

*Symposium on Strengthening Capacities of Public Institutions for
Transformation, Innovation and Ethical Leadership to realize the
2030 Agenda for Sustainable Development and Agenda 2063 in East Africa
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Inclusive Service Delivery-The Critical Role of Gender Equality

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5.

- ✓ Contextualizing G&E
- ✓ Competing priorities
- ✓ Coordination and implementation

6. Domesticate, Train, dialogue

1.

**Visions/
Plans**

- ✓ SDGs, AA2063, EAC 2050
- ✓ Vision 2050, NDPs, Sector Plans and LG Development Plans
- ✓ Developed a G&E Capacity Plan



**Public
Sector
Capacity**



4.

Empowered

- ✓ Inclusive Participation
- ✓ Better Services
- ✓ Demand
- ✓ Planning and Decision making

2.

Curricular

Integrating & mainstreaming G&E

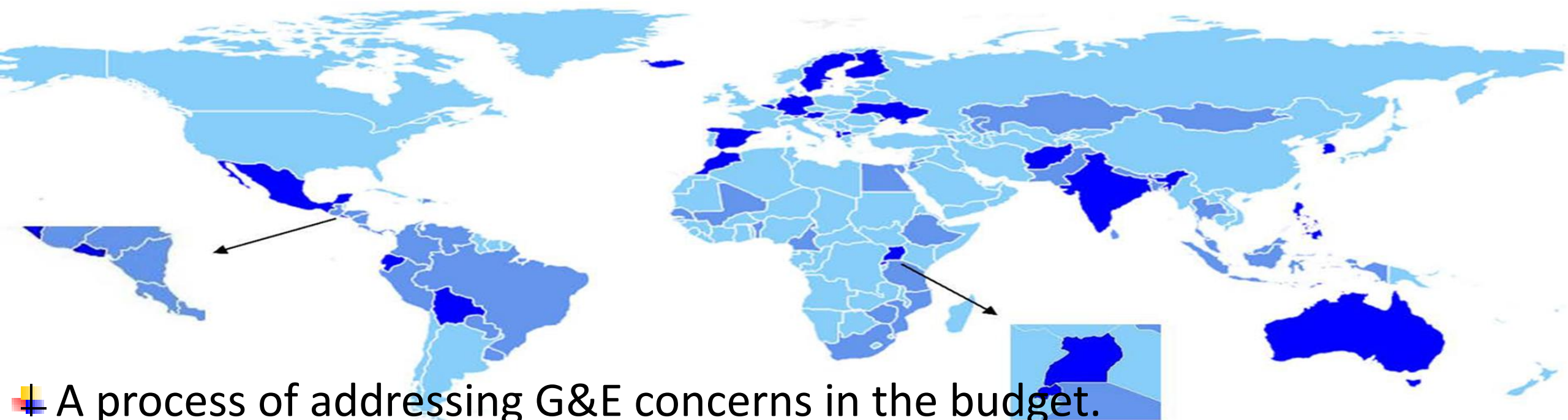


3.

Delivery

- ✓ Gender responsive
- ✓ Caravan Approach
- ✓ Targeting
- ✓ Improved learning environment

Promoting Gender and Equity Budgeting in the public Sector



+ A process of addressing G&E concerns in the budget.

+ GEB involves analyzing disaggregated data to identify inequalities and inequities in access to, participation in, and/or benefit from programmes.

SDG and AUA 2063

- **FY 2016/17 CSCU Curriculum for Gender Responsive Policy making developed with the support of UNDP**
- **FY 2017/18 with the support of DFID, a Curriculum for Gender and Equity Budgeting (GEB) was developed**
- **November 2018 Certification of GEB Trainers was undertaken**
- **Government has issued Circular Standing Instructions requiring Chief Executives of all MDAs & LGs to send key technical staff to CSCU to undertake the above training**
- **So far staff in the Planning Units of MDAs and LGs have benefited from the training**



**Critical Elements
for ensuring
gender and equity
in all government
policies,
programmes and
projects**

- ☐ Innovation implications for service delivery.
- ☐ Gender and Environment responsive policy making.
- ☐ Local Economic Development approach to planning, budget execution ,evaluation and intervention.

Scope of Training Programmes for mainstreaming SDGs 5, 10, AUA2063 A1 and A6

- Induction Training for Newly Recruited Officers in MDA & LGs.
- Supervisory Skills Course for Heads of Divisions, Units and Sections in MDAs.
- Senior Management Course for Heads of Department and Divisions in MDAs & LGs.
- Strategic Leadership Course for Chief Executives and Directors of Ministries, Departments, Agencies and Local Governments (MDAs and LGs).

- ✚ Increased involvement of staff in the decision-making process.
- ✚ Gender and Equity responsive budgets and plans.
- ✚ Increased involvement of women, youth, older persons PWDs, hard-to-reach and hard-stay-areas.
- ✚ A more responsive learning environment, making learning meaningful and responsive.

Lessons Learned

(What has worked what has not)



- ✚ Integrating gender and equity in all interventions.
- ✚ Innovative equity training approaches (caravan, improved training environment, deliberate targeting of PWDs, women/mothers.
- ✚ Active involvement of training institutions in informing public policy and implementation.
- ✚ Cultural divide between the concept and practice- need to build concept of gender and equity in cultural practices and values).

- + There is still a lot be done (gap between cultural practices and concept of gender and equity still large).
- + Matching intention with outputs/outcomes...
- + Competing priorities
- + Weak coordination and linkages between different actors

Recommendations and Suggested Strategies



- ✚ Integrate African concepts of gender and equity into the development agenda
- ✚ Identify best practices in African culture and practice to strengthen gender and equity approaches
- ✚ Continue to train and expose leaders and technical officers- Increase and repeat training opportunities)

- ☐ Intensify training and dialogue on gender and equity planning, budgeting and implementation.
- ☐ Document and publish best practices in gender and equity mainstreaming in the development process.
- ☐ **Qtn:** How can we identify and integrate Africanize gender and equity?
- ☐ **Qtn:** How do we strengthen the “Whole of Government Approach” to realise SDGs and AUA2063?