



A HANDBOOK FOR IMPLEMENTATION OF NDP III
GENDER AND EQUITY COMMITMENTS

SUSTAINABLE URBANISATION AND HOUSING PROGRAMME



TABLE OF CONTENTS

Acronyms and Abbreviations.....	iv
Acknowledgements.....	v
Foreword.....	vi
Key Definitions.....	vii
1.0 Introduction.....	2
1.1 Background.....	2
1.2 Justification for the Handbook.....	3
1.3 Intended Users of the Handbook.....	3
1.3.1 Primary Users.....	3
1.3.2 Secondary Users.....	3
2.0 How to use the Handbook.....	3
3.0 Gender and Equity Responsiveness in the Sustainable Urbanisation and Housing Programme.....	6
3.1 Gender and Equity Issues and their Responsive Interventions in the Sustainable Urbanisation and Housing Programme.....	6
4.0 Programme Gender and Equity Performance Assessment.....	17
5.0 Emerging Issues/Actions.....	23
References.....	24

ACRONYMS AND ABBREVIATIONS

BDS	Business Development Skills
BRT	Bus Rapid Transit
ESIA	Environmental and Social Impact Assessment
GEB	Gender and Equity Budgeting
GKMA	Greater Kampala Metropolitan Area
LGs	Local Governments
MDAs	Ministries, Departments and Agencies
M&E	Monitoring and Evaluation
NatHER	National Housing Energy Star Rating
NDP	National Development Plan
NMT	Non-Motorised Transport
OSP	Occupational Safety and Health
PHE	Public Health and Environment
PIAP	Programme Implementation Action Plan
PWDs	Persons With Disabilities
KCCA	Kampala Capital City Authority
SMEs	Small Medium Enterprises
STEI	Science, Technology, Engineering and Innovation.

ACKNOWLEDGEMENTS

This Handbook was developed by Ms. Agnes Rebecca Nakimuli. She was assisted by a group of gender and equity experts who included: Mrs. Margaret Kakande; Mr. Esau Mutekanga; Mrs. Angella Ssali; Ms. Lydia Nabiryo; Mr. Geoffrey Isiko; Ms. Harriet Asibazuyo; Ms. Ida Kigonya; Mr. John Paul Apire; Mr. Richard Kityo; Mr. Franklin Maloba Wanyama; Ms. Harriet Pamara; Dr. David Mpiima; Mr. Cornelius Magara Kagoro; Mr. Kenneth Atim; Mr. Hillary Muhumuza; Mr. Ronald Paul Konde; Ms. Sylvia Tereka; Mr. Alex Ssebagala; Mr. Deogratius Kiryooowa; Mrs. Elliot Orizaarwa Tumwujukye; and Mr. Vincent Kiribakka. This is also to thank Ms. Maria Muzaaki who provided the secretarial support.

The Handbook also benefitted from input from officials from the programme institutions who participated in the dialogue. These included: Eng. Andrew Sserunjogi; Eng. John Mary Kaweesi; Alice Mubiru; Winnie Murungi; Namuddu Sophie; Grace Nabisubi; Grace Nansasi; Winfred Adoch; Emmanuel Makya; Villey Albert Agaba; Juliet N. Mukiibi; Byarugaba Godfrey; Agatha Atuhairwe; Richard Kityo; Winfred Nandugwa; Nambiro Maria; Geoffrey Mubiru; Sseruwo Maria; Namutebi Aisha; Buwule Irene; Bogere Stephen; Arecho Marion; Nabirye Martha; Janet Birungi; Peter Kwiri; Samuel Sengoye; Husnah Matovu; Joy Kwagala; and Julius Eonya Elovu.

The production of the Handbook was facilitated by UN WOMEN.

FOREWORD

It is mandatory for Ministries, Departments, Agencies (MDAs) and Local Government (LGs) to address gender and equity issues in formulation of Budget Framework Papers and Ministerial Policy Statements. However, there are still issues of capacity to effectively achieve this objective. The last five consecutive assessments of compliance for Gender and Equity Budgeting, by the Equal Opportunities Commission revealed persistent limited capacity of MDAs to discern gender and equity issues. It was also noted that the gender and equity issues being addressed were not necessarily aligned to the commitments in the National Development Plans.

A lot of effort was put into mainstreaming gender and equity commitments in the third National Development Plan (NDPIII). These were integrated at the strategic level, as well as in the 20 programmatic areas. In order to mobilise the MDAs and LGs to ensure effective implementation of the NDPIII gender and equity commitments, programmatic handbooks have been developed.

These Handbooks spell out the gender and equity issues under each programme; the proposed interventions in NDPIII, the related actions in the Programme Implementation Action Plan, and performance indicators. In addition, there are emerging gender and equity issues resulting from COVID-19 effects that were agreed on during the dialogue with all programme stakeholders.

I urge you to use this tool, to prioritise interventions that will foster inclusive growth and development which the country is pursuing.



Ramathan Ggoobi

Permanent Secretary/Secretary to the Treasury

KEY DEFINITIONS

Gender

Socially constructed roles and responsibilities assigned to men/women, girls/boys in a given culture or location.

Equity

Fairness and justice in the; treatment of individuals or groups of people; distribution of resources; provision of opportunities and services; and protection under the law. It takes into account, varying abilities/capacities, geographical disparities, demographical and social-economic differences.

Gender Issue

This is a state/condition/situation of inequality/imbalance between males and females because of gender roles; discrimination/ neglect and/or marginalisation within society.

Equity Issue

Unfair and unjust situations that put the lives of the vulnerable in dire poverty, limited access to services and a state of hopelessness.

Gender and Equity Responsive

This is the ability of an individual or agency to consider the needs of women, men, boys and girls in light of their age, disability, or geographical location and take appropriate action.

Gender and Equity Budgeting

Gender and Equity budgeting is an approach of allocating and utilising government resources and programs taking into consideration of the different needs, interests and constraints of the various categories of people without any discrimination and addressing any imbalances that exist.

Programme

A group of related interventions/outputs that are intended to achieve common outcomes within a specified timeframe.

Sub-Programme

A group of related interventions/outputs contributing to a programme(s) outcomes at the MDA level.

Programme Implementation Action Plan (PIAP)

A detailed description of the activities, targets and resources required to deliver a programme within a given timeframe. The PIAP operationalises the NDPIII Programme and is it from the PIAPs that MDAs are expected to draw their strategic plans.

Indicators

This is a quantitative (calculable) or qualitative (perception) factor or variable that provides a simple and reliable means to measure achievement, to reflect the changes connected to an intervention, or to help assess the performance.

Commitments

These are pledges/obligations to be fulfilled in terms of outputs and outcomes.

Interventions

These are actions to be undertaken to solve an identified problem/issue.

Outcome

The consequence of an action.

Outcome Indicator

A measure of whether the programme is achieving the expected effects/changes in the short, intermediate, and long term.

Intermediate Indicator

A measure of progress to achieving a higher-level goal/end result.



1.0 Introduction

This Handbook spells out the Gender and Equity issues as well as planned interventions/actions in the Sustainable Urbanisation and Housing Programme during the third National Development Plan (2020/21 to 2024/25) period.

1.1 Background

The Third National Development Plan (NDP III) 2020/21 to 2024/25, comes at a time when Uganda, like the rest of the world, is confronted with the COVID-19 pandemic. Now more than ever, the slogan of the Sustainable Development Goals of leaving none behind is critical. Fairness of treatment to the needs of people in all walks of life is vital for development. Gender equity is required in all aspects of life including; education, health, nutrition, decent employment, access to economic assets and resources, political opportunities and freedom from coercion and violence for men and women, boys and girls and the elderly. Gender and equity are crucial to ensure that gender issues are integrated into all national policies, plans and programs for development.

It is mandatory for Ministries, Departments, Agencies (MDAs) and Local Government (LGs) to address gender and equity issues in the formulation of Budget Framework Paper and Ministerial Policy Statements. However, there are still issues of capacity to effectively achieve this objective. The Equal Opportunities Commission's last five consecutive assessments of Gender and Equity Budgeting (GEB) compliance of Budget Framework Papers and Ministerial Policy Statements revealed the persistent limited capacity of MDAs to discern gender and equity issues. It was also noted that the gender and equity issues being addressed were not necessarily aligned to commitments in the National Development Plans.

Challenges and lessons from NDPI and NDP II¹, showed seven (7) persistent gender and equity sensitive concerns. These include:

- The large proportion of households still stuck in the subsistence economy,
- High cost of electricity,
- Persistent vulnerabilities and wide-regional disparities in attaining required poverty reduction targets,
- Low investment in social protection systems,
- The poor quality of education characterised by the low levels of literacy and numeracy, coupled with the high rate of school dropouts,
- High burden of disease amidst low functionality of health facilities, and
- Undernutrition among children and women remains high.

¹These are listed in the NDPII background

A lot of effort was made to mainstream the gender and equity commitments in NDPIII. These were integrated at the strategic level as well as 20 programmatic areas. There is a need to ensure effective implementation of these gender and equity commitments by MDAs and LGs.

1.2 Justification for the Handbook

To avoid the slow implementation of the gender and equity responsive interventions, this time round, there is a need to mobilise MDAs and LGs. This necessitates the development of a mobilisation tool. This Handbook has been customised to facilitate the mobilisation, spell out the gender and equity issues, the proposed gender and equity interventions, outputs and their performance indicators.

The Handbook will simplify the integration of gender and equity responsive interventions into the Budget Framework Papers and Ministerial Policy Statements. This will strengthen the capacity of MDAs and LGs that has been inadequate.

1.3 Intended Users of the Handbook

This Handbook is intended for officials involved in planning, budgeting and monitoring at Central and Local Government levels, however, it can also be used by other stakeholders.

1.3.1 Primary Users

The primary users of the Handbook are the Programme Leadership Committee; Programme Technical Committee, Programme Working Group, and Programme Technical Working Group Sub-committees; specifically, decision-makers (Ministers, Permanent Secretaries, Directors, Commissioners, Programme/Project Managers). Technical officers and politicians in charge of planning, budgeting, implementation, monitoring and evaluation can also use the Handbook.

1.3.2 Secondary Users

These will include Civil Society Organisations (CSOs), Researchers, Development Partners, Academia, Gender and Equity Trainers, plus Assessors.

2.0 How to use the Handbook

The Handbook shall be used in the preparation of Budget Framework Papers for MDAs and Local Governments, and Ministerial Policy Statements for MDAs and Missions. The BFPs and MPSs are policy documents structured for both reporting and planning purposes. The users should ensure integration of gender and equity outcomes, interventions, outputs and their respective indicators across all the sections.

Users should clearly highlight how the intended target population has accessed, participated, benefited from the interventions as well as their disaggregation in terms of location - (rural, urban, hard-to-reach and hard-to-stay), equity - (children, youth, elderly, persons with disabilities, chronically sick and other vulnerable groups), gender - (women/girls, men/boys) and inclusiveness of the interventions. These parameter should also be given priority during annual and quarterly work plan development and reporting at all levels.



Table 1: How to use the Handbook during the Planning and Budgeting Process

No.	Section of the BFP	Section of MPS	Application of the Handbook	Example
1	Overview	Overview	Indicate desired gender and equity outcomes, objectives, spent budget, medium-term allocations and projections	Increase economic opportunities in cities and urban areas
2	Past Performance	Achievement at Half Year	<p>These should be drawn from the outcome performance indicators – the change desired when gender and equity issues are addressed.</p> <p>Indicate the gender and equity issues among the key performance issues to be addressed by the sector. Select these from the list of gender and equity issues.</p> <p>Indicate whether any gender and equity issues were addressed in the previous FY. List the outputs derived from the interventions that you carried out. These can be picked from the gender and equity issues and proposed strategies/interventions.</p>	<p>Outcome High levels of investment, competitiveness and employment</p> <p>Outcome indicator Urban unemployment rate, from 14.41% to 9.4%</p> <p>Outputs completed Jobs created, business support infrastructure</p> <p>Output indicator Number of labor-intensive jobs created</p>
3	Medium Term Plans	Medium Term Plans	Indicate medium-term plans by listing which interventions shall be carried out in accordance with the planning framework i.e., NDP III.	<p>Medium-term plans To reduced unemployment from 14.41% to 9-4%</p>
4		Current Year Plans	Indicate key sector output and outcome performance indicators to show that gender and equity issues have been addressed.	<p>Planned outputs It's intended that 100,000 jobs will be created. A big proportion of these jobs will be for the youth and women</p>
5	Outcome, intermediate outcome indicators	Outcome, intermediate outcome indicators		<p>Intermediate outcome Reduced unemployment rate</p> <p>Intermediate outcome indicator Percentage reduction in unemployment</p>

3.0 Gender and Equity Responsiveness in the Sustainable Urbanisation and Housing Programme

Budgeting is the tool through which Government translates its priorities into public services. The government has also prioritised gender and equity as the best approach to inclusive national development and equitable distribution of resources, opportunities, and wealth. Therefore, Gender and Equity Planning and Budgeting is an approach of allocating and utilising resources taking into consideration the different needs, interests, and constraints of the various categories of people without any discrimination and addressing any imbalances that exist.

Sustainable Urbanisation and Housing is one of the 20 programmes of the NDPIII and operationalises objective three of the plan which is **to consolidate and increase the stock and quality of productive infrastructure**. The programme seeks to address key challenges in urbanisation and housing which include:

- i. Jobless urban growth,
- ii. Inadequacies in physical planning and plan implementation leading to a sprawl of unplanned settlements including in risk-prone areas,
- iii. A deficiency in quantity and/or quality of social services, public infrastructure and housing,
- iv. A skewed national urban system, and
- v. Vulnerability due to climate change.

Therefore, the objectives of the programme are to:

- i. Increase economic opportunities in cities and urban areas,
- ii. Promote urban housing market and provide decent housing for all,
- iii. Promote green and inclusive cities and urban areas,
- iv. Enable balanced, efficient and productive national urban systems,
- v. Strengthen urban policies, planning and finance.

3.1 Gender and Equity Issues and their Responsive Interventions in the Sustainable Urbanisation and Housing Programme

This section elaborates the gender and equity issues in the Sustainable Urbanisation and Housing Programme and how they affect programming for inclusive development. It is intended to guide users to effectively implement gender and equity responsive interventions. Table two (2) highlights the gender and equity issues and their justifications, related interventions, outputs and corresponding actions in the Programme Implementation Action Plan (PIAP).

Table 2: Gender and Equity Issues and their Responsive Interventions in the NDP/PIAP

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP/PIAP	Outputs in the PIAP	Corresponding Actions in the PIAP
Physical Planning and Urbanisation	High rates of unemployment in urban centres across regions	Lack of industrialisation across the country limits job creation and uptake of untapped human resources. This has led to increasing rates of unemployment especially among the youth, women and PWDs in urban centres.	Support establishment of labour-intensive manufacturing, services, and projects for employment creation including the development of bankable business plans	Jobs created business support infrastructure	Develop and implement economic and free zones in 16 cities and other urban areas
	Lack of affordable and accessible accommodation for industrial workers	Employees, especially youth, women, PWDs and other vulnerable groups working in the industrial zones often have to walk long distances to their workplaces. This limits their access, participation and enjoyment of benefits arising from the establishment of the industrial parks.			Construct affordable accommodation houses for industrial workers
	Limited availability of utilities	Limited availability of utilities not only affects the movement of the vulnerable workers as they transit business but also threatens their security and safety. In addition, there is increased poor sanitation and hygiene especially for women who are more involved in both productive and reproductive roles. This leads to low productivity.			<ul style="list-style-type: none"> • Construct park roads for industrial parks • Extend utilities to the industrial park sites (water & sewerage) • Extend utilities to the industrial park sites (electricity) • Extend utilities to the industrial park sites (Telephone)-communication
	Inadequate support to SMEs	Inadequate working spaces and lack of a mechanism to organise vendors into associations, majority of whom are women, youths and the			<ul style="list-style-type: none"> • Prepare urban development projects to support small and medium enterprises

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP-III	Outputs in the PIAP	Corresponding Actions in the PIAP
	<p>Limited access to markets</p>	<p>PWDs limits their potential in acquiring business development skills hence affecting the quality of products and bargaining power for increased incomes. Limited and lack of incentives and support to SMEs reduces their ability to acquire skills and grow beyond their date of birth and become competitive in the economy. SMEs promote employment opportunities, product diversity and income thereby improving the quality of youth, women, and vulnerable groups.</p>			<ul style="list-style-type: none"> Provision of at least 120,000 square meters of affordable SME workspaces for small-scale value addition enterprises 15 Cities + KCCA Training SMEs equipped with BDS & Entrepreneurship-capacity building Consult/engage with the informal enterprises including street vendors on forming associations
	<p>Limited innovation and creativity</p>	<p>Small and Medium Enterprises (SMEs) lack knowledge and information on the available export markets which limits their competitiveness and opportunities to expand their markets and products.</p>			<ul style="list-style-type: none"> Link SMEs to free zones agro-processors for sub-contracting & access to export markets Mapping local export clusters for production & bulking of supply-side for Free Zones Support informal enterprises/street vendors to form associations
	<p>Limited market for informal business</p>	<p>Failure to tap the innovation potential among the youth due to lack of well-facilitated and equipped facilities increases unemployment.</p>			<p>Establish business engagement centres/incubators at KCCA and all the GKMA LGs.</p>
		<p>Most vendors and the vulnerable poor, PWDs, women, youth, children and older persons have limited market space for their</p>			<ul style="list-style-type: none"> Create spaces for informal enterprises in existing markets

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP-III	Outputs in the PIAP	Corresponding Actions in the PIAP
	<p>Limited awareness of OSH regulations</p>	<p>products. This leads to congested streets, exploitation, various risks, increased crime rate and denies them from effectively accessing, participating and benefiting from the development initiatives.</p> <p>There has been increased violation of workers' rights due to limited knowledge of their entitlements and how to claim for them. In addition, there is a limited capacity of staff to address these particular issues through a gender and equity lens. This promotes unsafe work environments, abuse and exploitation especially of women and other vulnerable groups and persons.</p>			<ul style="list-style-type: none"> Organise Monthly Market Days – In addition to the weekly gazetted street markets Develop and disseminate Guidelines on gender, equity, rights, culture, youth employment and Occupational Safety and Health (OSH) in formal and informal workplaces Conduct bi-annual awareness campaigns on gender, equity, rights, culture, youth employment and Occupational Safety and Health (OSH) in formal and informal workplaces Undertake implementation of gender, equity, rights, culture, youth employment and Occupational Safety and Health (OSH) related legislation in cities and urban areas Carry out quarterly trainings and sensitisations about gender, equity, rights, culture, youth employment and Occupational Safety and Health (OSH) in the

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP-III	Outputs in the PIAP	Corresponding Actions in the PIAP
	<p>Inadequate entrepreneurship skills</p>	<p>Majority of the youth lack entrepreneurship skills and have limited options of where to acquire the appropriate expertise. This has greatly contributed to the increased rate of unemployment among the youth.</p>	<p>Upgrade accredited institutions to offer certified skilling, entrepreneurship and incubation development in sustainable urbanisation and housing-related fields</p>	<p>Skilling and entrepreneurship development centres upgraded in urban areas</p>	<p>cities and urban area workplaces</p> <ul style="list-style-type: none"> • Carry out trainings on gender, equity, rights, labour productivity, industrial relations, employment, culture, family affairs and Occupation and Health (OSH)
					<ul style="list-style-type: none"> • Upgrade skilling and entrepreneurship centres in 16 cities with curriculum and infrastructure also catering for aspects of gender, equity, youth and women employment, Occupational Safety and Health (OSH) responsiveness • Skill and certify entrepreneurs in 15 cities, with curriculum, create STEI Incubation Centres • Facilitate apprentice accessing Jobs and Profiled and ready for the job market • Promote the establishment of training institutions for OSH at tertiary education levels • Integrate OSH education in the curricula of primary, secondary and tertiary institutions of learning

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP-III	Outputs in the PIAP	Corresponding Actions in the PIAP
	<p>Poor transport networks and infrastructure</p> <p>Unfriendly and non-flexible transport infrastructure</p>	<p>The poor transport network in urban centres has led to increased traffic jams and congestion causing long travel time especially for the vulnerable groups of people as they access services, reduced safety, increased crime and poor conditions for pregnant mothers, PWDs and children.</p>	<p>Develop and implement an integrated rapid mass transport system (Light Railway Transport and Mass Bus Transport) to reduce traffic congestion and improve connectivity in urban areas</p>	<p>Mass rapid transport system in place</p>	<ul style="list-style-type: none"> Construct and improve urban infrastructure i.e. Urban Roads and related infrastructure Implement light railway transport Construction of bus terminals
	<p>Limited awareness on environment conservation</p>	<p>Environment degradation has led to increased diseases affecting the poor and vulnerable especially children in cities and urban areas. Creating awareness on environment conservation is critical in reducing the disease burden.</p>	<p>Conserve and restore urban natural resource assets and increase urban carbon sinks</p>	<p>Urban wetlands and forests restored and preserved</p>	<p>Mainstream and integrate OSH, gender, equity, rights into all public transport systems at workplaces, including small and medium scale transporters and the informal sector through quarterly trainings and sensitisations</p> <ul style="list-style-type: none"> Create awareness on the importance of preserving carbon sink Scale-up PHIE model in cities and urban areas
	<p>Limited knowledge of green infrastructure</p>	<p>Inadequate knowledge and development and adoption of green construction materials increases the health risk, high cost of construction and rent, slums and poor quality of life among the vulnerable urban population.</p>	<p>Develop green buildings, risk-sensitive building codes and systems to promote energy-efficient housing</p>	<p>Adequate, affordable and appropriate buildings constructed</p>	<ul style="list-style-type: none"> Implement energy-efficient building codes Establish Nationwide House Energy Star Rating (NATHER) council Create public awareness in green building in cities and MCs Capacity enhancement in green building concept

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP-III	Outputs in the PIAP	Corresponding Actions in the PIAP
	Lack of an inclusive transport network	The lack of an inclusive transport infrastructure that takes into consideration the needs of pedestrians, cyclists, wheelbarrow pushers and motorbikes compromises their security and safety, access, participation, and benefits.	Promote mass transport and non-motorised transit in the city	Urban Physical Development plans produced NMT Strategy in place	<ul style="list-style-type: none"> Develop and implement non-motorised transport (NMT) plans for 16 cities & 31 MCs Integrate NMT facilities in 16 cities & 31 MCs Promote the use of NMT designated routes in 16 cities and 31 MCs
	Limited knowledge and systems for early detection of disasters	Climate disasters like floods have led to the loss of lives for the urban poor living in areas like Bwaise. This is largely due to the lack of a well-planned city drainage system and early warning systems to detect disasters.	Strengthen effective early warning systems	Effective early warning system structures set	<ul style="list-style-type: none"> Develop early warning and detection (flooding, earthquake and Landslides) systems in 7 regions as per NPDP Generate and disseminate early warning information at all levels through UNIEWS Develop disaster contingency Plans for national and LGs Carry out community sensitisation on disaster risk avoidance, mitigation and rapid response Implement drainage master plans for 16 cities and 31 municipalities
			Improve emergency response	Timely responses to emergencies promoted	<ul style="list-style-type: none"> Develop SOPs and Emergency evacuation guidelines for the public Procure rapid response capability at national and sub-national levels

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP/III	Outputs in the PIAP	Corresponding Actions in the PIAP
					<ul style="list-style-type: none"> • Train first responders in Incident Command Systems at all levels • Resettle persons at high risk of disasters like landslides to safe areas
	<p>Limited public leisure parks</p> <p>Unemployment especially among the youth</p>	<p>Limited public leisure parks deny youths the opportunity to enjoy and socialise with their peers as well as get social support mechanisms.</p> <p>The informal sector in the Greater Kampala Metropolitan Area (GKMA) is dominated by youth and women who engage in small business enterprises like vending which reduces their incomes if not supported to formalise. In addition, lack of employment opportunities in GKMA increases idleness, crime rate, poverty and poor quality of life and promotes inequality among the rich and the poor vulnerable groups.</p>	<p>Establish and develop public open spaces</p> <p>Implement the Greater Kampala Metropolitan Area Economic Development Strategy</p>	<p>Open spaces developed and protected</p> <p>Integrated development Plan for GKMA</p> <p>Nucleated settlement models prepared and implemented</p>	<p>Develop and protect public open spaces in 16 cities and 31 MCs</p> <ul style="list-style-type: none"> • Provide business support to the informal sector, the youth and economic clusters projects • Create a Unique Centre for Tourism Projects
Housing	Lack of affordable housing	The inability of the urban poor to afford decent affordable housing leads to the creation of slums which exposes them to poor living conditions, health hazards, domestic violence, unwanted pregnancies and the spread of sexually transmitted diseases	Develop and implement an investment plan for adequate and affordable housing	Affordable & adequate housing investment plan developed Affordable & adequate housing units in place	<ul style="list-style-type: none"> • Undertake housing market research • Conduct stakeholder engagements, harmonisation of project objectives and markets assessment for appropriate factor inputs for affordable and adequate housing in 16 cities • Prepare Housing Investment plans

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP-III	Outputs in the PIAP	Corresponding Actions in the PIAP
					<ul style="list-style-type: none"> Design, prepare and develop affordable housing projects Develop, procure and operationalise a housing database
		<p>Several public servants are living in poor housing conditions owing to the meagre salaries that cannot enable them to acquire affordable housing. This demotivates public officers leading to low productivity.</p>	<p>Develop an inclusive housing finance mechanism including capitalisation of Housing Finance Bank to provide affordable mortgages and revisiting the mandate of NHCC to support housing development for all</p>	<p>Inclusive housing finance mechanism developed</p> <p>NHCC mandate revised to deliver affordable housing for all</p>	<ul style="list-style-type: none"> Establish Housing Cooperatives and SACCOs as financing mechanisms Establish and operationalise Housing Revolving Fund for public servants Establish a mortgage liquidity facility
		<p>Lack of incentives for the industrial workers majority of whom are youths and women has affected their living conditions since they cannot afford decent houses.</p>	<p>Incentivise real estate companies to undertake affordable housing projects to address the housing deficit</p>	<p>Real estate companies incentivise</p>	<ul style="list-style-type: none"> Identify and operationalise incentives to housing from both the supply and demand side e.g. guarantees, land, tax waivers, etc. Acquire land for the development of low-cost residential houses for industrial workers Provide incentives, land to real estate developers in industrial parks to develop low-cost residential housing for industrial workers and Link real estate companies to potential investors

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP/III	Outputs in the PIAP	Corresponding Actions in the PIAP
		Lack of support for slum redevelopment has maintained the poor living in indecent housing conditions, with poor access to social services, thus exposing them to health hazards and a poor quality of life.	Address infrastructure in slums and undertake slum upgrading including operationalisation of the Condominium Law in slums and cities.	Improved infrastructure and housing in slums Condominium Law implemented	<ul style="list-style-type: none"> Design and develop integrated slum and informal settlement plans Identify and profile slums and informal settlement in all urban areas Undertake community mobilisation to implement slum redevelopment Support community structures to implement slum redevelopment Construct High-Density Affordable, safe, equitable and inclusive Housing Units in 5 slums (e.g. Kisenyi, Namugona, Kasokoso, etc)
	Limited access to green technologies and low-cost housing	Slums are dominated by poor people that cannot afford green cooking initiatives hence they end up using rudimentary means that cause health-related complications and risks like fire outbreaks, eye and respiratory diseases.	Promote the production and use of sustainable housing materials and technologies	Sustainable low-cost housing materials produced	<ul style="list-style-type: none"> Promote the adoption of modern energy services in slums and cities such as access to electricity, clean cooking, energy-efficient and renewable energy technologies Develop and adopt appropriate technologies for delivering low-cost houses
Institutional Coordination	Lack of support and standards for vending	The lack of an inclusive regulation leads to exploitation and continued harassment of vendors especially women and the PWDs by enforcement authorities.	Review, develop and enforce urban development policies, laws, regulations, standards and guidelines	Urban development law, regulations and guidelines formulated	Develop street vending regulations

Sub-programme	Gender and Equity Issues	Justification/Impact of the Gender and Equity Issues	Interventions in the NDP/III	Outputs in the PIAP	Corresponding Actions in the PIAP
	Weak enforcement of land use policy	Limited knowledge of land use frameworks, leads to unplanned development hence affecting the level of production on land.	Implement participatory and all-inclusive planning and implementation mechanisms to enforce the implementation of land use regulatory and compliance frameworks	Effective utilisation of land resources promoted	<ul style="list-style-type: none"> • Build the capacities of urban LGs to implement the land use regulatory framework • Monitor and support urban LGs in land use regulatory framework • Undertake community awareness on the land use regulatory and compliance frameworks (LURF)

4.0 Programme Gender and Equity Performance Assessment

The Sustainable Urbanisation and Housing Programme aims at achieving several outcomes namely;

1. High levels of investment, competitiveness and employment
2. Access to decent housing
3. Sustainable, liveable and inclusive cities

These outcomes are gender and equity responsive and are measured for five (5) years of the NDP III against their respective indicators of;

- 1.1 Percentage of urban population with convenient access to public transport; from (20%) in 2020/21 to (60%) in 2024/25
- 1.2 Average travel time in GKMA (min/km), from (3.98) in 2020/21 to (3.5 in 2024/25
- 1.3 Kms of paved urban roads, from (1,348) in 2020/21 to (1,748) in 2024/25
- 1.4 Proportion of paved urban roads to total urban roads, %, from (7.32%) in 2020/21 to (12.2 %) in 2024/25
- 1.5 Urban unemployment rate, %, from (13.5 %) in 2020/21 to (9.4 %) in 2024/25
- 1.7 Urban Poverty rate (P0), from (9.05 %) in 2020/21 to (6.95 %) in 2024/25
- 1.9 Level of urban informal employment in nonagricultural employment (%), from (78 %) in 2020/21 to (74 %) in 2024/25
- 2.2 Proportion of urban population with affordable housing (US\$20,000), from (5.04 %) in 2020/21 to (7.6 %) in 2024/25
- 2.4 Cost of housing materials (Construction index for residential buildings), from (220) in 2020/21 to (150) in 2024/25
- 2.5 Proportion of slums upgraded, from (3) in 2020/21 to (5) in 2024/25
- 1.1 Proportion of urban population living in slums and informal settlements, from (58 %) in 2020/21 to (40 %) in 2024/25
- 3.4 Percentage (%) of Municipal solid waste disposed off safely, from (50%) in 2020/21 to (75 %) in 2024/25

This section is intended to illustrate and enable tracking of the implementation of gender and equity responsive interventions by the programme. Table three (3) shows the linkage and flow of the programme objective, sub-programme, planned interventions, outputs, and output indicators as well as the intended targets. The table indicates the gender and equity output performance indicators and their respective targets for the five years of the NDP III programme implementation

Table 3: Selected Gender and Equity Output Performance Indicators

Sub-Programme	Objective	Interventions	Outputs	Indicators	Baseline	Targets (Financial Year)				
						2020/21	2021/22	2022/23	2023/24	2024/25
Physical Planning	Increase economic opportunities in cities and urban areas	Support establishment of labour-intensive manufacturing, services, and projects for employment creation including the development of bankable business plans	Jobs created business support infrastructure	No. of labour-intensive jobs created	0	10,000	20,000	30,000	50,000	100,000
		Upgrade accredited institutions to offer certified skilling, entrepreneurship and incubation development in sustainable urbanisation and housing-related fields	Skilling and entrepreneurship development centres upgraded in urban areas	No. of skilling and entrepreneurship development centres upgraded	-	-	-	-	-	-
	Develop and implement an integrated rapid mass transport system (Light Railway Transport and Mass Bus Transport) to reduce traffic congestion and improve connectivity in urban areas		Mass rapid transport system in place	No. of cities with mass rapid transport master plan	0	4	7	10	15	0
				Functional Light Railway Transport	-	0	0	0	0	1
				Functional Mass Bus Transport	-	0	0	0	0	1

Sub-Programme	Objective	Interventions	Outputs	Indicators	Baseline	Targets (Financial Year)			
						2020/21	2021/22	2022/23	2023/24
		Develop green buildings, risk-sensitive building codes and systems to promote energy-efficient housing	Adequate, affordable and appropriate buildings constructed	Reduce the amount of energy produced by houses, %	66.2% 95	60	57	55	52
				Percentage of houses complying with green technology	30	40	45	50	55
	Promote green and inclusive cities and urban areas	Promote Mass transport and non-motorised transit in the city	Urban Physical Development plans produced	No. of Urban areas with updated physical plans	14	41	53	67	82
			NMT Strategy in place	No. of Urban Authorities adopting NMT Strategy action Plans	0	20	30	40	50
		Increase urban resilience by mitigating against risks of accidents, fires and flood flooding specifically focusing on fires and flood flooding							
		Strengthen effective early warning systems	Effective early warning system structures set	No. of early warning systems set in urban areas	14	41	53	67	82
		Improve emergency response	Timely responses to emergencies promoted	Hours taken to respond to an emergency	3	1.6	1.2	0.5	0.3

Sub-Programme	Objective	Interventions	Outputs	Indicators	Baseline	Targets (Financial Year)				
						2020/21	2021/22	2022/23	2023/24	2024/25
	Enable balanced and productive natural urban system	Establish and develop public open spaces	Open spaces developed and protected	Proportion of open spaces protected	5	10	16	20	26	30
		Implement the Greater Kampala Metropolitan Area Economic Development Strategy	Integrated development Plan for GKMA	Proportion of development projects complying with GKMA arrangement	0	10	50	100	100	100
			Nucleated settlement models prepared and implemented	No. of nucleated settlements planned and implemented	0	1	1	1	2	5
Housing	Promote urban housing market and	Develop and implement an investment plan for adequate and affordable housing	Affordable & adequate housing investment plan developed	No. of affordable & adequate housing projects implemented	0	3	5	9	13	15
	Provide decent housing for all		Affordable & adequate housing units in place	No. of new affordable & adequate housing units built ('000)	8,021	8,021	8,421	8,621	8,821	9,021
				Unit cost of housing (UGX million)	80	73	66	59	52	45
		Develop an inclusive housing finance mechanism including capitalisation of	Inclusive housing finance mechanism developed	Housing finance capitalised (USD Millions)	0	300	300	500	300	1,000

Sub-Programme	Objective	Interventions	Outputs	Indicators	Baseline	Targets (Financial Year)				
						2020/21	2021/22	2022/23	2023/24	2024/25
		Housing Finance Bank to provide affordable mortgages and revisiting the mandate of NHCC to support housing development for all	NHCC mandate revised to deliver affordable housing for all	No. of affordable housing delivered by NHCC	1,100	2,300	3,500	4,700	5,900	7,100
		Incentivise real estate companies to undertake affordable housing projects to address the housing deficit	Real estate companies incentivise	No. of housing development sites serviced by the government with tenet infrastructure	0	0	2	7	15	20
				No. of affordable housing delivered by real estate developers	1,100	1,100	2,300	3,500	4,700	5,900
		Address infrastructure in slums and undertake slum upgrading including operationalisation of the Condominium Law in slums and cities	Improved infrastructure and housing in slums Condominium Law implemented	Proportion of slums upgraded Proportion of upgraded slums complying to the Condominium Law, %	0	3	8	15	21	25
		Promote the production and use of sustainable housing materials and technologies	Sustainable low-cost housing materials produced	Sustainable low-cost housing materials produced Cost of housing materials	200	220	240	260	280	300
					21194	208	205	202	199	196

Sub-Programme	Objective	Interventions	Outputs	Indicators	Baseline	Targets (Financial Year)				
						2020/21	2021/22	2022/23	2023/24	2024/25
	Strengthen urban policies, governance, planning and finance	Review, develop and enforce urban development policies, laws, regulations, standards and guidelines	Urban development law, regulations and guidelines formulated	Proportion of districts complying to physical planning regulatory framework	48	69.2	80	89.8	100	
				Proportion of cities complying to physical planning regulatory framework	48	69.2	80	89.8	100	
				Proportion of municipalities complying to physical planning regulatory framework	48	69.2	80	89.8	100	
		Implement participatory and all-inclusive planning and implementation mechanisms to enforce the implementation of land use regulatory and compliance frameworks	Effective utilisation of land resources promoted	Percentage compliance to land use regulatory frameworks	40	64	75	83	97	

5.0 Emerging Issues/Actions

During the dialogue held with stakeholders in the Sustainable Urbanisation and Housing Programme, the following were the emerging issues for consideration during the midterm review of the National Development Plan (NDPIII) 2020/21 to 2024/25 and NDPIV.

5.1 Issues

- Creating an enabling environment requires addressing key issues like high taxes paid by the small and medium enterprises (SMEs).
- The mortgage policy does not favor low-income earners. The requirement of a 30% deposit payment for one to secure a property eliminates the vulnerable.
- The Housing Sector was over privatised hence eliminating the low-income earners.
- Over politicisation of government programmes limits enforcement of laws.
- Poor integration of the Bus Rapid Transit (BRT) in urban areas has made citizens miss out on its benefits.

5.2 Actions

- There is need to effect enforcement laws for effective urbanisation through dialogues with the political leaders.
- Government should purposively address the housing problem, and plan for the poor and middle income earners.
- Operationalise the National Housing Council to implement its mandate.
- Undertake BRT activities in urban areas to ensure inclusive transport.

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2. NDP III 2020/2021 to 2024/2025 Results Matrix
3. Physical Planning and Urbanisation Programme PIAP
4. NDP III Gender and Equity Commitments
5. Gender and Equity Compact for the Ministry of Public Service & Public Service Commission 2016/2017-2019/2020
6. Ministry of Public Service, Guidelines for Mainstreaming Gender in Human Resource Management in the Public Service
7. Ministry of Finance, Planning & Economic Development Guidelines for Gender Mainstreaming

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