons provided with comprehensive care and support services • National Council for Social workers established and operationalized • Number of PWDs rehabilitated at institutional and community based levels • Number of children with disabilities rehabilitated • Number of companies	• Progress reports • M&E reports	• Political will and support will be sustained; • Adequate funds will be made available in time; • Support form Development partners and other actors	• MGLSD • MDAs • Development Partners • CSOs	December, 2018

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
	benefiting from the training				

Activities
  i.   Provide comprehensive care and support services to vulnerable people
  ii. Establish and operationalize National Council for Social workers
  iii. Rehabilitate PWDs at institutions and community based
  iv. Rehabilitate children with disabilities
  v. Conduct research studies on social care for vulnerable persons
  vi. Enhance and harmonise courses to strengthen skills of Probation and social welfare officers and community development officers
  vii. Monitor and evaluate interventions
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output .5: Rights of children promoted and protected	• Number of child abuse cases reported • Number of child abuse cases referred for specialised services • Number of cases handled to conclusion (mitigation and arbitration) • Number of children rescued from abuse rehabilitated and resettled • Number of child abuse cases prosecuted • Number of juvenile cases received • Number of juvenile cases diverted from justice systems	• Child helpline periodic reports • M&E reports • Child survey reports • Research findings • Status of children reports	• Political will and support will be sustained; • Adequate funds will be made available in time; • Support form Development partners and other actors	• MGLSD • MDAs • NCA • Development Partners • CSOs	December, 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
	• Number of juvenile cases prosecuted and rehabilitated • Number of children rescued from worst forms of child labour • Number of children legally fostered • Number of children legally adopted				

	Inputs

Activities
   i.   Operationalise the Uganda Child helpline to receive abuse cases
  ii.   Refer child abuse cases for specialised services
 iii.   Handle to conclusion child abuse cases (mitigation and arbitration)
 iv.   Rehabilitate and resettle children rescued from abuse
  v.   Prosecute child abuse cases
 vi.   Receive juvenile cases
 vii.   Implement diversion of juvenile cases away from justice systems
viii.   Prosecute and rehabilitate juvenile cases
 ix.   Implement alternative care framework
  x.   Rescue children from worst forms of child labour
 xi.   Implement legal fostering of children
xii.   Place children for legally adoption
	Refer to detailed Cost Estimates in Annex1

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 6: Integrated early childhood development promoted	• Number of ECD Centres providing more than 3 essential services to children • Number of Districts with	• M&E reports • Research findings	• Political will and support will be sustained; • Adequate funds will be made available in time;	• MGLSD • MDAs • Development Partners	March 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
	• mainstreamed IECD activities in plans and budgets • Number of districts with IECD coordination committee	• Activity report	• Support form Development partners and other actors	• CSOs	

Activities
  i.   Train parents and caregivers on early childhood development
  ii. Establish and maintain functional parenting clubs
  iii. Establish community IECD centres
  iv. Lobby and advocate for support for early childhood development from other sector
  v. Monitor and evaluate interventions
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 7: Non formal vocational, entrepreneurial and life skills for youth developed	• Number of youth trained in non-formal skills • Number of tool kits provided after training • Youth Centres for technical advisory services established and functional • Number of youth sensitized on life skills, values, norms and change of mind sets • Youth talent development programs designed and implemented • Number of youth sensitised on adolescent sexual	• M&E reports • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • MDAs • Development Partners • CSOs • Private Entrepreneurs • Local Governments	June 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
	reproductive health, HIV/AIDS and rights • Number of community-led initiatives supported to eliminate drug and substance abuse • Guidelines on sexuality education for out of school young people operational • Number of sensitised against drug and substance abuse • Number of substance and drug abuse victims rehabilitated				

Activities
   i.   Train youth in non-formal skills
   ii.   Provide tool kits to trained youth
   iii.   Establish and operationalise Youth Centres for technical advisory services
   iv.   Sensitize youth on life skills, values, norms and positive mindset
   v.   Design and implement Youth talent development programs
   vi.   Sensitise youth on adolescent sexual reproductive health, HIV/AIDS and rights
   vii.   Develop and implement guidelines for sexuality education for out of school young people
   viii.   Sensitise youth against drug and substance abuse
   ix.   Support community-led initiatives to eliminate drug and substance abuse
   x.   Rehabilitate victims of drug and substance abuse
	Inputs
	Refer to detailed Cost Estimates in Annex1

| **Output 8:** | • Number of | | • Political will and support | • MGLSD | |

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Financial and credit facilities for youth expanded;	environmentally friendly projects financed • Number credit facilities for youth development • Number of youth beneficiaries	• M&E reports • Activity report	will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• Financial institutions • Private Entrepreneurs • Development Partners	June 2020

Activities
  i.   Finance environmentally friendly youth projects
  ii.   Expand access to credit facilities by youth
  iii. Mobilise youth to benefit from credit facilities
  iv.   Monitor and evaluate microfinance facility and services programmes for youth
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 9: Youth issues mainstreamed in sector policies, plans and strategies	• Number of sectors that have mainstreamed youth issues in their plans • Number of contracts awarded to youth in accordance with the Reservation Scheme in the PPDA (SDS and other sectors) • Functional National Youth Coordination Mechanism	• M&E reports • Activity report • Survey reports	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • MDAs • Local Governments • Private Entrepreneurs • Development Partners • CSOs	June 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE

Activities:
  i.   Review policies and sectoral plans to mainstream youth issues
  ii. Conduct trainings for actors on youth development
  iii. Lobby and implement Reservation Scheme in the PPDA (SDS and other sectors) for youth
  iv. Operationalise National Youth Coordination Mechanism
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 10: National Youth Service Scheme established and implemented	• Number of youth enrolled into Service Scheme • Number of youth successfully employed after completion of service • Number of National Youth Service centres operational	• M&E reports • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • MDAs • Local Governments • Private Entrepreneurs • Development Partners • CSOs	June 2020

Activities
  i.   Establish National Youth Service Scheme
  ii. Develop policy and law for youth service scheme
  iii. Enrol youth into Service Scheme and inculcate patriotism, mindset change, volunteerism etc.
  iv. Support access to employment by youth who successfully complete service
  v. Operationalise youth service components in centre
  vi. Coordinate, monitor and evaluate youth service scheme interventions
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 11: Youth participation in governance and overall development process promoted	• Number of youth leaders trained on youth development • Functional youth participation framework	• M&E reports • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders	• MGLSD • MDAs • NYC • Local Governments	June 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
	• Annual youth development status report		including Development partners will be supportive.	• Private Entrepreneurs • Development Partners • CSOs	

Activities
  i.   Strengthen youth participation structures at all levels
  ii. Develop framework for youth participation
  iii. Establish and develop annual status of youth development report
  iv. Organise local and international exchange programmes and meeting on youth issues
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 12: Access to equal opportunity services strengthened	• Number of tribunals conducted • Number of discrimination complaints reported and investigated • Number of laws, policies and plans reviewed for compliance to equal opportunities and affirmative action • Number of sector compliance audits conducted on equal opportunities • Number of stakeholders trained in HRBA to Programming to mainstream social equity issues in their	• M&E reports • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • MDAs • ECO • Local Governments • Private Entrepreneurs • Development Partners • CSOs	June 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
	work plans and budgets • Number of sector BFPs' assessed on compliance to Gender and Equity standards • Number of Policy Statements assessed on compliance to Gender and Equity standards • Number of reports on State of EOC				

Activities: 　i. Conduct EOC tribunals 　ii. Report and investigate discrimination complaints 　iii. Review laws, policies and plans for compliance to equal opportunities and affirmative action 　iv. Conduct sector compliance audits on equal opportunities 　v. Train stakeholders in HRBA to Programming to mainstream social equity issues in their work plans and budgets 　vi. Assess sector BFPs' on compliance to Gender and Equity standards 　vii. Assess Policy Statements on compliance to Gender and Equity standards 　viii. Develop and submit reports on State of EOC	**Inputs** Refer to detailed Cost Estimates in Annex1

LOGFRAME FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 1: Women's economic empowerment increased	• Number of environmentally friendly projects financed • Number of women beneficiaries • Number of contracts awarded to women in accordance with the Reservation Scheme in the PPDA	• Periodic reports • M&E reports	• Political will and support will be sustained; • Adequate funds will be made available in time; • Support form Development partners	• MGLSD • MDAs • Development Partners • CSOs	December, 2018

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
	(SDS and other sectors)		and other actors		
Activities viii. Provided comprehensive care and support services to vulnerable people ix. Establish and operationalize National Council for Social workers x. Rehabilitate PWDs at institutions and community based xi. Rehabilitate children with disabilities **xii.** Conduct research studies on social care for vulnerable persons **xiii.** Operate and maintain the Productivity Centre. **xiv.** Monitor and evaluate interventions				**Inputs** Refer to detailed Cost Estimates in Annex1	
Output 2: Gender and women's rights mainstreamed in sectors policies, plans and programmes	• Number of sectors specific policies, plans reviewed to address gender concerns • Number of sectors that have conducted participatory gender audits • Number of reports submitted to regional and international bodies	• Periodic reports • M&E reports • Child survey report • Research findings • Status of children reports	• Political will and support will be sustained; • Adequate funds will be made available in time; • Support form Development partners and other actors	• MGLSD • MDAs • Development Partners • CSOs	December, 2018

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Activities **Activities** - Review other sectoral specific policies, plans to address gender concerns - Conduct gender audits in other - Compile and submit reports to regional and international bodies - Carry out capacity needs assessment for mainstreaming social development concerns in social development institutions, all other sectors, local governments, and communities. - Gender training for Focal persons and other stakeholders at national and Local Government level - Documentation and publishing of gender disaggregated data / information - Design a capacity building plan (staffing, training, information and other capacity needs), including a strategy for management of the process. - Implement the capacity building plan, and operationalise the management strategy. - Monitor and evaluate the implementation of the capacity building plan, the management strategy, and the impact of capacity building. - Monitor & evaluate the effectiveness and impact of the policies and laws.				**Inputs** Refer to detailed Cost Estimates in Annex1	
Output 3: Increased GBV response and prevention; and	- Number of GBV cases reported - Number of GBV cases resolved - Number of GBV safety shelters and advisory centres established - Number of communities abandoning FGM practices - Number of functional community action groups against GBV - Number of community activists against GBV	- M&E reports - Research findings - Activity report	- Political will and support will be sustained; - Adequate funds will be made available in time; - Support form Development partners and other actors	- MGLSD - MDAs - Development Partners - CSOs	March 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE

Activities
  i. Compile cases of GBV
  ii. Compile resolved cases of GBV
  iii. Establish GBV safety shelters and advisory centres
  iv. Carry out campaign on abandonment of FGM practices
  v. Establish community action groups against GBV
  vi. Mobilise community activists against GBV
  vii. Monitor and Evaluate implementation and effectiveness of GBV interventions
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 4: Women participation and governance	• Number of women in leadership positions (Parliament, LGs and Constitutional commissions) • Number of women trained in leadership out of school young people operational	• M&E reports • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • MDAs • Development Partners • CSOs • Private Entrepreneurs • Local Governments	June 2020

Activities:
  i. Empower women to vie for leadership positions (Parliament, LGs and Constitutional commissions)
  ii. Train women in leadership
				Inputs
				Refer to detailed Cost Estimates in Annex1	

6.4.5 LOGFRAME FOR INSTITUTIONAL CAPACITY DEVELOPMENT

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE
Output 1: Coordination of SDS strengthened •	• Number of sector Working Group meetings held • Number of technical thematic sub-committees meetings held • Number of joint sector review meetings conducted	• M&E reports • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • Financial institutions • Private Entrepreneurs • Development Partners	June 2020

Activities
   i.   Hold Sector Working Group meetings
   ii.   Hold technical thematic sub-committees meetings
   iii.   Conduct joint sector review meetings
   iv.   Organize and hold networking meetings and workshops for SDS actors.
   v.   Develop and operationalise a sectoral coordination and regulation mechanism (including guidelines, regulations, standards and procedures) for all interventions and other activities of SDS actors.
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 2: Sector Human resource strengthened	• Number of staff recruited at centre (MGLSD) • Number of staff trained in short and long term tailor-made courses	• SDS institutional human resource records • Local Government records • M&E reports	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • MDAs • Local Governments • Private Entrepreneurs • Development Partners • CSOs	June 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE

Activities:
  i.   Restructure the Ministry and affiliated institutions.
  ii.   Recruit staff at centre (MGLSD
  iii. Train, facilitate and equip the staff of SDS institutions
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 3 Financial Resources for the Sector increased	• Share of the SDS in the National Budget	• National budget document • The SDS computerised financial management system • SDS institutional inventories • MGLSD Budget Policy Statements	• Political will and support will be sustained; • Other stakeholders including Development partners will be supportive.	• MGLSD • MDAs • Local Governments • Development Partners • CSOs	June 2020
Activities • Facilitate acquisition of necessary financial resources by SDS institutions. • Establish and provide a Computerized Financial Management system in all SDS institutions. • Provide and facilitate acquisition of technological resources (including equipment & related facilities), by SDS institutions. • Lobby and advocate for acquisition of resources from stakeholders • Advocate for consolidation of community mobilization funds in other sectors				**Inputs** Refer to detailed Cost Estimates in Annex1	
Output 4: Sector Systems strengthened	• Functional Coordination mechanism • Comprehensive monitoring and evaluation system developed and functional • Comprehensive management information system developed and functional	• M&E reports • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • MDAs • NYC • Local Governments • Private Entrepreneurs • Development Partners • CSOs	June 2020

OUTPUT	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS	ACTORS RESPONSIBLE	TARGET DATE

Activities
  i.   Develop and operationalise a comprehensive management information system
  ii.   Carry out research on thematic aspects of Social Development.
  iii.   Operationalise and maintain MIS.
  iv.   Establish and operationalise sector Coordination mechanisms
  v.   Develop and operationilse a comprehensive monitoring and evaluation system
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Output 5: Sector Infrastructure improved	• Number of physical facilities at children institutions renovated • Number of youth training centres constructed and renovated • Number of rehabilitation centres for PWDs renovated • Number of libraries and tele-centres constructed and renovated • Number of rural training centres rehabilitated • Number of institutions for vulnerable and marginalised persons operational	• M&E reports • Activity report	• Political will and support will be sustained; • Adequate funds will be made available in time; • Other stakeholders including Development partners will be supportive.	• MGLSD • MDAs • NYC • Local Governments • Private Entrepreneurs • Development Partners • CSOs	June 2020

Activities
  i.   Rehabilitate and construct physical facilities
  ii.   Provide and facilitate acquisition of adequate physical resources by, SDS institutions (including rehabilitation of existing physical facilities, and construction of new ones).
  iii.   Carry out Monitoring & Evaluation, and impact assessment
				Inputs
				Refer to detailed Cost Estimates in Annex1	

Annex 5:   List of Policies, Laws and Plans to be Reviewed, Developed or Amended

Labour, Employment and Productivity

1. Social Safeguards policies/laws/standards in petroleum and other infrastructural development projects

2. Architectural drawings/plans

3. National Chemical Emergency and Response Plan development

4. Occupation safety and health Act and subsidiary regulations

5. National Labour Productivity Policy, Regulations and Guidelines

6. Guidelines on Operations of Multinational Enterprises and Employment of Expatriate Workers

Community Mobilisation and Empowerment

1. Uganda National Cultural Centre Act

2. Uganda National Culture Policy, 2006

3. Guidelines for the Export and Import of Art and Culture Products and Services

4. The Family Policy and Action Plan

5. Parenting Guidelines

6. Kiswahili Council Act

7. Entertainment Guidelines

8. Guidelines for Resettlement of Communities Affected by Infrastructural Projects

9. Guidelines for Operationalisation of National Citizenship Awareness Week

10. National Library Policy

11. Functional Adult Literacy Curriculum

12. Community Mobilisation and Empowerment Act

13. Guidelines for integration of Anemia Prevention and Control in community mobilization

14. Guidelines for mobilization of communities to increase access to and utilization of family planning services

15. The Institution of traditional or cultural leaders Act,

16. The Copyright and Neighbouring Rights Act, 2006

17. The Stage Plays and Public Entertainment Act

18. The Convention on the prevention of illicit import and export of cultural products in the event of armed conflict

Social Protection

1. Comprehensive Guidelines for Implementation of Labour Intensive Public Works
2. NSSF Act
3. National Policy on Disability
4. National Council for Disability Act
5. Probation Service Standards and Code of Conduct for Social Welfare
6. National Action Plan for Children with Disabilities
7. National Action Plan on Violence Against Children
8. National Child Participation Strategy
9. National Child Protection Strategy
10. Strategy for Child Helpline
11. National Child Justice Strategy
12. Multi-sectoral Action Plan for Adolescent Girls
13. Strategy to End Child Marriages and Teenage Pregnancies
14. OVC Policy and NSPPI
15. National Plan of Action on Older Persons
16. National Plan of Action for Persons With Disabilities
17. Strategy for Marketing Youth Products in and outside the country
18. National Youth Council Act, Amendment
19. National Youth Service Scheme Policy and Law
20. Strategy on Drug and Substance Abuse among Young People
21. Adolescent Sexual Reproductive Health Advocacy Strategy
22. Guidelines on Sexuality Education for out of school youth
23. National Youth Coordination Mechanism
24. Youth Participation Guide
25. Human Rights Mainstreaming Strategy
26. Equal Opportunities Policy and Action Plan
27. Social Impact Assessment Act
28. Equity Promotion Strategy
29. Ethnic Minorities Policy and Action Plan

Gender and Women's Empowerment

1. Guidelines on Gender Responsive Legislation And Women In Leadership
2. The Uganda Gender Policy
3. Gender Based Violence Policy and Action Plan
4. The National Action Plan on women
5. The National Action Plan on UNSCR 1325, 182 and the Goma Declaration
6. Implementation of Platform of Action on Women
7. Psychosocial Support Guidelines
8. Male Involvement Strategy for Gender Based Violence & Female Genital Mutilation
9. Gender Based Violence media strategy
10. Social Behaviour Change Communication Strategy
11. Policy briefs on issues that affect women's entrepreneurship development such as taxation, marketing, access to credit, males involvement among others
12. UWEP Monitoring and Evaluation Strategy
13. UWEP Marketing Strategy
14. UWEP Funds Access Guidelines
15. UWEP Fund Recovery Strategy

Annex 6:   Schedule of Meetings to assess progress of implementation

A: Schedule of Thematic Group Meetings:

Thematic groups will meet quarterly for 1 day in the last week of the first month of the quarter as indicated below:

SN	FY	Q1	Q2	Q3	Q4
1	2016/17	25th-29th July	24th-28th Oct.	23rd-27th Jan	24th-28th Apr.
2	2017/18	25th-29th July	24th-28th Oct.	23rd-27th Jan	24th-28th Apr.
3	2018/19	25th-29th July	24th-28th Oct.	23rd-27th Jan	24th-28th Apr.
4	2019/20	25th-29th July	24th-28th Oct.	23rd-27th Jan	24th-28th Apr.

B: Schedule of Sector Working Group Meetings

The Sector Working Group will meet quarterly for 1 day in the second week of the second month of the quarter as indicated below:

SN	FY	1ST QUARTER	2ND QUARTER	3RD QUARTER	4TH QUARTER
1	2016/17	24th-31st August	23rd-30th November	21st-28th Feb	24th -31st May
2	2017/18	24th-31st August	23rd-30th November	21st-28th Feb	24th-31st May
3	2018/19	24th-31st May	23rd-30th November	21st-28th Feb	24th-31st May
4	2019/200	24th-31st May	23rd-30th November	21st-28th Feb	24th-31st May

C: Schedule of Annual Reviews with stakeholders

2015/16	Last Week of August-2016	Tuesday-Friday
2016/17	Last Week of August -2017	Tuesday-Friday
2017/18	Last Week of August -2018	Tuesday-Friday
2018/19	Last Week of August -2019	Tuesday-Friday
2019/20	Last Week of August -2020	Tuesday-Friday

D: Schedule for Midterm Reviews

The Mid - term review meeting shall be held in the last week of June, 2018.

Annex 7:   SDS Flagship Projects in NDP II

Code	Project name	Status
1379	Promotion of Green Jobs and Fair Labour market in Uganda (PROGREL)	Approved for funding and full and roll out Implementation Plan is FY 2017/18
1367	Uganda Women Entrepreneurship Programme (UWEP)	Approved for funding and full and roll out Implementation Plan is FY 2016/17
1366	Youth Livelihoods Programme (YLP)	NDP1 Retained Project
1282	Strengthening Safeguards, Safety and Health at Workplaces (SSASHEW)	NDP1 Retained Project
1269	Strengthening the Capacity of Equal Opportunities Commission (EOC)	NDP1 Retained Project
1157	SAGE (Social Assistance Grants for Empowerment) II	NDP2 Pipeline Project
0345	Support to Ministry of Gender, Labour and Social Development	NDP1 Retained Project
	New Projects	
	SUNRISE OVC (Strengthening the Uganda National Response for Implementation of Services for OVCs)	NDP2 Pipeline Project
	SCORE (Strengthening Community OVC Response)	NDP2 Pipeline Project
	HIV/AIDS Programme	NDP2 Pipeline Project
	Child Helpline	NDP2 Pipeline Project
	Promotion of Children and Youth (PCY)	NDP2 Pipeline Project
	Community Based Rehabilitation	NDP2 Pipeline Project
	Strengthening the Culture and Creative Industries Project	NDP2 Pipeline Project
0115	Local Government Management Service Delivery project (former LGDP)	NDP2 Pipeline Project

Annex 8:   SDSP Formulation Team

Members of the Editing Team

No.	Name	Title	Role
1	Ms. Jane Sanyu Mpagi	Director, Gender and Community Development	Chair
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3.	Mr. Stephen Kasaijja	Head, Social Protection Secretariat	Member
4.	Mr. Leo Nampogo	Acting Commissioner, Policy and Planning	Member
5.	Mr. Benon Kigenyi	Under Secretary, Finance and Administration	Member
6.	Mr. James Ebitu	Manager, Youth Livelihood Programme	Member
7.	Mr. John Okiror	Principal Economist	Member
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10.	Ms. Beatrice Ayikoru	Principal Youth Officer	Secretary

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7.	Mr. John Okiror	Principal Economist	Member
8.	Mr. Zephaniah Ogen	Senior Economist	Member
9.	Mr. Charles Etoma	Senior Statistician	Member
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Members of the Technical Working Team

No.	Name	Title	Role
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6.	Mr. David Mugisha	Commissioner, Occupation Safety and Health	Member
7.	Mr. Fred Onduri Machulu	Commissioner, Youth and Children Affairs	Member
8.	Mr. Everest Tumwesigye	Commissioner, Community Development and Literacy	Member
9.	Ms. Juliana Naumo	Commissioner, Culture and Family Affairs	Member
10.	Ms. Maggie Mabweijano	Assistant Commissioner, Gender	Member
11	Mr. Alphonse Ejoru	Assistant Commissioner, Functional Adult Literacy	Member
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16.	Mr. Milton Turyasiima	Acting Commissioner, Employment Services	Member
17.	Mr. John Okiror	Principal Economist	Member
18.	Ms. Beatrice Ayikoru	Principal Youth Officer	Member
19.	Mr. Zephaniah Ogen	Senior Economist	Member
20.	Mr. Charles Etoma	Senior Statistician	Member
21.	Ms. Christine Amal	Secretary, Equal Opportunities Commission	Member
22.	Ms. Susan Nakitto	Senior Policy Analyst	Member
23.	Ms. Betty Lyigyalingi	Senior Assistant Secretary	Member
24.	Ms. Apophia Tumwine	Senior Human Resource	Member
25.	Mr. Paul Senyonga	Senior Economist	Member
26.	Mr. Leo Nampogo	Acting Commissioner Policy and Planning	Secretary

Annex 9:   References

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