

Gender and Equity Compact for the Agriculture Sector 2016/2017 – 2019/2020



*“Enhancing Gender and Equity
Planning and Budgeting
in the Agriculture Sector”*

2017





Equal Opportunities Commission



THE REPUBLIC OF UGANDA

Gender and Equity Compact for the Agriculture Sector (GECAS) 2016/2017 – 2019/2020

*“Enhancing Gender and Equity
Planning and Budgeting
in the Agriculture Sector”*

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“This publication has been produced with the assistance of the European Union and prepared by UN Women in collaboration with the Equal Opportunities Commission (EOC), Ministry of Finance, Planning and Economic Development, Ministry of Gender, Labour and Social Development, the Ministry of Agriculture, Animal Industry and Fisheries and the public agencies under the Ministry. The contents are the sole responsibility of EOC and UN Women and can in no way be taken to reflect the views of the European Union.

FOREWORD

As Uganda strives to become a middle-income country by 2020, agriculture remains the backbone of Uganda's economy. The sector contributed to approximately 23% of annual GDP in 2014, while constituting 57.2% of the total exports of Uganda. Furthermore, the agriculture sector continues to employ 72% of the total labor force, 77% of whom are women, and of which 63% are youth.

Although women provide over 70% of the labor force in agricultural production, they control less than 20% of the agricultural outputs. Women continue to experience challenges in accessing productive resources including land, credit and extension services, and produce 17% less per acre on average than plots managed by men or jointly with other family members. According to *The Cost of the Gender Gap in Agricultural Productivity*, a study conducted by UN Women in Malawi, Tanzania and Uganda in 2015, the gender gap in agricultural productivity¹ is estimated from 13% to 28% in Uganda at an annual cost of \$145 million. It is predicted that closing this gender gap in agricultural productivity can bring about a \$126 million increase in agricultural GDP and a \$145 million increase in total GDP annually in Uganda. The study estimates that increasing GDP by closing the gender gap in agricultural productivity has the potential to lift as many as between 119,000 and 260,000 people in Uganda out of poverty. This study concludes that Uganda's priority should be in improving women's access particularly to agricultural machinery, farming tools and other production technologies, which has the potential to increase GDP by over \$11 million.

Acknowledging women's significant contribution to the agriculture, food security and the national economy, as well as the critical nature of agriculture for women's economic empowerment, one of the targets to achieve Sustainable Development Goal 5 (achieve gender equality and empower all women and girls) is "undertake reforms to give women equal rights to 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".

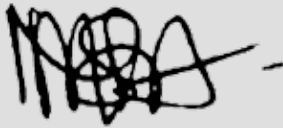
In February 2015, the Government of Uganda strengthened its commitment towards gender and equity planning and budgeting by introducing the Public Finance Management Act (PFMA) 2015, with three provisions² on gender and equity. In supporting the fulfillment of the gender and equity provisions of the PFM Act of 2015, UN Women and the Equal Opportunities Commission (EOC) are delighted to present the first Gender and Equity Compact for the Agriculture Sector (GECAS) for the period 2016/2017-2019/2020.

The Compact emphasizes equitable and inclusive access to land, extension services, finance, technologies and agricultural infrastructure addressing discrimination and exclusion that women, girls, older persons, youth, persons with disabilities, people living in hard-to-reach areas and other marginalized groups face in agricultural production. Promoting equal access and opportunities for all segments of the population to these resources and services, as well as connecting them to local, national, regional and international markets is critical for sustainable development and inclusive economic growth.

1 It was defined as the value of output per hectare in the study.

2 Section 9 (6) (a) and (b) on Budget Framework Papers; Section 13 (11) e (i) and (ii) on the National Budget and Section 13 (15) g (i) and (ii) on the Ministerial Policy Statements

To support and facilitate Gender and Equity-responsive planning and budgeting, the compact gives guidance on sector-specific gender and equity issues, possible interventions and indicators at output and outcome levels in line with the NDP II 2015/2016-2019/2020. It is hoped that effective utilization of the compact will facilitate the achievement of sustainable inclusive growth and development, as provided by the 17 Sustainable Development Goals and the NDP II, by strengthening the country's competitiveness for sustainable wealth creation, employment and inclusive growth.



Sylvia Muwebwa Ntambi
Chairperson
Equal Opportunities Commission



Hodan Addou
Country Representative
UN Women

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UN Women and the Equal Opportunities Commission are grateful to the European Union (EU) for their generous financial support which made this Gender and Equity Compact for the Agriculture Sector possible, through the programme entitled *“Increasing Accountability in Financing for Gender Equality under the 11th European Development Fund (EDF) – Uganda”*. To strengthen the capacity of the Government in sector-specific gender responsive planning and budgeting in the focal sectors under the 11th EDF, the programme supported the development of Gender and Equity Compacts for six sectors including: Works and Transport, Energy and Mineral Development, ICT, Agriculture, JLOS and Public Service.

This compact was developed by UN Women with technical leadership from Ms. Nite Tanzarn and Prof. Haroon Akram-Lodhi, consultants hired by UN Women in close collaboration with the National Taskforce on Gender and Equity including the Equal Opportunities Commission (EOC), the Ministry of Finance, Planning and Economic Development (MoFPED) and the Ministry of Gender, Labour and Social Development (MoGLSD). The Equal Opportunities Commission in particular directly contributed to the publication by providing leadership, technical inputs, reviewing and co-publishing this compact.

UN Women and the Equal Opportunities Commission acknowledge with gratitude, the cooperation and participation in formulation of this Compact by officials from the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) and National Agricultural Research Organization (NARO) throughout the consultative and training workshops, group discussions and validation meetings that were undertaken in 2016.

TABLE OF CONTENTS

FOREWORD	IV
ACKNOWLEDGEMENTS	VI
ACRONYMS	VIII
1. INTRODUCTION	1
1.1 BACKGROUND	1
1.2 JUSTIFICATION	1
1.3 PURPOSE OF THE COMPACT	1
1.4 TARGET GROUP	2
1.5 HOW TO USE THE COMPACT	2
1.6 TIME FRAME	4
2. SITUATION ANALYSIS	5
2.1 PARTICIPATION IN AGRICULTURE	5
2.2 PARTICIPATION IN AGRIBUSINESS	6
2.3 SECURITY OF ACCESS TO LAND	6
2.4 OWNERSHIP OF LIVESTOCK	7
2.5 ACCESS TO AGRICULTURAL EXTENSION SERVICES	7
2.6 ACCESS TO AGRICULTURAL CREDIT	7
2.7 ACCESS TO AGRICULTURAL INPUTS	7
2.8 MEMBERSHIP TO AGRICULTURAL ASSOCIATIONS	7
2.9 COSTS OF GENDER AND EQUITY GAP IN THE AGRICULTURAL SECTOR	8
3. NDPII GENDER AND EQUITY COMMITMENTS	9
AGRICULTURE SECTOR	9
4. THE COMPACT	10
NDPII SECTOR OBJECTIVE 1: INCREASE AGRICULTURAL PRODUCTION AND PRODUCTIVITY	10
NDPII SECTOR OBJECTIVE 2: INCREASE ACCESS TO CRITICAL FARM INPUTS	16
NDPII SECTOR OBJECTIVE 3: IMPROVE AGRICULTURAL MARKETS AND VALUE ADDITION FOR THE 12 PRIORITISED COMMODITIES	18
NDP II SECTOR OBJECTIVE 4: STRENGTHEN INSTITUTIONAL CAPACITY OF MAAIF AND PUBLIC AGRICULTURAL AGENCIES	20
REFERENCES	23

ACRONYMS

ATIs	Agricultural Training Institutes
BFPs	Budget Framework Papers
EDF	European Development Fund
EOC	Equal Opportunities Commission
EU	European Union
GoU	Government of Uganda
GDP	Gross National Product
LGs	Local Governments
FY	Financial Year
ICT	Information and Communications Technology
MAAIF	Ministry of Agriculture, Animal Industry and Fisheries
MATIP	Markets and Agriculture Trade Improvement Project
MDAs	Ministries, Departments and Agencies
M&E	Monitoring and Evaluation
MIS	Management Information System
MoGLSD	Ministry of Gender, Labour and Social Development
MoFPED	Ministry of Finance, Planning and Economic Development
MPS	Ministerial Policy Statement
NAADS	National Agricultural Advisory Services
NDP II	The Second National Development Plan
NPGEIs	National Priority Gender Equality Indicators
OVC	Orphans and Vulnerable Children
OWC	Operation Wealth Creation
PFMA	Public Finance Management Act
PSFU	Private Sector Foundation Uganda
PWDs	Persons with Disabilities
SDGs	Sustainable Development Goals
UBOS	Uganda Bureau of Statistics
UNFFE	Uganda National Farmers Federation
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women

1

INTRODUCTION

1.1 Background

Budgeting is the tool through which policies, programmes and development strategies of government are translated into public service delivery. The budget needs to be allocated and utilized to equitably deliver public services to all segments of the population, in particular vulnerable groups such as women, persons with disabilities (PWDs), the chronically poor, the older persons, youth, orphans and other vulnerable children (OVCs), as well as people living in rural areas and disadvantaged regions.

The Government of Uganda initiated gender and equity budgeting during financial year 2004/5. However, the uptake was limited due to weak institutional gender and equity capacities as well as the lack of policy tools for enforcement. In February 2015, the Government of Uganda strengthened its commitment to realize equal opportunities in planning and budgeting by introducing a law known as the Public Finance Management (PFM) Act, 2015 with three provisions of compliance with gender and equity planning and budgeting.

The enactment of the Public Finance Management Act (PFMA) 2015 bearing the gender and equity provisions addressed the issue of enforcement.

Section 9 (1) requires each Accounting Officer in consultation with the relevant stakeholders, to prepare a Budget Framework Paper (BFP) for the vote (which means MDAs), taking into consideration balanced development, gender and equity responsiveness and shall submit the BFP to the Minister.

Section 9 (6) requires the Minister responsible for Finance in consultation with the Equal Opportunities Commission (EOC) to issue a Certificate, certifying that the Budget Framework

Paper (BFP) is gender and equity responsive and specifying measures taken to equalize opportunities.

Section 13 (11) (e) mandates the Minister responsible for Finance to present the Gender and Equity certificates with the annual budget. Section 13 (15) specifies that a policy statement (of all 138 MDAs as well as Local Governments (LGs)) shall contain the Gender and Equity Certificates issued by the Minister responsible for Finance in consultation with the EOC certifying that the policy statement is gender and equity responsive with specific measures taken to redress imbalances. The issuance of the Certificate to the respective budget of MDAs depends on the gender and equity compliance scores of the BFPs and MPSs assessed by the EOC.

1.2 Justification

As per the 2015 PFMA, it is mandatory for MDAs and LGs to be issued a Gender and Equity Certificate by the Minister responsible for Finance before submission of Budget Framework Papers and Ministerial Policy Statements to Parliament. MDAs and LGs, therefore, have to identify gender and equity issues, specify measures to equalize the opportunities and allocate budgetary resources to address the different needs of men and women, PWDs, older persons, youth and marginalised regions.

1.3 Purpose of the Compact

The Compact is a tool intended to facilitate identification of sector gender and equity issues, appropriate interventions and related performance indicators.

The compact generates the gender and equity issues from both the gender and equity disaggregated data analysis and existing reports for ease of reference. The gender and equity issues selected for this compact are in line with

the NDP II sector objectives and interventions¹. To that effect, the Compact reiterates, re-proposes and reinforces implementation of the national agreed sector priorities.

The Compact identifies programme/intervention areas to address identified gender and equity issues, and provides performance indicators at the outcome and output level. The Compact is intended to stimulate critical thinking when dealing with the sector's gender and equity dimensions during planning, budgeting and during the decision-making processes.

1.4 Target group

The Compact has been designed for a cross section of sector officials namely:

- a. Decision makers constituted of the Top Management teams whose buy-in is critical. This includes Ministers; Permanent Secretaries; Directors; and Commissioners.

¹ These interventions have been agreed on in the second National Development Plan (NDP) II

- b. Sector officials engaged in the budgeting process in particular officers in the policy and planning units and the respective heads of Departments/Divisions/Sections/Units.
- c. Managers of Government Programmes and Projects.
- d. Gender and Equity budgeting trainers.
- e. Gender and Equity Assessors.

1.5 How to use the compact

1. Application During Budgeting

The budgeting officials will use the Compact in drafting the sector Budget Framework Paper (BFP) and the Ministerial Policy Statement (MPS). The "How to use Table" below is a brief manual depicting how to pick up issues/interventions/indicators from the Compact for the BFP. The Table also provides guidance for prioritizing gender and equity issues to be addressed as well as appropriate interventions.

Table 1: How to use the Compact during the Budgeting Process

Section of the BFP	Application of the Compact
V1: Sector/Vote Overview	
Sector Policy Objectives	Indicate desired gender and equity outcomes under the sector objectives.
Key performance issues to be addressed in the medium term	<ul style="list-style-type: none"> - These should be drawn from the outcome performance indicators – the change desired when gender and equity issues are addressed. - 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. <i>The prioritization of issues for selection should depend on the extent to which they (the issues) limit the achievement of sector objectives.</i>
V2: Past Performance and Medium Term Plans	
Past Performance	
<ul style="list-style-type: none"> - Outcomes - Outputs 	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.
<ul style="list-style-type: none"> - Given FY Planned Outputs - Given FY Planned Outcomes 	Indicate the proposed interventions to address the gender and equity issues, and the expected results/outputs and outcomes for the financial year. The outputs should be selected from the proposed interventions to address gender and equity issues. The outcomes are the desired results achieved upon addressing the gender and equity issues. These should be adduced from the issues themselves.
Medium Term Plans	Indicate Medium term plans by listing which interventions shall be carried out in accordance with the planning framework i.e. NDP II. Prioritization of selected interventions depend on the extent to which the interventions tackle the problems and contribute to achievement of medium term objectives, within the available resources.
Key sector output and outcome indicators	Indicate key sector output and outcome performance indicators to show that gender and equity issues have been addressed. <i>These indicators have been provided.</i>
Proposed budget allocations by Class of Output	<i>Present specific budget allocation to outputs that explicitly promote Gender and Equity in the given template of BFP and MPS.</i>
Sector Challenges	Indicate Gender and Equity gaps under sector challenges. These are the key gender and equity issues that would not be addressed in a given financial year.

2. Application as a Training Tool

Gender and Equity budgeting experts will use the Compact during the training of sector officials. The sector gender and equity issues will be used as some of the illustrative examples.

This Compact has been supported by the European Union (EU) and developed jointly by the UN Women in close collaboration with the Equal Opportunities Commission (EOC), Ministry of Finance, Planning and Economic Development (MoFPED), Ministry of Gender, Labour and Social Development (MoGLSD). The Compact was consulted with the Agriculture sector officials and peer reviewed by the National Taskforce on Gender and Equity² experts and officials.

² The Task Force, chaired by the Director Budget, MoFPED, draws its membership from The Equal Opportunities Commission; Ministry of Finance, Planning and Economic Development; Ministry of Gender, Labour and Social Development; Ministry of Education and Sports; Ministry of Health; National Planning Authority; Ministry of Local Government; Office of the Prime Minister; and the Civil Society Budget Advocacy Group (CSBAG)

1.6 Time frame

The Compact has been designed for the period covered by the NPDII: 2015/16–2019/20. It is expected that thereafter the EOC in collaboration with MDAs will analyze the status of gender and equity within the sector so as agree on which issues to focus on until such a time when the sector has the capacity to identify pertinent sector gender and equity issues through rigorous analyses.

1

SITUATION ANALYSIS

Uganda's economy and population largely depends on agriculture with a contribution of 23% Gross National Product (GDP) and of 65% of the population employed under the sector. The sector is the leading employer of the local labor force that constitutes the marginalized populace i.e. the poor, women, PWDs, youth, older persons and children. In accordance to the aspirations of the NDP II, the Agriculture Sector is committed to transforming Uganda from subsistence farming to commercial agriculture.

There are more working age women than men in Uganda (In 2012/13, working-age population consists of male 47.6% and female 52.4%)³, of whom the majority are either self-employed or own-account workers, working principally on farms. Cultural and social norms and practices in rural Uganda constrain sustainable agricultural production, which affects food and nutrition security in detrimental and contradictory ways. To be specific: women's lower education and literacy; disproportionate responsibility for unpaid care and domestic work in the household; unequal bargaining power within households; limited control and entitlement over productive and financial resources and assets such as land and credit; limited physical mobility; less use of modern farm inputs; and limited access to extension services/workers contribute to the lower agricultural productivity of women farmers. The consequences of these discriminatory norms and practices harmfully impact on agricultural productivity, household food security and livelihood, and further, on maternal and child health; high fertility; high

maternal mortality; underweight infants and children, stunting and wasting, high infant and under-five mortality, and high rates of child marriage.

Some of the specific gender and equity issues in the agriculture sector with statistical figures are as below:

2.1 Participation in Agriculture

- Agriculture is the backbone of Uganda's economy accounting for 25.3 percent of the country's GDP in financial year 2012/13. The sector employs about 72 percent of the total labor force including formal and informal employment, 77 percent of female labor force and 63 percent of youth labor force, respectively, mostly residing in the rural areas.⁴
- While women constitute 50.9 percent of the subsistence agricultural labour force,⁵ there is tendency of division by sex in subsector-industries and occupations primarily engaged. Men predominate in the profitable agricultural enterprises such as fisheries (85%); livestock production (65%) and apiary (64%). They also constitute the majority of the artisans (75%); traders (69%) and paid non-agricultural workers. More women than men are involved in horticulture (58%), fruity culture (56%) and crop production (54%), all of which are vulnerable to extreme weather occasions. And yet, Ugandan agriculture is mainly rain fed and less than one percent of agricultural households practiced any form of irrigation and, of these, only about 10 percent were female headed.⁶

³ Uganda Bureau of Statistics (UBOS). 2014. Uganda National Household Survey 2012/2013. Kampala Uganda

⁴ Second National Development Plan (NDPII, 2015/16-2019/20)

⁵ Uganda Bureau of Statistics (UBOS). Agricultural Sector: Gender Statistics Profile (2012)

⁶ UBOS (2012). Op. cit

- Women are more dependent on farm self-employment compared to men partly due to the difficulties of combining formal employment with their socially ascribed care giving roles.⁷
- The rural poor, PWDs and women among others are time constrained and are not involved in agricultural marketing⁸, beyond the first point of commercial interface.
- There is division of labor by sex in undertaking agricultural tasks. Women spend more labour days than men undertaking various agricultural tasks such as seedbed preparation and sowing (45%); weeding or pruning (75%); and harvesting (121%). Men, on the other hand spend 46 percent more time than women at the input application stage.⁹
- An estimated 70 percent of agricultural produce is carried by head loading, a task that is predominantly undertaken by women.¹⁰

2.2 Participation in Agribusiness

- More men (52%) than women (18%) are engaged in agribusiness. Women own about 40 percent of private enterprises, mostly micro-enterprises in the informal sector and only about 29.5 percent of them are involved in export trade.
- Women are predominantly employed in food processing (24% vs. 9%), informal trade (21% vs. 16%), manufacturing (16% vs. 9%), and restaurants (11% vs. 5%).¹¹

2.3 Security of Access to Land

- Only 28 percent of the agricultural land is owned by women¹², whereas women constitutes 49.5 percent of persons living in

agricultural households¹³ and 43.2 percent of members of the agricultural households that manage their farm plots¹⁴. The rest 72 percent of the agricultural is land owned by men¹⁵ and the average size of plots managed by men (0.85 acres) is typically larger than the plots managed by women (0.54 acres).¹⁶

- Women mainly farm on marginal lands that are typically less fertile. Accordingly, plots managed by women produce an average of 17 percent less per acre than those controlled by men. Less than 20 percent of women control outputs from their agricultural labour, a fact that is attributed to restricted decision-making power over land.
- More male (44%) than female (34%) farmers manage land for crop farming. Additionally, there are distinct crop patterns with female managers generally cultivating more roots, pulses and oilseeds while male managers doing with cereals, bananas and cash crops such as coffee.
- Women mainly farm on marginal lands that are typically less fertile. Accordingly, plots managed by women produce an average of 17 percent less per acre than those controlled by men.¹⁷ Less than 20 percent of women control outputs from their agricultural labour¹⁸, a fact that is attributed to restricted decision-making power over land.
- More male (44%) than female (34%) farmers manage land for crop farming.¹⁹ Additionally, there are distinct crop patterns with female managers generally cultivating more roots, pulses and oilseeds while male managers doing with cereals, bananas and cash crops such as coffee.²⁰

7 Development Strategy and Investment Plan (DSIP) for the Agricultural Sector, 2010

8 DSIP (2010). Op. cit

9 Uganda Census of Agriculture (UCA) 2008/09

10 MAAIF and MoFPED. Plan for the Modernisation of Agriculture: Eradicating Poverty in Uganda – Government Strategy and Operational

11 UNHS (2012/2013). Op. cit

12 NDPII (2015). Op. cit

13 UBOS (2008/2009)

14 UBOS (2012). Op. cit

15 Second National Development Plan (2015)

16 Ali et al. Investigating the Gender Gap in Agricultural Productivity: Evidence from Uganda. World Bank Policy Research Working Paper 7262, May 2015

17 NDPII (2015). Op. cit

18 Ibid

19 UBOS (2012). Op. cit

20 Ali et al. (2015). Op. cit

2.4 Ownership of Livestock

- Livestock is predominantly owned by men. An estimated four out of five (80.7%) of the more than two million agricultural households that rear livestock are headed by men.²¹ Additionally, men constitute 57.9 percent of the 19.9 percent crop growing household members who own livestock. Ownership by type of livestock, and in particular indigenous cattle, also favors crop growing households headed by men.

2.5 Access to Agricultural Extension Services

- The primary outreach of the traditional, largely top-down, agricultural extension services is towards male heads of household and easily accessible locations. Accordingly, agricultural households headed by women constitute only 18.6 percent of those visited by extension workers.²² Further to that, husbands do not allow their wives/partners to participate in training, demonstrations and farmer groups resulting in a lower extension service contact to women farmers (14%) compared to men (30%).²³ In addition, the experience of residents of hard to reach places, the poor, PWDs among other vulnerable groups is not any different from that of women farmers.
- More female (56%) than male (23%) headed agricultural households have low or no education²⁴ and women plot managers have 2.2 years less formal schooling than their male counterparts²⁵ and yet illiteracy serves as a barrier to accessing information and benefitting from livelihood opportunities.

²¹ UBOS (2012). Op. cit

²² Ibid.

²³ NPA/UN-JPGE (2012). Op. cit

²⁴ UBOS (2012). Op. cit

²⁵ Ali et al. (2015). Op. cit

2.6 Access to Agricultural Credit

- More women (31%) than men (27%) are excluded from financial institutions.²⁶ Women's inequitable access to credit was attributed to low access to information, lack of collateral, low literacy leading to inability to handle the loan processing procedures and the structure and terms of the loan that did not favour small scale farmers.²⁷

2.7 Access to Agricultural Inputs

- Whereas there is a near absence of access to productivity-enhancing agricultural inputs by all farmers, households headed by women, children, older persons and PWDs are disproportionately affected on account of their low purchasing power. Despite being the majority crop farmers, only 24 percent of households headed by women compared to 33 percent of those headed by men use improved seeds. Slightly more male than female headed household utilize pesticides and inorganic fertilizers. This is despite the fact that women predominate in horticulture (58%). Hired labor is applied to more male (31%) than female (23%) managed plots.²⁸

2.8 Membership to Agricultural Associations

- Women constitute 51 percent of the membership of the more than one million farmers' groups countrywide.²⁹ Many of these are involved in collective action along different stages of the agricultural development value chain, including production; savings and credit; serving as

²⁶ UBOS. Uganda Facts and Figures on Gender (2013)

²⁷ Ministry of Finance, Planning and Economic Development (MoFPED). Agricultural Sector. Annual Performance Report. Financial Year 2014/15. October 2015

²⁸ Ali et al. (2015). Op. cit

²⁹ UBOS (2012) Op. Cit

peer collateral for women to secure loans as well as consolidation of the otherwise small volumes of agricultural produce to enhance women's bargaining power in the market.

- Women constitute about 40 percent of the over one million membership of the Uganda National Farmers Federation (UNFFE), the largest farmer-based non-governmental organization in the country. UNFFE is constituted of over 90 independent associations of farmers, agro-industrialists and agro-commodity dealers and about 70 District Farmers Associations countrywide. All UNFFE member associations are obliged to have at least one third women in decision-making. One of UNFFE's specific objectives is mainstreaming gender.

2.9 Costs of Gender and Equity Gap in the Agricultural Sector

- World Bank research demonstrates that women's greater childcare responsibilities and difficulties in accessing input and output market without transport are the largest drivers of the gender and equity gap in agricultural productivity in Uganda: they figured that two-fifths of the gap

attributed to women's greater child care responsibilities and one-fifth to their difficulty in accessing inputs and outputs markets without transport.³⁰

- The annual monetary value of the gender gap in agricultural productivity in Uganda amounts to \$67 million (0.42% of GDP).³¹
- Addressing the gender gap in Uganda could increase annual crop output by 2.8%.³²
- Closing the gender gap in agricultural productivity could potentially lift as many as 119,000 people out of poverty in Uganda.³³
- Improving women's access to agricultural machinery and other production technologies, has the potential to increase GDP by over \$11 million.³⁴

30 Ali et al. Investigating the Gender Gap in Agricultural Productivity: Evidence from Uganda. World Bank Policy Research Working Paper 7262, May 2015

31 UN Women, UNDP, UNEP, and the World Bank Group (2015)

32 Ibid

33 Ibid

34 Ibid

3

NDPII GENDER AND EQUITY COMMITMENTS

General

1. Mainstream gender, equity and rights in policies, plans and programmes in sectors and local governments.
2. Promote formulation of gender and equity sensitive regulatory frameworks.
3. Promote formulation of legal frameworks for vulnerable persons and regions at all levels.
4. Design, implement and follow up the integration of human rights and disability status in policies.
5. Strengthen the capacity of stakeholders in promotion, protection and reporting of social equity and human rights.
6. Strengthen the land rights for the poor and vulnerable groups.

7. Strengthen access to land for women and youth.
8. Prevent and respond to Gender Based Violence.
9. Promote and protect the rights of vulnerable groups, namely, orphans and vulnerable children, PWDs, older persons against abuse, exploitation, violence and neglect.
10. Formulate a National Sexual Harassment Policy.
11. Expand labour intensive public works to poor and vulnerable households.

Agriculture Sector

12. Promote gendered innovation in agricultural research and extension services
13. Promote gender and equity responsive mechanization and commercialisation.
14. Promote labour-saving technologies targeting the poor, PWDs and women farmers.
15. Support the poor, Youth, older persons, PWDs and women's associations to engage in agro-processing by facilitating equal access to appropriate machinery and equipment through favourable credit facilities.

4

THE COMPACT

Mandate: The Agriculture sector aims to ensure sustainable and market-oriented production, food security and household incomes in the country. It is comprised of three sub-sectors, namely crop, animal and fisheries resources.

Prioritised NDPII sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
NDPII Sector Objective 1: Increase agricultural production and productivity				
Strengthen ecologically sound agricultural research and climate change resilient technologies and practices.	<ul style="list-style-type: none"> - Women, PWDs, the rural poor and older persons are the primary agricultural producers and are thus likely to be disproportionately affected by climate change. - Food insecurity which mainly affects the health well being of women, children and the Poor 	Conduct a gender and equity analysis to inform research and development of technologies and practices.	Number of gender and equity responsive innovations (affordable), technologies and practices developed.	% increase in number of adopters of agricultural innovations disaggregated by sex, age, disability status and location.
	Increasing cases of epidemics, disasters, pests and vectors associated with high costs of mitigation which affect efforts of the poor (women, youth, PWDs)	Innovate ecologically sound agricultural research and climate change/pest resilient technologies and practices.	Number of Female farmers, the rural farmers, PWDs and older persons with access to pest resistant crops	
	Due to their distinctive engagements with the natural environment, climate change impacts differently on men and women farmers.	Pretest new agricultural technologies with women, PWDs, the rural poor and older persons dealing in farming	Proportion of innovations and technologies pretested with women, PWDs, the rural poor and older persons dealing in farming	
Implement the Single Spine Agricultural Extension system while promoting gendered innovation in agricultural research centres and extension services.	Female farmers, PWDs and older persons have relatively lower access to agricultural extension services	Conduct a gender and equity analysis to inform the implementation of the extension system and the promotion of innovation in agricultural research centres and extension services.	Number of farmers reached by the extension system annually disaggregated by sex, age, disability status and location. Number of innovations responding to distinct needs disaggregated by sex, age, disability status and location.	

Prioritised NDPII sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
<p>Increase access to agricultural finance services.</p>	<p>Female farmers, PWDs and older persons experience restricted access to credit compared to men.</p>	<p>Flexible (structure and terms) credit facilities for female, PWDs and poor farmers and/or female, PWDs-predominated groups. Affirmative action for female, PWDs and poor farmers and/or female, PWDs-predominated groups in provision of agricultural finance services.</p>	<p>% increase in the number of farmers/groups accessing agricultural finance services disaggregated by sex, age, disability status, location and agricultural enterprise.</p>	<ul style="list-style-type: none"> - % increase in productivity disaggregated by sex, age, disability status, location and agricultural enterprise. - (NPGEI 1.3) Average household agricultural income by sex, location, disability and age of head (NPGEI 1.16a) Proportion of the agricultural population who decide what to plant by sex, location, disability and age of decision maker (NPGEI 1.16b) Proportion of the agricultural population who decide what inputs to use by sex, location, disability and age of decision maker (NPGEI 1.13b) Proportion of the population owning land jointly by sex of owner (NPGEI 1.14) Proportion of the agricultural population owning agricultural land by sex - (NPGEI 1.17) Proportion of women, older persons and PWDs owning agricultural land
<p>Accelerate the development and commercialisation of the prioritised agricultural commodities (Cotton, Coffee, Tea, Maize, Rice, Cassava, Beans, Fish, Beef, Milk, Citrus and Bananas).</p>	<ul style="list-style-type: none"> - Social norms dictate the type of agricultural enterprises women and men engage in. - Low household income (more especially those headed by children, women, older persons, the poor and PWDs) due to price fluctuations of Agricultural Products; <p>Men and some regions predominate in the profitable agricultural enterprises such as fisheries (85%); and livestock production (65%).</p> <p>Male plot managers predominate in the cultivation of the prioritised crop commodities such as coffee, bananas and cereals.</p> <p>Women, older persons, the poor and PWDs tend to cultivate smaller plots for family consumption.</p> <p>Women, PWDs and poor households experience restricted access to inputs required for producing for the market due to limited purchasing power.</p>	<p>Gender and equity awareness creation should be integral to the development and commercialisation of the prioritised agricultural commodities.</p> <ul style="list-style-type: none"> - Capacity building and flexible credit facilities for female, PWDs and poor farmers and/or female, PWDs-owned or predominated firms. - Conduct gender and equity analysis along the value chain of the 12 agricultural commodities and make recommendations for gender interventions at strategic entry points along the chain 	<ul style="list-style-type: none"> - % increase in the number of vulnerable persons engaged in the prioritised agricultural commodities disaggregated by sex, age, disability status and location. - % increase in the number of commercial farmers disaggregated by sex, age, disability status and location. 	<ul style="list-style-type: none"> - % increase in the number of vulnerable persons engaged in the prioritised agricultural commodities disaggregated by sex, age, disability status and location. - % increase in the number of commercial farmers disaggregated by sex, age, disability status and location.

Prioritised NDPII sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
Increase market access and improve physical agricultural infrastructure.	On account of their work burden, women, PWDs, and the rural poor are time and knowledge constrained and are not involved in agricultural marketing ³⁷ beyond the first point of commercial interface.	Conduct a gender and equity analysis to inform the design and implementation of the sector core NDPII project: "Markets & Agriculture Trade Improvement Project (MATIP II).	MATIP II incorporates measures to promote participation of the vulnerable in agricultural marketing (women, PWDs, and the rural poor).	% increase in the number of vulnerable farmers (women, PWDs and the rural poor) benefiting from MATIP II disaggregated by location.
	Most agricultural produce is carried by head loading, a task that is predominantly undertaken by women and youth farmers.	Support training for women's, youth's and PWDs' farmer groups/cooperatives in marketing their products and in negotiating prices to ensure better terms of trade Through partnerships with information and communications technology (ICT) providers, provide market information tools addressing women, youth, the poor and PWDs needs.	No. of farmers trained disaggregated by sex, age, disability status and location	% increase in number of women and PWDs involved in agricultural marketing disaggregated by location
			No. of ICT market information tools responsive to women's and PWDs needs	% increase in the number of women, the poor and PWDs accessing ICT disseminated agricultural information, disaggregated by location

37 Development Strategy and Investment Plan for the agricultural sector (DSIP, 2010)

Prioritised NDPII sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
<p>Enhance consumption of diverse diets at household level.</p>	<p>Relatively gender and equity responsive Uganda Food and Nutrition Policy, 2003</p> <p>Relatively gender and equity responsive National Food and Nutrition Strategy, 2005</p> <p>Uganda Nutrition Action Plan (2011–2016) proposes to address gender and socio-cultural issues that affect maternal, infant, and young child nutrition through male involvement; addressing women's time poverty as well as detrimental food taboos and norms.</p>	<p>In collaboration with the Ministry of Health, implement the gender and equity dimensions of the Uganda Food and Nutrition Policy.</p> <p>In collaboration with the Ministry of Health, implement the gender and equity dimensions of the National Food and Nutrition Strategy.</p> <p>In collaboration with the Ministry of Health, update the Uganda Nutrition Action Plan (2011 – 2016) with gender and equity dimension.</p>	<p>Resource and time-bound gender and equity responsive updated Nutrition Action Plan.</p>	<ul style="list-style-type: none"> - % reduction in women relative to men skipping meals. - % reduction in adult female members of the family reporting eating the least in periods of food stress. - (NPGI 3.9) Prevalence of stunting in children under 5 years of age by sex - (NPGI 3.12) Prevalence of anaemia among women of reproductive age - (NPGI 1.15) Proportion of the agricultural population who decide on proceeds of agriculture by sex, age, disability status of decision maker
<p>Develop early warning systems to prevent and mitigate shocks affecting nutrition and food security.</p>	<ul style="list-style-type: none"> - Women, residents of hard to reach places, the poor, and PWDs experience restricted access to agricultural information to adapt to climate change due to limited interaction with extension workers. - People with disabilities (PWDs) experience restricted access to early warning information to prevent and mitigate shocks 	<ul style="list-style-type: none"> - Explicit targeting of women, residents of hard to reach places, the poor, and PWDs to equip them with agricultural knowledge and skills regarding the climate change adaptation - Where relevant, early warning systems developed is equipped with the PWD sensitive facilities to reach all relevant audience. 	<ul style="list-style-type: none"> - Coverage/audience of the early warning system disaggregated by sex, disability and location - No. of farmers disaggregated by sex, age, disability status, and location accessing climate change adaptation-related agricultural information. 	<p>% increase in households that are nutrition and food secure disaggregated by headship and location.</p>

Prioritised NDP/II sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
<p>Strengthen Farmer Group formation and cohesion including commodity associations, platforms, federations and co-operatives.</p>	<ul style="list-style-type: none"> - Social capital in the form of groups is the key resource upon which the poor including women, PWDs and youth draw upon to secure their livelihoods. - Inadequate statistics with respect to the involvement and participation of the vulnerable categories (women, youth, small scale farmers, older persons, rural poor, regional) 	<p>Explicitly target women, youth and PWDs during farmer mobilisation and group formation.</p>	<ul style="list-style-type: none"> - No. of groups formed disaggregated by sex, age, disability status, location and type. - Group membership disaggregated by sex, age, disability status, location and type. 	<ul style="list-style-type: none"> - % increase in the number of women relative to men in commodity associations, platforms, federations and co-operatives. - Sex ratio of the leadership of associations, platforms, federations and cooperatives - % increase in the number of PWDs in commodity associations, platforms, federations and co-operatives. - % increase in the number of youth in commodity associations, platforms, Federations and co-operatives.

Prioritised NDPII sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
<p>Promote time and labour saving technologies targeting women farmers.</p>	<ul style="list-style-type: none"> - The NDPII acknowledges that women's agricultural productivity is constrained by their domestic work burden. - Limited access to the new technologies in terms of skills and the inputs by small scale farmers, the rural poor, women, youth, PWDs among others - Innovation of expensive technologies that cannot be afforded by the poor - Lack of affordable technologies for the poor and vulnerable populations - Limited linkage between NARO and NAADS to enable transfer of new technologies/innovations. - Lack of specialized technologies for the vulnerable categories 	<p>Allocate resources to promote time and labour saving technologies targeting the various categories of the vulnerable population</p>	<ul style="list-style-type: none"> - No. of time- and labour-saving technologies promoted. - Proportion of women, youth, small scale farmers, older persons, rural poor farmers with access to labour saving technologies 	<p>% increase in farmers' adopting time and labour-saving technologies disaggregated by sex age, disability status and location.</p>

Prioritised NDP/II sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
ND/II Sector Objective 2: Increase access to critical farm inputs				
Improve access to high quality animal breeds, seeds and planting materials.	<ul style="list-style-type: none"> - Imbalance in accessing breeding services by the poor, women, youth and regions given the commercial nature of the services offered - Lack of regional demonstration farms - Delayed updates of the new breeds by the poor households, particularly the older persons, youth, women and PWDS - Limited collaboration between NAADS and National Animal Genetic Resources Centre and Data Bank - Low public awareness on the services of National Animal Genetic Resources Centre and Data Bank - Fabrication and high cost of agricultural chemicals, veterinary drugs, biological, planting and stocking materials as well as other inputs - Limited access to the support on provision of planting and stocking materials and other inputs to increase production and commercialization of agriculture for food security and household income by the marginalised persons - Gender and equity blind Operation Wealth Creation (OWC). 	<p>Collaborate with the Ministry of Defence to improve sensitivity to gender and equity issues in the OWC.</p>	<p>Number of farmers accessing quality animal breeds, seeds and planting materials disaggregated by sex, age, disability status and location.</p> <p>Number of farmers utilising fertilisers disaggregated by sex, age, disability status and location.</p>	<ul style="list-style-type: none"> - % increase in productivity disaggregated by sex, age, disability status, location and agricultural enterprise. - (NPG/II 1.3) Average household agricultural income by sex, age, disability status of head and location (NPG/II 1.16a) Proportion of the agricultural population who decide what to plant by sex of decision maker - (NPG/II 1.16b) Proportion of the agricultural population who decide what inputs to use by sex of decision maker
Increase agricultural mechanization (Farm Power).	<ul style="list-style-type: none"> - Limited collaboration between NAADS and National Animal Genetic Resources Centre and Data Bank - Low public awareness on the services of National Animal Genetic Resources Centre and Data Bank - Fabrication and high cost of agricultural chemicals, veterinary drugs, biological, planting and stocking materials as well as other inputs - Limited access to the support on provision of planting and stocking materials and other inputs to increase production and commercialization of agriculture for food security and household income by the marginalised persons - Gender and equity blind Operation Wealth Creation (OWC). 	<p>Provide favourable credit facilities to female, PWDS and poor farmers.</p>	<p>Number of farmers utilising mechanised farm power disaggregated by sex, age, disability status and location.</p>	<ul style="list-style-type: none"> - (NPG/II 1.16a) Proportion of the agricultural population who decide what to plant by sex of decision maker - (NPG/II 1.16b) Proportion of the agricultural population who decide what inputs to use by sex of decision maker

Prioritised NDP/II sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
<p>Increase access to water for agricultural production (Irrigation, water for livestock, aquaculture-fish ponds/caging).</p>	<ul style="list-style-type: none"> - Access to water for production is often linked to land ownership suggesting that women and other landless poor may experience restricted access. - Lack of water for agricultural production in water stressed areas. 	<p>Provide favourable (terms and structure) credit facilities to female, PWDs and poor farmers.</p>	<p>Number of farmers accessing water for production disaggregated by sex, age, disability status, location and agricultural enterprise.</p>	<p>% increase in the number of farmers involved in livestock farming, crop farming and aquaculture disaggregated by sex, age, disability status, and location.</p>

Prioritised NDP/II sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
NDP/II Sector Objective 3: Improve agricultural markets and value addition for the 12 prioritised commodities				
Promote private sector investment in value addition.	Overall aim of private sector is to maximise profit rather than promote gender and equity. The Private Sector Foundation Uganda (PSFU) signed up to the Women's Empowerment Principle.	Collaborate with the PSFU to promote private firms to adopt the Gender Equality Seal.	Proportion of private investors implementing the Gender Equality Seal.	<ul style="list-style-type: none"> - % increase in the number of firms with gender and equity sensitive Corporate Social Responsibility. - % increase in the number of gender and equity responsive technologies and innovations. - % increase in the number of women and PWDs employed in the agricultural private sector.
Build capacities of farmers, traders and processors in quality standards and market requirements.	Women, PWDs and poor households have limited financial and technical capacity to add value along the agricultural development chain.	Affirmative action for female/PWDs-owned or predominated firms and women farmer/trader/processor cooperatives in the capacity building in meeting quality standards and market requirement.	No. of farmers, traders and processors trained annually disaggregated by sex, age, disability status and location.	<ul style="list-style-type: none"> - % increase in the number female/PWDs-owned or predominated firms involved in the agricultural development chain. - % increase in the number farmers, traders and processors participating along the agricultural development chain disaggregated by sex, age, disability status and location
Operationalize the commercialization fund.	Women, the rural poor, youth, older persons, ethnic minorities and PWDs experience restricted access to credit due to lack of information and low literacy Women, the rural poor, youth, older persons, ethnic minorities and PWDs experience restricted access to credit due to lack of collateral,	Capacity building in financial literacy for agricultural enterprises owned by women, the rural poor, youth, older persons, ethnic minorities and PWDs Design products tailored to the situation and credit needs of women, the rural poor, youth, older persons, ethnic minorities and PWDs	No. of agricultural enterprises owned by women, youth, and PWDs trained, disaggregated by location. No. of credit products tailored to the situation and credit needs of women, the rural poor, youth, older persons, ethnic minorities and PWDs.	

Prioritised NDPII sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
Promote investment in storage infrastructures to reduce post-harvest losses.	Women, PWDs and poor households have limited financial capacity to add value along the agricultural development chain.	<p>Earmark a minimum of 30% of the commercialisation fund for agricultural enterprises owned by women, youth, and PWDs.</p> <p>Provide start-up funds to support women- and PWDs-led incubators to enter the value chains.</p> <p>Support storage infrastructure controlled by women's and PWDs' groups/cooperatives.</p>	<p>% of the commercialisation fund supporting agricultural enterprises owned by women, youth, and PWDs. disaggregated by location</p> <p>No. of women- and PWDs-led incubators supported disaggregated by location.</p> <p>Proportion of female/PWDs-owned or predominated firms benefitting from storage infrastructure disaggregated by location.</p>	

Prioritised NDP/II sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
NDP/II Sector Objective 4: Strengthen institutional capacity of MAAIF and public agricultural agencies.				
Operationalize the new MAAIF structure	Relatively weak gender and equity focal point set up.	Establish a strategically positioned institutional gender and equity committee.	Well-resourced and strategically positioned institutional gender and equity committee.	- Annual % improvement in gender and equity certification score of BFP. - % of budget allocated to outputs and outcomes explicitly promote gender and equity out of MAAIF annual budget
Strengthen capacity of MAAIF and its associated agencies as well as the Production Departments in the LGs for effective coordination, regulation, planning, reporting and implementation.	Inadequate institutional management information system responsive to gender and equity requirements Inadequate gender and equity disaggregated data to inform policy, regulation, planning, budgeting, implementation and monitoring.	Establish and maintain a gender and equity sensitive management information system (MIS). Collaborate with the Uganda Bureau of Statistics (UBOS) to ensure that agriculture, food and nutrition security surveys (and censuses) capture intra household sex and gender (and equity) disaggregated data.	Gender and equity management information system in place, Agriculture sector Management Information System (MIS) captures data disaggregated by sex, age, disability status and location.	- % of expenditure spent to outputs and outcomes explicitly promote gender and equity out of MAAIF annual expenditure

Prioritised NDPII sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
	<p>LG production departments do not collect gender and equity disaggregated data.</p>	<p>Allocate resources to LG production department to collect gender and equity disaggregated agricultural statistics on an annual basis.</p>	<ul style="list-style-type: none"> - Annual sector performance report captures gender and equity (sex, age, disability and location) disaggregated data on: <ul style="list-style-type: none"> o land use & management o production of prioritised agricultural commodities o utilisation of farm inputs by type o beneficiaries of OWC by type of input o access to extension services o access to agricultural information by media o utilisation of mechanised power o utilisation of water for production o access to credit facilities o farmer groups/cooperatives by type o participation in agricultural marketing by level, volume and enterprise o participation in the value chain by enterprise, volume and node o MATIP II beneficiaries o beneficiaries of the commercialisation fund o adopters of agricultural innovations o individuals in agricultural households that are nutrition secure 	

Prioritised NDPII sector intervention	Gender and equity issues	Proposed gender and equity strategy	Proposed performance indicators - Outputs	Proposed performance Indicators-Outcomes
	Inadequate institutional capacity for gender and equity responsive coordination, regulation, planning, reporting and implementation.	Gender and equity capacity building for officials involved in planning and budgeting at central and LG levels	- No. of official trained annually disaggregated by sex, age, disability status and function.	
Mainstream crosscutting issues (HIV/AIDS, climate change, gender, environment, etc.) in planning and budgeting.	Gender and equity mainstreaming strategy for the agricultural sector.	Number of farmers utilising mechanised farm power disaggregated by sex, age, disability status and location.	Resource and time-bound gender and equity mainstreaming strategy for the agricultural sector developed.	
	Inadequate institutional capacity for gender and equity responsive planning and budgeting.	Number of farmers accessing water for production disaggregated by sex, age, disability status, location and agricultural enterprise.	No. of officials trained annually disaggregated by sex, age and disability status.	
Strengthen LGs production departments' capacity to deliver extension and other farm support services.	Inadequate LGs capacity to deliver gender and equity sensitive extension and other farm support services.	Gender and equity capacity building for LGs production departments.	No. of LGs production departments trained annually. No. of LGs official trained annually disaggregated by sex, age, disability status and geographical location.	% increase in number of farmers accessing agricultural services disaggregated by sex, age, disability status and location.
Revitalize and strengthen Agricultural Training Institutes (ATIs) (Bukalasa College and Fisheries Training Institute), to effectively respond to knowledge and skills requirements in the extension service.	Gender and equity inadequately incorporated in agriculture and fisheries training curriculum.	Review and revise the ATIs' curricula and materials to strengthen the gender and equity dimension.	The gender and equity dimension more explicit in the ATIs' curriculum and training materials.	Number of ATIs graduates with gender and equity responsive knowledge and skills in extension services disaggregated by sex and disability status.

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