



The Republic of Uganda

THE NATIONAL POPULATION POLICY ACTION PLAN (2011-2015)

Ministry of Finance, Planning and Economic Development

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Foreword

The Government of Uganda is committed to implementing the National Population Policy in order to improve the quality of life of the people of Uganda. A National Population Action Plan (NPAP) has been developed to guide effective implementation of the National Population Policy.

It is hoped that this Action Plan will address the challenges and gaps identified during the implementation of the old policy of 1995, which among other things included: availing resources for evidence based development planning and an effective legal and institutional framework through the creation of the National Population Council.

It is comforting to note that despite the rapidly increasing population, it has been possible to improve the quality of life of the population through: increased immunization, enrolment of children at primary and post-primary levels, reduction of poverty, improved literacy and sustained reduction in HIV prevalence.

This Action Plan will facilitate the coordination and collaboration of key stakeholders for both Public and Private sectors including; Development Partners, Non-Governmental Organizations and Civil Society Organisations.

Every effort will be made to ensure improved quality of life for the people of Uganda through increased household incomes, planned urban and rural human settlement, environment conservation, improved health seeking behaviours to meet family planning needs and social welfare programs that take recognition of special interest groups including ethnic minorities. Government will also ensure that the population of Uganda is educated, skilled, healthy and with opportunities for employment.

For God and My Country



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Preface

The linkage between improved quality of life, human development and population dynamics is a central point in the process of eradicating poverty in Uganda. Improvements in the quality of life in the country have partly resulted from facilitating sustained growth in public consumption per capita. Sustained growth in consumption is however possible with simultaneous increase and improvement in capabilities in terms of physical and human resources.

The National Population Policy is therefore essential in facilitating long-term national development through the guidance provided based on analysis of population trends and structures, the nature of effort required for meeting per-capita needs and prerequisites for sustained human capital development and increasing the consumptive capacity of a population.

This Population Policy Action Plan is a result of a consultative process with different stakeholders in population and development. It is hoped that the document will give guidance on the necessary actions to ensure the Population Policy is implemented. It further outlines action areas necessary for the monitoring and review of the Population Policy and the institutional framework for its implementation.

The Population Secretariat is committed to continuing the coordination of the population programme and population activities of all stakeholders and looks forward to their continued involvement, and welcomes new partnerships in population and development.



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Glossary of terms

Contraceptive prevalence: Percentage of couples currently using a contraceptive method.

Comprehensive SRH Services: Ability to offer women and men a full range of sexual reproductive health services and information in an integrated way.

Economically productive: Refers to the economically active people in a country between 15 and 65 that are able to earn from their labour.

Fertility: The actual reproductive performance of an individual, a couple, a group, or a population.

Growth Rate: The number of people added to (or subtracted from) a population in a year due to natural increase and net migration expressed as a percentage of the population at the beginning of the time period.

Infant Mortality Rate: The number of deaths of infants under age 1 per 1,000 live births in a given year.

Maternal Mortality Ratio: The number of women who die as a result of pregnancy and childbirth complications per 100,000 live births in a given year.

Manageable family Size: The number of children that a couple can comfortably provide for in terms of education, health insurance, housing, clothing.

Population Issues: Issues that affect the quality of life of the people may include reproductive health, gender, poverty, employment, education....

Population Policy: Explicit or implicit measures instituted by a government to influence population size, growth, distribution, or composition.

Population Dynamics: The pattern of any process, or the interrelationship of phenomena, which affects growth or change within a population.

Population variables: Refer to dynamics that affect population processes and outcomes fertility, mortality, migration and marriage

Rapid demographic growth: Refers to a growth rate of 2 percent per year or more

Special Interest Groups: Groups of people brought together due to special characteristics or circumstances in order to generate solutions e.g women, youth, returnees...

List of Abbreviations and Acronyms

BCC	Behaviour Change Communication
BTVET	Business, Technical and Vocational Education and Training
CBO	Community Based Organisation
CMES	Community Mobilisation and Education Strategy
CSO	Civil Society Organisation
DTPC	District Technical Planning Committee
EmOC	Emergency Obstetric Care
FAL	Functional Adult Literacy
HIV/AIDS	Human Immune Virus / Acquired Immune Deficiency Syndrome
HLLG	Higher and Lower Local Governments
IEC	Information, Education and Communication
IRHL	Institutions of Research and Higher Learning
MAAIF	Ministry of Agriculture, Animal Industry and Fisheries
MeP	Media Practitioners and Media Houses
MoES	Ministry of Education and Sports
MoFPED	Ministry of Finance, Planning and Economic Development
MoGLSD	Ministry Gender, Labour and Social Development
MoH	Ministry of Health
MoIA	Ministry of Internal Affairs
MoJCA	Ministry of Justice and Constitutional Affairs
MoLG	Ministry of Local Government
MoLUD	Ministry of Lands, Housing and Urban Development
MoPS	Ministry of Public Service

MoWE	Ministry of Water and Environment
MoWHC	Ministry of Works, Housing and Communications
NAP	National Action Plan
NGO	Non-Government Organisation
NITA	National Information Technology Agency
NPA	National Planning Authority
NPAP	National Population Action Plan
NPC	National Population Council
P&D	Population and Development
PDC	Parish Development Committees
PEAP	Poverty Eradication Action Plan
PEARL	Programme for the Enhancement of Adolescent Reproductive Life
PPFSS	Parliamentary Forum on Population and Food Security
POPSEC	Population Secretariat
REACH	Reproductive Education and Communication in Health
RH	Reproductive Health
STI	Sexually Transmitted Infections
SPAS	Service Provision Assessment Surveys
UAC	Uganda AIDS Commission
UBOS	Uganda Bureau of Statistics
UMSC	Uganda Muslim Supreme Council
UNCHE	Uganda National Council for Higher Education Uganda National
UNCST	Council for Science and Technology
UNDAF	United Nations Development and Accountability Framework
UNFPA	United Nations Population Fund

UPE	Universal Primary Education
USAID	United States Agency for International Development
UVQF	Uganda Vocational Qualifications Framework
VHT	Village Health Team
YFS	Youth Friendly Services

Executive Summary

The National Population Policy (2008) takes into account the achievements and challenges of the previous policy (1995). An evaluation of the 1995 Population Policy underscored the need for an action plan to guide stakeholder roles, interventions and anticipated outputs.

The purpose of this Action Plan is to coordinate the implementation of the National Population Policy (2008) and contribute to the realization of Uganda's vision on sustainable human development by:

- Identifying and integrating programmes and actions addressing population issues into national, sectoral and departmental plans;
- Facilitating the implementation of the policy at national, district and community levels by making the national policy objectives operational; and
- Serving as a tool that will guide the implementation and coordination of the National Population Policy.

The process of developing the action plan involved wide consultations to ensure full participation and ownership by stakeholders in the population programme. Linkages of population issues with broader development concerns, like poverty eradication, health (including Reproductive Health and HIV/AIDS), education, housing, agriculture, environment, gender, labour and employment, among other social issues which should be explicitly addressed by public policy so as to positively impact on the quality of life, are emphasized in this action plan. .

This action plan translates the goal, objectives and strategies of the Population Policy into focused and measurable intervention programmes and activities, where stakeholders identify easily with activities relevant to their sectors. The national population agenda is articulated in five thematic areas, namely;

- Population and development,
- Sexual and reproductive health;
- Gender and family welfare;
- Advocacy and communication; and
- Institutional framework and coordination.

In each thematic area, crosscutting issues namely research, gender, advocacy, and poverty are identified so that they are not compromised in the course of implementing the policy at all levels.

Linkage with the National Development Plan (NDP)

The National Population Action Plan is prepared within the framework of the NDP in addressing issues of limited human development and disempowerment. Actions to improve human development focus on improving the quality and retention at primary and post primary education levels, reducing infant, child and maternal mortality rates and increasing peoples control over the size of their families by ensuring that family planning services are accessible to all, and ensuring households responsibly participate in increasing protection against HIV/AIDS.

Thematic areas in the Action Plan

Sexual Reproductive Health and Rights

Information and access to safe, affordable and acceptable methods of contraceptives are essential for both men and women for their choice making. Access to reproductive health care services enable women to go safely through pregnancy and child birth and provide couples with the best chance of having healthy infants. The right to be informed and also have access to sexual and reproductive health services is fundamental and justifies government interventions in the form of community supported policies and programmes. Due attention is given to the promotion of mutually respectful and equitable gender relations, with emphasis put on the educational needs of children and service needs of adolescents. This is to enable them respond positively and responsibly to their reproductive health needs..

Gender and Family Welfare

The ability of women to participate effectively in reproductive health decision making is undermined by strong socio-cultural influences and weak economic power. Therefore, defining and making clear the reproductive rights of both men and women, and providing appropriate

information on the framework for respect of these rights and freedoms, as well as advocating for positive change are key elements of the theme on gender and family welfare.

Advocacy and Behaviour Change Communication

Advocacy (for policy and systems change) and communication (in this context for individual behaviour) provides people with information with the intention of influencing them to make informed choices and decisions in response to their own reproductive health needs.

Delivery of information education and communication packages will be aimed at increasing knowledge, change of attitudes, values / beliefs and skills development, with specific messages for communities (men, women and adolescents and youth).

Institutional Framework and Coordination

The National Population Council, (to be established) will provide the leadership in coordination of the Action Plan. A forum comprised of the membership of the implementing partners and stakeholders of the population action plan will be constituted for purposes of ensuring effective collaboration and coordination of implementation of the Action Plan at national level.

For effective implementation and coordination of the National Population Policy the specific roles of major stakeholders such as; line ministries, local governments, civil society institutions, as well as individuals and households, have been identified within their mandates.

The National Population Council in collaboration with the Prime Minister's Office and the National Planning Authority will be responsible for ensuring that stakeholders comply with the Action Plan through relevant and timely interventions. The Council will organise quarterly review meetings of the forum to monitor the progress and adherence to the sector plans. It will also sanction a mid-term and final (end of five years) evaluation of the National Population Policy implementation by an independent body or as will be deemed appropriate. This will guide the future direction of the implementation process of the Policy.

1. Introduction to National Population Action Plan

1.1 Background

Since 1995 when the first National Population Policy was adopted by the Government of Uganda, population trends (size, composition, distribution) have been changing. It is however clear that a large family size is closely related to low income levels and subsequent high poverty levels. It is therefore essential that efforts to improve the quality of life of the population are intensified in order to improve the living standards of the poor and for a sustainable economy. It should be noted that the decline in poverty, and reduction of maternal and child mortality rates to the current levels have been very slow to achieve.

The National Population Policy (2008) takes into account the achievements and challenges of the previous policy and will build on the strong foundation laid down. One of the major challenges was the lack of an action plan that serves to guide every stakeholder about the appropriate strategies, actions, stakeholder responsibilities and anticipated outputs at that time.

The actions that aim to address population issues in Uganda are categorized into five thematic areas namely; sexual and reproductive health and rights, gender, population and family welfare, advocacy and communication, population and development policy and institutional framework (coordination).

The Action Plan is informed by the general aspirations on human development, stipulated in the National Vision, which encompass the need to evolve a society that is healthy, well educated and with high quality and competitive skills. ; They include;

- a sustainable population growth rate that is in tandem with the country's economic development capacity so as to meet the demands of the population and improve its quality, while offering opportunities for gainful employment and higher incomes for all;
- a literate, informed, creative and well educated society;
- accessibility to affordable high quality health care services;

-
- availability of safe and clean water and proper sanitation;
 - food security and proper nutrition.

The specific objectives of the action plan are:

- To identify and integrate programmes and actions addressing population issues;
- To facilitate the implementation of the Population Policy at national and sub-national level by making the national policy objectives operational; and
- To serve as a tool that guides implementation and coordination of the national population policy

Therefore, the purpose of this Action Plan is to coordinate the implementation of the National Population Policy (2008) and contribute to the realization of Uganda's Vision on sustainable human development through the commitment of all sectors to addressing priority population issues.

1.2 The Process and Context of the Action Plan

1.2.1 Thematic Areas

The process of development of the Population Policy Action Plan is a part of the population planning process extending from the formulation of the Population Policy to policy implementation. At the review of the Government of Uganda programme on population activities in 2005, the need to have an action plan that guides the implementation of the Population Policy in key thematic areas was underscored.

The national population agenda is articulated in five thematic areas, namely; sexual and reproductive health, gender and family welfare, population and development, Advocacy and communication and institutional framework and coordination. In addition crosscutting issues namely research, gender, advocacy, and poverty were identified so that they are not compromised in the course of implementing the Policy at all levels. The process of identifying the key intervention areas and specific actions to implement the Policy will involve those partners whose institutions are custodians of the sector policies in the respective thematic areas, and others at policy level.

In the Table below trends of selected population and development indicators are summarized:

Indicator	Progress		
	2000	2003	2005/06
Population growth rate (%)	3.2	3.2	3.4
Total fertility rate	6.9	6.9	6.7
Life expectancy (Years)			
Male	45.7	48.0	
Female	50.5	52.0	
Infant Mortality Rate (per 1000 live births)	89	87	76
Under-five Mortality Rate (per 1000 live births)	152	156	137
Contraceptive Prevalence Rate (%)	23.0	23.0	24.0
Unmet need for family planning (%)	35.0	35.0	41.0
Maternal Mortality Ratio (per 100,000 live births)	505	505	435
Poverty head count (%)	33.8	37.7	31.1
Underweight moderate and severe (%)	22.8		20.4
Secondary School Net enrolment (%)			18.0
Land area covered by forest (%)	21.3		18.3
Access to improved water source (%)	57.0	53.5	58.5
Unemployment rate of 15-24 years (%)		6.3	3.4

Source: UBOS 2009 Statistical abstract

The Process

This Action Plan has been developed through a participatory and consultative approach involving literature review, key stakeholder in-depth interviews and focus group discussions. The initial draft was subjected to a buy-in-process by stakeholders, Civil Society Organisations (CSOs) and Non Governmental Organisations (NGOs) to ensure good will, ownership and understanding of the Action Plan by all partners.

Population and Development

The linkages of population issues with broader development concerns, like poverty eradication, improved health status (including Reproductive Health and HIV/AIDS), education, housing, agriculture, environment, gender, labour and employment, among other social issues need to be explicitly addressed by public policy so as to positively impact on the quality of life. This can be facilitated through increased public education and awareness programmes, increased advocacy for availability of requisite data, financial and human resources, and efficient management and institutional arrangements.

Advocacy in population and development should ensure that stakeholders' participation influences the provision of resources for reproductive health and human capital development as well as general underlying forces of population growth such as fertility, mortality and migration. Population and development stakeholders should also devise sustainable options to manage the negative effects of population pressure on environment and natural resources

Sexual and Reproductive Health and Rights

Reproductive health contributes to the physical, mental and social wellbeing and entails peoples' satisfying and safe sex life, peoples' reproductive capability and the freedom to make decisions about it. Information and access to safe, affordable and acceptable methods of contraceptives are essential for both men and women for decision making. Access to reproductive health care services enable women to go safely through pregnancy and child birth and provide couples with the best chance of having healthy infants.

The right to be informed and access sexual and reproductive health services including HIV/AIDS is fundamental and justifies government intervention in the form of community supported policies and programmes. The thrust in the fight against the scourge of HIV/AIDS pandemic will revolve on a collaborative effort along the ABCD model of prevention, care and treatment. Due attention is given to the promotion of mutually respectful and equitable gender relations, with emphasis put on the educational needs of all

children and service needs of adolescents. This is to enable them respond positively and responsibly to their sexual development.

Sexual and reproductive health and rights actions are expected to support research to optimize quality of health for all persons. Capacity building and training should not be compromised in view of the need to provide for issues such as adequacy and competency of staff, equipment and supply systems for sexual and reproductive health and rights. The provision of mechanisms for services and commodity supplies should guarantee access to all, especially the poor and vulnerable groups.

Gender

Social and economic disparities between sexes translate into power relations at household levels which then impact on the decisions made on sexual and reproductive health issues. This often causes disadvantages to women who bear much of the reproductive health burden. The ability of women to take charge of the reproductive health decision making is constrained by strong cultural and weak economic power which results into lack of information and freedom that would make them choose equally with men the ingredients of sexual and reproductive life. Therefore, defining and making clear the reproductive rights of all sexes, and providing appropriate information on the framework for respect of these rights and freedoms, as well as advocating for a change are key for positive behavioural change.

Advocacy and Behaviour Change Communication

High fertility and population growth rates are often a result of misinformed choices by couples and young people who are not fully aware of the consequences of their sexual life. Social cultural factors may also influence individual decisions even when couples have access to reproductive health information. It is therefore important to mobilise the community and provide strategic information. Advocacy targets structural and environmental factors that influence decisions to enhance social change while communication provides people with information with the view of influencing them to make informed choices and decisions in response to their own sexual development and inducement.

Institutional Framework and Coordination

Effective implementation of policies is dependent on the identification and functionality of appropriate institutions and their coordination. This means a close fit between policy objectives and the coordination arrangements. The implementation of a population programme therefore depends on the effectiveness and efficiency of the institutions that carry out the roles and responsibilities at national, district and community levels. During implementation conflicting roles should be minimised by sticking to the programme goals, objectives and implementing partner's mandates. Coordination of activities within institutions will ensure that all actors play in unison for a common goal and objectives.

1.2.2 The Process of Developing the Action Plan

The process of developing the NPAP involved wide consultations with various stakeholders so as to ensure full participation and ownership by all during the implementation. This involved review of literature, in-depth interviews, focus group discussions and workshops with stakeholders including line ministries, NGOs, civil society organisations and local governments.

1.2.3 Population Issues that Require Response Actions

The following issues outlined below were identified from the Population Policy to require immediate response:

- i. Rapid population growth rate;
- ii. Reproductive health and rights needs -
- iii. High maternal and infant morbidity and mortality ;
- iv. Young people's vulnerability to STI, HIV and unwanted pregnancies
- v. Low male involvement in reproductive health issues;
- vi. Early marriages and high teenage pregnancy
- vii. Low girl child education;
- viii. Lack of competitive skills
- ix. Poor infrastructure and access to social services especially in rural areas;

-
- x. Food insecurity and poor nutrition;
 - xi. High Poverty at household level;
 - xii. Inadequate mobilization of communities for development;
 - xiii. Harmful cultural practices;
 - xiv. Inadequate planning for special interest groups;
 - xv. Migration and displacement of persons.

1.3 Review of Population Programmes and Strategies

Below is a review of the priority issues mentioned above and status of implementation under completed and on-going programmes;

1.3.1 Population and Development

Population and development actions contribute to informing the analytical and programming processes on poverty eradication, by underscoring the link between population trends and outcomes on one hand, and the desired development goals and development plans and programmes, on the other hand.

Actions in Population and development have mainly focused on building and strengthening capacity for integration of population factors in planning, availing data and making it accessible to those involved in policy development, creating awareness on the interrelationships. In order to avail data for evidence based development planning, delivery of training packages for data management was undertaken targeting district level personnel, and the review of the National Population Policy (1995).

The population action plan should facilitate the process of integrating population factors into the National Development Plan and the subsequent programmes that contribute to the goals on poverty eradication and human development.

1.3.2 Sexual and Reproductive Health and Rights

The high infant and maternal mortality in Uganda contribute to poor reproductive health status. Evidence shows that maternal and infant risk is increased by the incidence of malaria, HIV, and quality of health care.

Although the number of service delivery points providing sexual and reproductive health services (antenatal care, post natal care, family planning, and safe deliveries, referral services) was strengthened through provision of sexual and reproductive health service packages, more effort is needed. Other ongoing efforts under medium term priority interventions have included emergency obstetric and surgical services, at health sub district level, and delivering basic maternity, laboratory and inpatient services at sub county level. This is supplemented by providing infrastructure, equipment, skilled human resources, drugs and supplies. Short-term efforts have included providing medical staff at available facilities. More effort is needed to increase blood supply and EmOC drugs and supplies. Reproductive health commodity supplies should be particularly targeted.

Family planning

Family planning programmes and actions have centred on influencing the fertility rates. Actions undertaken have in the past included making operational the existing policies, providing contraceptive supplies and information, social marketing of reproductive health commodities. Specific actions have included popularisation of the National Population Policy, sensitization of the population about the dangers of too many children, or having them too early, too late, or too frequent.

Malaria

Interventions to eradicate malaria included actions for capacity building of the health system to manage malaria cases including home based management; increasing the use of insecticide treated nets; intermittent presumptive treatment and residual in-door spraying.

HIV/AIDS

Interventions for HIV/AIDS reduction of infection and transmission included those actions for general improvement of the health facilities, prevention of sexual transmission of HIV

and other STIs (also as key RH component), prevention of mother to child transmission, voluntary counselling and testing, availing treatment facilities for opportunistic infections, and provision of antiretroviral drugs.

Sanitation

Interventions to address the sanitation situation over the past have included the establishment of the sector working group to coordinate and liaise with sanitation stakeholders and make operational the memorandum of understanding between Government of Uganda and development partners in the sector.

The Government of Uganda and development partners have taken steps to establish budget mechanisms for sanitation programmes at all levels, and tested models in selected districts and urban councils to guide future strategies, work plans, budgets, and implementation mechanisms and coordination at district level. The promotion of household sanitation and hygiene focuses on the provision and proper use of toilets / latrines, maintenance of personal, domestic and food hygiene, safe disposal of solid and liquid wastes, maintaining a safe drinking water chain, and vector control. Specific actions included developing practical strategies and methodologies at sub county level with the support of Environmental Health Assistants, Community Development Workers, Parish Development Committees and Village Health Teams, and the staff of nongovernmental organizations, community based organizations that exist at local level

1.3.3 Gender, Population and Family welfare

Gender issues are pertinent to the successful realization of reproductive health and population and development outcomes, and the need to integrate them in all thematic areas in the action plan. Actions aimed at mainstreaming gender; by increasing awareness on the role of gender in development; involving women in advocacy activities; making women the target beneficiaries of the reproductive health services offered at major clinics of implementing partners; targeting both boys and girls in the peer education activities; involving men in reproductive health activities in the household and the community; discouraging harmful cultural practices en such as women inheritance and female genital cutting/mutilation.

1.3.4 Advocacy and Communication

Advocacy is intended to support reproductive health and population and development programmes, with a view of influencing decisions on policies, programs and strategies and the allocation of appropriate resources for implementation of action plans. Whereas advocacy can be cross cutting, it also takes a substantive programme of its own. Actions in advocacy programme included dialoguing with policy makers at different levels, capacity building of advocacy stakeholders targeting the media, implementing partner institution staff and; production of information education and communication materials. Others included the development of Advocacy Training of Trainers' curriculum and manual on population issues for the institutionalization of population issues advocacy training in Uganda. Target groups for the advocacy training include institutions of higher learning.

Delivery of information education and communication packages for increased knowledge, change of attitudes, values / beliefs and skills development was also done. Specific actions in this intervention included community sensitization seminars, radio and TV talk shows, production of information kits, documentaries, community rallies, conducting youth camps and establishment of recreational centres for young people.

1.3.5 Institutional framework and Coordination

The National Population Council, when it comes into existence, will in consultation with the Office of the Prime Minister, have the overall responsibility of overseeing all population programmes in the country.. Implementation of the population programmes will be done through the existing infrastructure of government in partnership with the private sector, civil society and professional organizations, cultural and faith based institutions, academic institutions, non-government and community based institutions. The population action plans are multi sectoral in nature and are implemented by partners utilizing existing structures at national and lower level.

Sub programme strategies such as the Roadmap for Accelerating the Reduction of Maternal and Neonatal Mortality and Morbidity in Uganda (2007-2015), coordinated by the Ministry of Health which have their key stakeholders represented in a multi-sectoral technical working group working hand in hand with local governments, are critical for the implementation of this Action Plan.

1.3.6 Cross cutting Issues Analysis

The cross cutting issues identified for implementation within the population programme include research, capacity building, gender integration, advocacy/IEC/BCC, and Poverty eradication. The implication is that there is need to analyze the policy logic and determine how the cross cutting issues may or may not be compromised by implementing the actions in the Plan.

1.4 Lessons, Emerging Issues and Challenges

This Action Plan draws from the experiences acquired over time (key lessons), emerging issues and challenges arising from the review of past and ongoing population programmes. The following are some of the key lessons;

1.4.1 Lessons Learnt

Population and Development

- The Population Policy does not overlap nor duplicate existing sector polices, but takes into consideration those policies that relate to population and development and aims to compliment them to respond to existing gaps related to population and sustainable development.
- There is a direct relation between family size and household income which also impacts heavily on the national economy, growth and development.

Sexual Reproductive Health and Rights

- Inter-linkages between reproductive health and HIV/AIDS, child abuse including defilement, teenage pregnancy, family planning, and observance of basic human rights are important in improving the quality of life of the population;
- Male involvement and active participation in reproductive health programmes is also key.

Gender, Population and Welfare

- Formal and informal education that enhances awareness about gender, population and family welfare issues is an essential ingredient in improving the standards of living of the population.
- Girls' post primary education has a bigger impact on reproductive health outcomes such as improved health seeking behavior.

Advocacy and Behavioural Change Communication

- Information Education Communication is important in averting high fertility and population growth as individuals and couples are able to make informed reproductive health choices.
- The media is an effective and reliable partner to deliver appropriate messages to households and communities for desired behaviour change.

Policy Analysis and Institutional Framework

- Evidence based research and data management are essential for the elimination of bias on priority issues of population and development
- Planning and coordination at central, district and lower levels require technical assistance because of inadequate skilled human resource.

1.4.2 Challenges

Population and Development

- Urban planning and financing do not adequately address issues of haphazard urban settlements and effective provision of amenities..
- Public-private sector partnerships in the housing sector development and financing do not adequately respond to the needs of middle and lower class urban dwellers.

Sexual Reproductive Health and Rights

- Inadequate funding for health especially reproductive health and family planning programmes curtails the health sector performance.

Gender, Population and Welfare

- Low household income, especially for women is a hindrance to their economic empowerment. Women with higher incomes are associated with lower fertility, mortality and morbidity rates, and they engage in more gainful employment.

Advocacy and Behaviour Change Communication

- Cultural, traditional and religious practices are strongly founded in many communities and require deliberate information education communication and advocacy programmes that are sensitive to societal norms and faith dynamics.

Policy Analysis and Institutional Framework

- There are gaps in coordination and technical supervision by the centre to the local governments, NGOs and CSOs.
- Coordination mechanisms within the local governments are still weak.
- The process of building consensus among stakeholders for the common goal and objective is essential for the success of population policy implementation.

1.4.3 Emerging Issues

Population and Development

- The development of a country calls for emphasis on human capital development and all programmes should be people-centered.
- Utilization of land and water resources by populations has a direct bearing on environmental sustainability.

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- Planned urbanization leading to infrastructure development and creation of job opportunities is important in mitigating the negative impacts of rural urban migration.
 - *Sexual Reproductive Health and Rights*
 - There is need to identify new innovative ways of targeting men to participate actively in RH activities.
 - Investment in health, especially in reproductive health and family planning is necessary for improving health sector performance in responding to the needs of a growing population.

Gender, Population and Welfare

- Generation of gender disaggregated data is essential in addressing population issues.
- Promoting male involvement in family welfare and empowering women to participate fully in household decision making.

Advocacy and Behaviour Change Communication

- All population activities and programmes heavily depend on the degree of political commitment and good will.

Policy Analysis and Institutional Framework

- Effective implementation of the Population Policy requires high level oversight, guidance and advice.
- A review of existing progressive family laws can be beneficial to the implementation of the policy.

2.0 Planned Actions for the period 2010-2014

2.1 Linking Policy Objectives to the Action Plan Interventions

2.1.1 Goal

The goal of the National Population Policy (2008) is *to improve the quality of life of the people of Uganda through policies and programmes that address population trends and patterns*. In order to achieve this goal, proposed actions will work primarily to *influence government policies and programmes based on current demographic trends and patterns*, to translate better into improving quality of life.

Taking into account demographic trends and patterns will entail taking care of changing population outcomes including population growth; age and sex composition and spatial distribution in the development process. The Action Plan will also respond to the underlying factors of demographic trends and patterns namely; reduced fertility rates in the long run, reduced morbidity and mortality rates in the short and medium term, and transforming the population into a skilled and competitive labour force.

2.1.2 Result Areas

The objectives of the National Population Policy have been translated into outcomes in the Action Plan. The outcomes reflect the changes and impact of the proposed activities on the intended target population and institutions.

At a lower level, the strategies in the Policy were the basis for identifying immediate results of actions. The implementation of broad activities (identified in the matrix) will yield the intended impact.

The benefits (outcomes) of the proposed actions on the target population reflected in eleven areas aimed at achieving the objectives spelt out in the National Population Policy include:

1. Population factors integrated into development policies, plans and programmes;
2. Population and development interrelationships monitored;
3. Improved capacity to provide for healthy lives and positive health seeking behaviours;
4. Human capital with competitive skills developed;
5. Improved food security and nutrition; increased incomes; and sustainable natural resource use;
6. Unmet need for family planning reduced;
7. Social welfare programmes established to meet the needs of special groups;
8. Planned urban and rural human settlement;
9. Resources availed to implement the National Population Policy.

2.2 Broad Activities

This NPAP derives its priorities from the National Population Policy. Broad activities have been identified to be implemented over the period of five years with specific indicators, Implementing agencies and means of verification for their accomplishment. Time frames and institutions responsible for their implementation are illustrated in the activity matrix. The outputs of the interventions are also identified.

The following broad activities have been prioritised and aligned to the Policy objectives, which in this action plan are referred to as sub goals;

Sub Goal 1: Population factors and variables integrated at all levels of development planning.

Outcome:

Commitment to population and development linkages secured, and community initiatives in response to population and development issues appreciated

Output: Guidelines and data management tools on population and development and reproductive health produced and disseminated.

Broad Activities

- Developing capacity for population data management (collection, analysis, utilization and dissemination) at various levels.
- Developing capacity (tools, guidelines, manuals) for integrating population and RH variables into policies, plans and programmes.
- Advocating for better understanding and appreciation of the linkages between population and development.
- Mobilizing commitment and support of decision makers at various levels to allocate resources for the integration of population factors and variables into development planning.

Sub-Goal 2: Population trends and patterns monitored and related to socio-economic development.

Outcome: Population trends and patterns appreciated and related to socioeconomic development.

Output: Demographic status reports produced and disseminated.

Broad Activity

- Developing capacity to analyze, document and disseminate population trends and patterns at various levels.

Sub-Goal 3: Improved health status of the population.

Outcome: Communities aware of their health rights and the quality of health services delivery improved.

Output: Improved availability and accessibility to comprehensive sexual & reproductive health services at all levels.

Broad Activities

- Advocating for affordability, availability and accessibility of quality health services.
- Promoting the strengthening and expansion of a functional referral system. Advocating for development and appropriate deployment of skilled human resource for RH.
Advocating for RH commodity security.
- Promoting the strengthening of youth-friendly sexual and RH services.
- Advocating for linking of RH and HIV/AIDS programmes.
- Advocating for increased budgetary allocation for RH.
- Advocating for RH rights including elimination of GBV.
- Advocating for institutionalized Youth Friendly Services.
- Reviewing, disseminating and enforcing public health and environment standards for communities and households.

Sub-Goal 4: Competitive skills building and human capital development enhanced.

Outcome: *Functional population groups with competitive skills enhanced and increased participation in education, training and functional literacy programmes.*

Output: Increased enrolment and retention in education, enhanced training, functional literacy programmes and competitive skills in communities.

Broad Activities

1. Promoting compulsory universal primary education and post-primary education and training.
2. Promoting increased enrolment, retention and completion of girls and boys at all levels of education including technical and vocational training.
3. Advocating for making vocational training more practical and relevant.
4. Improving functional adult literacy programmes especially for the rural poor.
5. Promoting the revision of the education curriculum to focus on competitive skills development and entrepreneurship at all levels.

-
6. Promoting a work ethic culture that encourages every person to contribute positively to the socio-economic development of the country.

Sub-Goal 5: Improved, nutrition and food security; increased household incomes; protection of the environment and sustainable use of natural resources promoted.

Outcome: Increased ability of households to meet national nutrition and food security standards.

Output: Strengthened community and household response initiatives for improved nutrition and food security.

Broad Activities

- Review and develop a legal framework to ensure food security at all levels.
- Promoting school feeding programmes to reduce hunger at school and improve the nutritional status, development and school performance of children.
- Encouraging appropriate cultivation and distribution of food to meet domestic demand and have surplus for sale.
- Encouraging appropriate food processing, preservation and storage at household level.
- Revitalizing public health education on appropriate feeding, nutrition and health.
- Establishing functional schemes for rewarding communities and households adopting strategies for appropriate food and nutrition security.
- Review and develop policy and legal frameworks for natural resource management at national and community level.
- Support rewarding programmes for water and soil conservation at community level.
- Support acquisition of appropriate technology for alternative sources of clean household energy.
- Empowering communities, households and individuals to improve their incomes and develop a saving culture.

Sub Goal 6: Improved Reproductive Health seeking behaviour.

Outcome: *Communities and individuals utilize available reproductive health services.*

Output: Mobilised and committed individuals and communities (especially males) promoting Safe motherhood and good reproductive health practices

Broad Activities:

- Encouraging male involvement in reproductive health.
- Promoting community utilization of safe motherhood and child survival services.
- Promoting awareness among men, women and communities on their roles and responsibilities in sexual reproductive health and rights.
- Advocating for strengthening health education, proper hygiene, safe water and proper sanitation practices at the household level.

Sub Goal 7: Unmet need for family planning reduced.

Outcome: *Couples with well spaced births and healthy families.*

Output: Increased use of modern contraceptives and no stock outs of Reproductive Health commodities.

Broad Activities:

- Advocating for affordability, availability and accessibility of family planning services.
- Promoting provision of family planning information and increased utilisation of family planning services.
- Promoting efficient family planning commodity security chain.

Sub Goal 8: Social welfare programmes for special interest groups effective.

Outcome: Increased appreciation of and commitment to social welfare programs for special interest groups, including ethnic minorities.

Output : Communities knowledgeable and appreciative of special needs, rights and responsibilities of special interest groups.

Broad Activities:

- Raising awareness on the special needs, rights and responsibilities of special interest groups.
- Advocating for creation of opportunities for the special interest groups to engage in social and income generating activities.
- Advocating for provision of appropriate facilities and amenities for the elderly, orphans, youth, vulnerable children and persons with disabilities.
- Developing and implementing programmes for building capacity in entrepreneurship for institutions of PWDs, Women, youth and Widows.
- Advocating for the expansion, improvement and sustenance of meaningful pension, social security and health insurance.
- Advocating for the provision of resources for re-integration, including psychosocial support and counseling services to IDPs and returnees.

Sub Goal 9: Planned urbanization and human settlements.

Outcome: Planned urban infrastructure with adequate amenities for settlement, education, health, water and waste disposal.

Output: Standardised urban infrastructure and housing and eradication of unplanned settlements.

Broad Activities:

-
- Analysing, documenting and disseminating information on the advantages of planned urbanization and human settlement and relate them to social service and infrastructure provision.
 - Advocating for the expediting of the review of the land tenure system.

Sub Goal 10: Effective implementation of the National Population Policy and programmes.

Outcome: Population activities and resources efficiently managed and implementing partners adhere to the Action Plan.

Output: Institutional mechanisms for coordination of population activities established and functional at all levels

Broad Activities

- Advocating for increased budgetary allocation for implementation of the policy at national, district and lower levels.
- Developing capacity of stakeholders at various levels for resource mobilisation.
- Strengthening partnerships and collaboration for resource mobilisation, including the private sector and Civil Society Organisations.

Sub Goal 11: Effective coordination, monitoring and evaluation of National Population Policy implementation.

Outcome: A functional coordination, monitoring and evaluation mechanism.

Output: Functional Data Management system and coordination institutional framework in place.

Broad Activities:

- Developing a coordination, monitoring and evaluation framework.

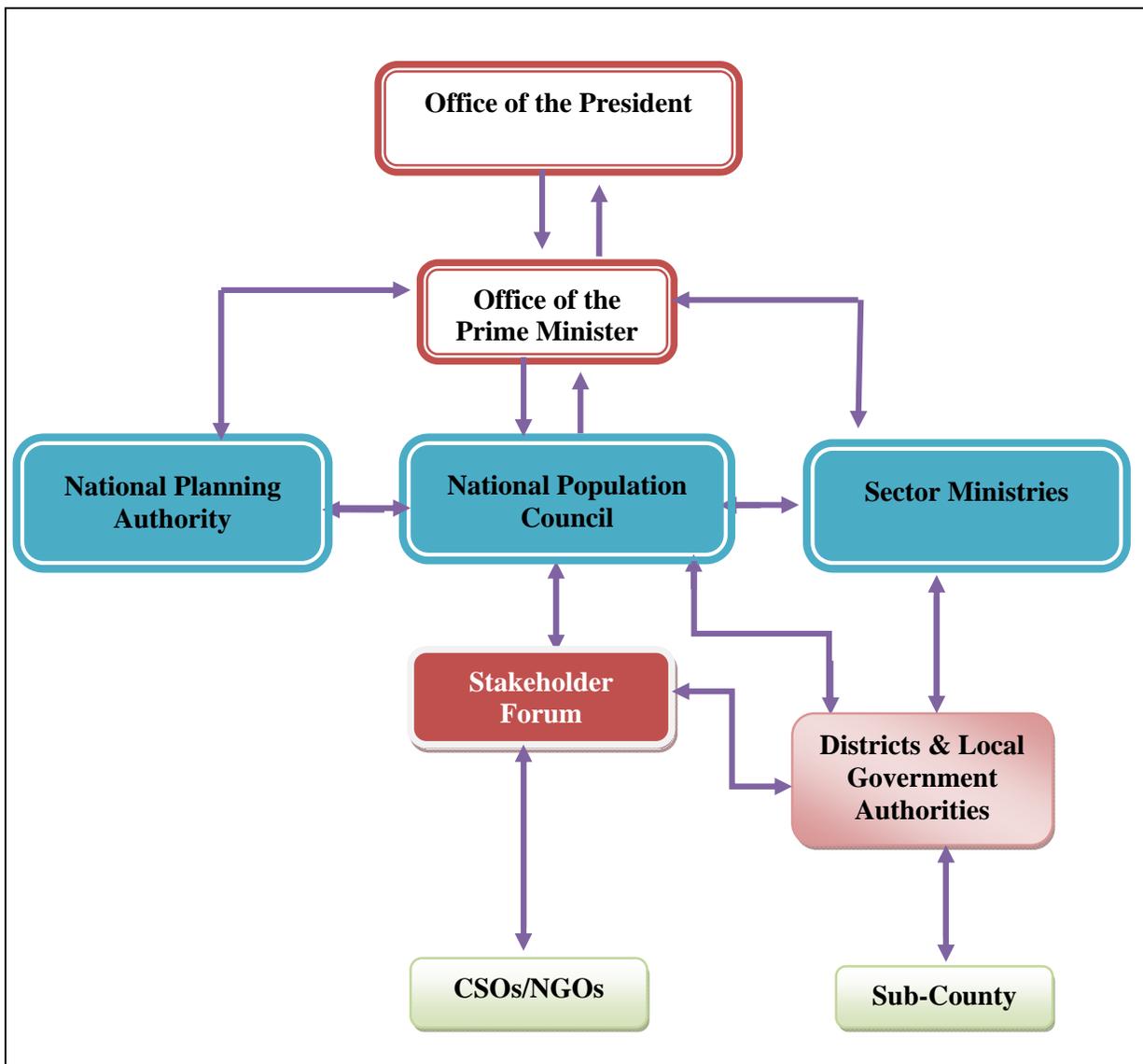
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- Establishing a management information system for the National Population Policy and programmes.
 - Developing tools for data collection at central and lower levels.
 - Sharing data and instituting appropriate interventions at all levels.
 - Establishing National Population Council and stakeholders' forum to conduct oversight of policy implementation.

3.0 Institutional Arrangements for Coordination

In order for the National Population Policy Action Plan to be effectively implemented, it is important to have clear institutional coordination arrangements in place. The structure below illustrates the coordination linkages.

3.1 Coordination Structure

Figure 1: Coordination Structure



The National Population Council (NPC)

The NPC will supervise the functions of the Population Secretariat. It will be responsible for the coordination of all national population activities. The council will work in close collaboration with the Office of the Prime Minister, the National Planning Authority (NPA), the Ministries, Departments and Agencies (MDAs), Local Governments, Civil Society Organisations, development partners and all stakeholders to contribute to the realization of national objectives as stated in the National Development Plan (NDP).

The key functions of the Council will include: advocacy, resource mobilization, coordination, monitoring and evaluation of the National Population Policy.

The NPC will interpret, review and make appropriate recommendations to relevant authorities in order to promote, guide and coordinate the implementation of the National Population Policy and the Action Plan. The NPC will ensure policy and programme coherence including alignment with appropriate international instruments and agreements to achieve the objectives of the National Population Policy.

National Population Council Secretariat

The Population Secretariat or National Population Council Secretariat shall be responsible for implementing the policy decisions of the Council. The Population Secretariat shall;

- Take lead in advocacy on population issues;
- Promote the integration of population factors in development planning at all levels;
- Promote, guide and coordinate the implementation of the National Population Policy Action Plan;
- Promote collaboration and strategic partnerships for population and development among stakeholders;
- Monitor and evaluate population programmes.

Stakeholders Forum

The forum will be constituted by the membership of the implementing partners and stakeholders of the National Population Action Plan at national, regional and district levels. The NPC will convene bi-annual meetings of the Stakeholder's Forum to review, share information and develop interventions to ensure effective and efficient performance of all population programmes and activities.

3.2 Stakeholder Roles

The roles expected of sector ministries, local governments, CSOs and NGOs and institutions involved in the implementation of the policy are spelt out below in the table on stakeholder roles. The roles are spelt out in accordance with the stakeholder mandates. This is to ensure full accountability while avoiding overlap and duplication of functions.

One of the responsibilities of the stakeholders will be to mobilise resources for the implementation of the relevant specific activities indicated in the action plan matrix.

Table 1: Stakeholder Roles

Stakeholder	Roles in NPP Action Plan
i. Office of the President	<ul style="list-style-type: none">• Oversight of the National Population Council
ii. Office of the Prime Minister	<ul style="list-style-type: none">• Oversight of sector policies and programmes• Providing national guidance on The National Integrated Monitoring and Evaluation System of the National Development Plan
iii. Parliament of Uganda	<ul style="list-style-type: none">• Promote and support population activities in constituencies• Increase allocation of resources for implementing the population action plan• Counter negative information on the Population Policy activities, especially on fertility regulation among politicians
iv. National Planning Authority	<ul style="list-style-type: none">• Integrate Population Policy issues into the National Development Plan• Guide on formulation of strategies for implementation of the National Development Plan.
v. Ministry of Finance, Planning and Economic Development	<ul style="list-style-type: none">• Mobilisation and allocation of resources for implementing the Population Action Plan• Provide policy guidance to National Population Council
vi. National Population Council	<ul style="list-style-type: none">• Mobilization and allocation of resources for implementing the Population Action Plan.• Provide guidance on implementation of NPAP.• Advocate for population issues at all levels.• Promote and provide technical assistance to private, public and civil society agencies in the integration of health and demographic variables in development planning process.• Coordinate, evaluate and monitor population programmes in collaboration with sectoral ministries, academic and research institutions.
vii. Uganda Bureau of Statistics	<ul style="list-style-type: none">• Provide technical assistance to develop tools, collect and analyze disaggregated data on population issues.• Undertake studies to determine demographic patterns and trends to provide data for planning.• Managing population statistics.
viii. Ministry of Local	<ul style="list-style-type: none">• Development of guidelines for decentralized planning and service delivery.

Stakeholder	Roles in NPP Action Plan
Government	<ul style="list-style-type: none"> Guiding the recruitment and deployment of appropriately trained staff workers by District Service Commissions and ensure full staffing at all service delivery units at county Sub County and parish levels. Supervision of implementation of population programmes in local governments.
ix. District Local Governments	<ul style="list-style-type: none"> Develop and implement District Population Action Plans. Mobilise and allocate resources for implementation of District Population Action Plans. Disseminate the Population programmes to all stakeholders in the District Council. Ensure plans at district and Sub County level prioritize population programmes Provide technical support for quality services with priority at Sub County and parish levels. Coordinate and monitor implementation of population programmes in the district.
x. Ministry of Health	<ul style="list-style-type: none"> Strengthen the health systems to deliver quality health services including maternal and child health. Ensure creation of enabling environment for the implementation of maternal and child survival programmes and provide the appropriate technical and financial support Advocate for increased national commitment to the reduction of maternal and newborn morbidity and mortality Establishing quick response mechanisms for addressing Reproductive health needs of internally displaced persons Ensure sufficient funding for maternal and newborn health especially at Health centre III and Health Sub District Provide policies, standards and guidelines for quality integrated service delivery Provide technical support for maternal and newborn health services delivery Conduct support supervision, monitoring and evaluation of maternal and newborn health programmes Develop and disseminate materials on sexual and reproductive health Coordinate and conduct formative and operational research
xi. Ministry of Agriculture, Animal Industry and Fisheries	<ul style="list-style-type: none"> Prioritize support for food production to meet the nutritional needs of women and children Support districts vulnerable to food insecurity to develop strategies for food security. Spearhead sector reviews and planning to meet the nutritional needs of the

Stakeholder	Roles in NPP Action Plan
	population.
xii. Ministry of Education and Sports	<ul style="list-style-type: none"> • Provide quality education to have a literate population utilising information for healthy life styles. • Incorporating public health training and labour market dimensions into the curricula of schools at all levels. • Incorporate and implement comprehensive skills training in all secondary schools. • Training of health personnel and social workers. • Participate in community mobilisation for increased enrolment and retention of children especially girls in school.
xiii. Ministry Water and Environment	<ul style="list-style-type: none"> • Mapping availability of water sources for all health facilities, schools and communities. • Monitoring linkages of population and climate change. • Provide safe water to all social service delivery centres and communities. • Ensure availability of pit latrines or other waste disposal mechanism at all Health Centres and schools. • Ensure environment protection and conservation of land and water.
xiv. Ministry of Energy	<ul style="list-style-type: none"> • Provision of energy to health and school facilities. • Provision of energy to rural growth centres to increase labour productivity.
xv. Ministry of Lands, Housing and Urban Development	<ul style="list-style-type: none"> • Preparation and monitoring the implementation of landuse plans in rural and urban settlements. • Advocating for increased enforcement of physical planning regulations. • Provide guidelines on safety and housing standards. • Ensure incorporation of population issues in the land and urban development policies. • Develop and implement a framework for providing low cost housing for the urban poor.
xvi. Ministry of Gender, Labour and Social Development	<ul style="list-style-type: none"> • Conduct community mobilization for development programmes including utilization of maternal and newborn health services at all levels. • Mainstreaming gender in population activities. • Advocacy for prevention of Gender Based Violence. • Develop policies for social protection of vulnerable groups and advocate for its implementation. • Provide support to districts in implementing gender programmes.

Stakeholder	Roles in NPP Action Plan
xvii. Ministry of Works and Transport	<ul style="list-style-type: none"> • Develop and disseminate standards for infrastructure including public facilities to ensure access safety, adequate privacy and space. • Support stakeholders to ensure adequate maintenance of public buildings • Construction and maintenance of roads for accessing public facilities and rural growth centres to facilitate higher labour productivity.
xviii. Ministry of Information, Communication and Technology	<ul style="list-style-type: none"> • Establish ICT infrastructure and network to facilitate effectiveness and efficiency of the referral system.
xix. Ministry of Public Service	<ul style="list-style-type: none"> • Support recruitment and motivation of social sector workers (teachers, community mobilisers, health workers). • Develop and implement incentive schemes for social sector workers in hard to reach areas and hard to live areas.
xx. Ministry of Internal Affairs	<ul style="list-style-type: none"> • Registration of migrants and citizens. • Management and regulation of internal and cross border migration. • Management of work permits for migrant workers.
xxi. Ministry of Justice and Constitutional Affairs	<ul style="list-style-type: none"> • Popularising existing legal frameworks to support the population programme. • Provide for appropriate legal framework for population issues • Review and operationalise the institutional framework for births and deaths registration.
xxii. Institutions of Research and Higher Learning	<ul style="list-style-type: none"> • Participate in population research to facilitate evidence based programming. • Integrate population issues in training curriculum for purposes of accelerating appropriate human capital development and influencing behavioural change. • Assist in capacity building for research amongst partner institutions.
xxiii. Uganda AIDS Commission	<ul style="list-style-type: none"> • Overseeing the implementation of the policies on HIV/AIDS.
xxiv. Office of the First Lady	<ul style="list-style-type: none"> • Participate as goodwill ambassador in promoting initiatives for safe motherhood and child Survival. • Support resource mobilisation for promoting safe motherhood and child survival initiatives.
xxv. Cultural Institutions	<ul style="list-style-type: none"> • Advocate for behaviour change in support of improved reproductive health and lifestyles. • Mobilise and support communities to utilise maternal and newborn health

Stakeholder	Roles in NPP Action Plan
	<p>services.</p> <ul style="list-style-type: none"> • Integrate population activities into programmes of the cultural institution • Participate in promoting population issues in the area of the cultural institution.
<p>xxvi. Faith-Based Institutions</p>	<ul style="list-style-type: none"> • Advocate for increased use of community resources for the implementation of the population action plan • Participate in monitoring of social services for availability, accessibility and quality • Participate in provision of and increasing access to quality social services for communities. • Encourage and support communities to use maternal and newborn health services
<p>xxvii. Media Houses / Practitioners and artistes</p>	<ul style="list-style-type: none"> • Prioritize the delivery of population information and messages through media channels. • Advocate for provision and utilisation of quality social services to communities.
<p>xxviii. Development Partners</p>	<ul style="list-style-type: none"> • Provide financial and other resources to facilitate implementation of the Population Policy. • Support harmonisation of national and international development frameworks. • Participate in monitoring and evaluation of population programmes.
<p>xxix. Civil Society Organizations (Non-Government organizations, Community Based Organisations)</p>	<ul style="list-style-type: none"> • Advocate for increased funding for human development interventions. • Implement population activities at national, district and community levels • Integrate population activities into NGO and CBO programmes • Disseminate the correct information on population issues.
<p>xxx. Private Sector Companies</p>	<ul style="list-style-type: none"> • Develop and implement corporate social responsibility plans that integrate population issues. • Enhance Public Private Partnerships for provision of quality social services.

4.0 Monitoring and Evaluation

The National Population Council will guide the process of monitoring and evaluation of the Action Plan. This will be undertaken within the existing policy and institutional frameworks for population programmes. In order to ensure proper evaluation of programme performance towards the attainment of the stated objectives, the stakeholders will be required to adhere to planning and standard reporting procedures.

Actions for monitoring and evaluation will include:

- i. Conducting joint planning and review meetings for all stakeholders.
- ii. Establishing mechanisms for regular standard reporting and information sharing on activity implementation at all levels.
- iii. Production and dissemination of quarterly and annual sector and district reports on the implementation of the action plan.
- iv. Commissioning independent midterm and final review of the National Population Policy Action Plan.

The indicators in the appended activity matrix are the basis for assessment of the outcomes and impact of the Population Policy.

Table 2: National Population Policy Action Plan – Activity Matrix

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
Sub Goal 1: Population factors and variables integrated at all levels of development planning.					
Outcome: Commitment to population and development linkages secured and community initiatives in response to population and development issues appreciated					
Output: Guidelines and data management tools on population and development and reproductive health produced and disseminated and utilised.					
1. Developing capacity for population data management (collection, analysis, utilization and dissemination) at various levels.	1. Number of persons trained in data management by institution 2. Evidence based reports produced on pertinent and emerging population issues 3. Data Management Equipment and Tools provided	1. Research Reports 2. Capacity building Inventory and Reports	2011-2015	UBOS	1. Academic Institutions 2. NPC
2. Developing capacity for integrating population and RH variables into policies, plans and programmes.	1. Local Government Assessment Manual incorporating population and development issues operationalised. 2. The number of tools and guidelines for POPDEV integration developed or revised. 3. The number of institutions using developed or revised guidelines for POPDEV integration. 4. Number of persons trained in POPDEV integration by institution. 5. Stakeholder Strategic and Development Plans have population issues integrated.	1. Local Government Assessment manuals 2. Local Government performance Assessment Reports 3. Tools and guidelines developed or revised 4. Quarterly and annual reports 5. Capacity building Inventory and Reports 6. Institutional Strategic and development plans	2011-2015	NPC	1. MoLG 2. Ministries, Departments and Agencies 3. District & Local Gov'ts
3. Advocating for better understanding and appreciation of the	1. Number of advocacy materials produced and disseminated disaggregated by type	1. Distribution lists 2. Reports of meetings 3. Policy statements a	2011-2015	NPC	1. CSOs, 2. Sector Ministries 3. Local Governments

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
linkages between population and development.	2. Number of policy makers and communities reached with information	4. IEC materials in place			4. Faith Based and Cultural Organisations
4. Mobilizing commitment and support of decision makers at various levels to allocate resources for population issues.	1. Number of high level advocacy meetings held with decision makers 2. Increase in resources allocated for addressing population issues 3. Number of decision makers reached with information on population issues	1. Stakeholder Budget 2. Policy Statements 3. Activity Reports 4. Minutes of Advocacy meetings	2011-2015	NPC	1. Sector Ministries 2. Local Governments 3. Faith Based and Cultural Organisations 4. Parliament
Sub-Goal 2: Population trends and patterns inform socio-economic development processes.					
Outcome: Population trends and patterns appreciated and related to socioeconomic development.					
Output: Demographics Status Reports produced and disseminated.					
1. Developing capacity to analyze, document and disseminate population trends and patterns at various levels.	1. Number of persons trained in demographic and socioeconomic research by institution. 2. Number of Surveys conducted and disseminated.	1. Institutional Capacity building reports 2. Survey Reports	2011-2015	UBOS	1. NPC 2. Research Institutions
2. Developing and operationalizing a participatory framework for tracking population trends and patterns	1. A framework for tracking population trends and patterns in place. 2. Stakeholder institutions regularly make submissions for harmonized indicator tracking. 3. Research agenda for population and socioeconomic development in place	1. Framework Document 2. Annual Reports 3. Research Agenda	2011-2015	NPC	1. NPA 2. Development Partners

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
Sub-Goal 3: Improved health status of the population.					
Outcome: Communities aware of their health rights and the quality of health services delivery improved.					
Output: Increased availability and accessibility to comprehensive sexual & reproductive health information and services at all levels					
1. Promoting affordability, availability and accessibility of quality health services.	1. Proportion of service delivery points providing comprehensive SRH services 2. Proportion of SRH service delivery points integrating HIV/AIDS 3. Increased budgetary allocation for RH at national and district levels.	1. UDHS 2. UNSDS 3. Household and Panel Surveys 4. HMIS reports 5. Health Sector Annual Review Reports	2011-2015	MoH,	1. UBOS 2. UAC 3. AIC 4. NPC 5. Local Governments OPM
2. Strengthening the referral system.	1. Proportion of health service delivery points with a functional referral system by level	1. HMIS 2. UNSDS 3. MoH (Service Provision Assessment survey - SPAS)	2011-2015	MoH	1. LGs 2. PNFP 3. Dev't Partners 4. Health Service Commission 5. MoPS
3. Develop and deploy appropriate human resource for RH.	1. Number of human resources for health trained by cadre 2. Proportion of Health facilities with recommended staffing by level	1. Health Training Institution Reports 2. Health Service Commission Annual Reports 3. District Health office Reports 4. Annual Health Sector Reports	2011-2015	MoH	1. Health Training Institutions 2. Health Service Commission 3. Local Governments 4. MoES
4. Promoting effective management of RH commodity security system	1. Proportion of health facilities with stock outs 2. Improved record management of RH supplies 3. Timely delivery of sufficient RH supplies 4. Up-to-date RH commodity security plan at Health facility in place	1. HMIS Reports 2. LMIS Reports 3. Health Sector Report 4. Stock cards 5. MoH -SPAS	2011-2013	MoH	1. UNFPA 2. Local Gov'ts 3. NMS 4. JMS
5. Strengthening of youth-	1. A policy on institutionalisation	1. Ministry of Health	2010-2011	1. MoH,	2. MoGLSD,

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
friendly sexual and RH services.	<ul style="list-style-type: none"> of YFS in place 2. Number of ASRH personnel trained 3. Number of Youth friendly corners established and functional 4. The proportion of YFS Corners Equipped 5. The number of YFS Corners Communities mobilised 6. The number of Youth reached with YFS 	<ul style="list-style-type: none"> Policy Statement 2. Copy of YFS policy 3. MoH – SPAS 			<ul style="list-style-type: none"> 3. MoE, 4. Dev't Partners
6. Advocating for RH rights including elimination of GBV.	1. A policy on Rights Based Approach on RH services including GBV in place	<ul style="list-style-type: none"> 1. Ministry of Health Policy 2. Copy of YFS policy 	2010-2011	MoH,	<ul style="list-style-type: none"> 1. MoGLSD, 2. MoE, Dev't Partners
7. Equipping the referral system with communication, ambulances, basic medical equipment and personnel and developing appropriate guidelines.	Proportion of health service delivery facilities with functional comprehensive referral system	HMIS UDHS	2009-2014	MoH	<ul style="list-style-type: none"> 1. LGs 2. PNFP 3. Dev't Partners Health Service Commission
8. Reviewing, disseminating and enforcing public health and environment standards for communities and households.	<ul style="list-style-type: none"> 1. Standard guidelines for public health and environmental sanitation developed and publicized 2. Community and household guidelines for public health 	<ul style="list-style-type: none"> 1. Community and household guidelines for public health and environmental sanitation 2. Copies of standard guidelines developed 	2009	MoH	<ul style="list-style-type: none"> 1. MoLG 2. NEMA 3. Ministry of lands and Urban dev't 4. Ministry of Works and transport 5. CSOs Dev't partners
Sub-Goal 4: Competitive skills building and human capital development enhanced.					
Outcome: Functional population groups with competitive skills enhanced and increasingly participating in education, training and functional literacy programmes.					
Output: Increased enrolment and retention in education, enhanced training, functional literacy programmes and competitive skills in communities.					
1. Promoting compulsory universal primary and	1. The number of communities mobilized	<ul style="list-style-type: none"> 1. Activity Reports 2. National and District 	2011-2015	MoES	<ul style="list-style-type: none"> 1. Local Governments 2. MoFPED

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
post-primary education and training.	<ol style="list-style-type: none"> 2. The amount of resources mobilized to fund education and training 3. The law on compulsory primary education is enforced. 	<ol style="list-style-type: none"> Budgets 3. Reports of law enforcement institutions 4. Education Sector reports 			<ol style="list-style-type: none"> 3. CSOs 4. Cultural Institutions 5. Ministry of Internal Affairs 6. Development Partners
2. Promoting increased enrolment, retention and completion of girls and boys at all levels of education and training.	<ol style="list-style-type: none"> 1. Number of mass mobilization programmes conducted for increased enrolment, retention and completion in school. 2. Number of conventions held with cultural institutions on pupil retention in school. 3. Percentage increase in net enrolment in Technical and vocational training institutions by trade. 4. Proportion of sub counties with a BTJET institution 5. A law for regulating child labour in place. 6. Number of communities sensitized on laws for compulsory primary education 	<ol style="list-style-type: none"> 1. Field Activity reports 2. Media monitoring reports 3. Education sector Annual Reports 4. National Service Delivery Surveys (NSDS) 5. Law on child labour 6. Minutes of Local Councils and technical committees 	2011-2015	MoES	<ol style="list-style-type: none"> 1. MoGLSD 2. Local Governments 3. UBOS 4. MoJCA 5. Parliament 6. CSOs 7. FBO 8. Cultural Institutions 9. The Media 10. Development Partners 11. UHRC 12. Trade Unions
3. Enhancing practical and relevant vocational training.	<ol style="list-style-type: none"> 1. Number of BTJET instructors trained 2. Increase in instructor - trainees ratio by trade 3. A competitiveness index for BTJET developed and monitored 4. A curriculum for practical and relevant vocational training in place 	<ol style="list-style-type: none"> 1. Education Sector Reports 2. UNSDS Reports 3. The revised BTJET Curriculum 	2011-2013	MoES	<ol style="list-style-type: none"> 1. NCDC 2. MoLG, 3. MoGLSD 4. UNCHE 5. Dev't Partners 6. Association for Vocational and Technical Institutions
4. Improving functional adult literacy programmes especially for the rural	<ol style="list-style-type: none"> 1. FAL curriculum incorporating reproductive health and population and 	<ol style="list-style-type: none"> 1.FAL Curriculum 2.FAL Training Reports 3. Annual Sector review 	2011-2015	MoGLSD	<ol style="list-style-type: none"> 1. MoLG, 2. Line Ministries 3. CSO

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
poor.	development 2. Number of people reached by FAL programmes disaggregated by sex	reports			4. Local Governments
5. Promoting the revision of the education curriculum to focus on competitive skills development and entrepreneurship at all levels.	1. Uganda's education areas of comparative advantage identified. 2. A revised education curriculum addressing competitiveness of graduates in place. 3. The number of soft skill development programmes initiated.	1. Report on comparative Advantage in Uganda's Education and Training 2. Education curriculum 3. MoES Annual Report	2011-2013	MoES	1. MoGLSD 2. NCDC 3. UNCHE 4. UNCST 5. Development Partners
6. Promoting a work ethic culture that encourages every person to contribute positively to the socio-economic development of the country.	1. Number of dialogue meetings for labour unions 2. Number of labour union facilitators inducted work ethics mobilization	1. Minutes of dialogue meetings 2. Induction report 3. Activity report on mobilization of workers	2010-2014	MoGLSD	1. Trade/Labour Unions 2. Workers Representatives in Parliament 3. MoPS 4. Dev't partners 5. CSO 6. Local Govt Service Commissions 7. Health Service Commission 8. MoES
Sub-Goal 5: Improved, nutrition and food security; increased household incomes; protection of the environment and sustainable use of natural resources promoted.					
Outcome: Increased ability of households to meet national nutrition and food security standards.					
Output: Strengthened community and household response initiatives for improved sanitation, nutrition and food security.					
1. Review and develop a legal framework to ensure food security at all levels.	1. Number of policies, ordinances and guidelines developed on food security	Copies of policies and guidelines	2010-2014	MoAAIF	1. MoLG 2. CSOs 3. Dev't Partners
2. Promoting school feeding programmes to reduce hunger at school and improve the nutritional status, development and school performance of children.	1. Number of communities mobilised to embrace school feeding programmes 2. Guidelines on school feeding 3. Number of schools with a feeding programme.	1. Copy of the guidelines 2. Ministerial policy statements 3. School reports	2010-2014	MoAAIF	1. MoES 2. MoH 3. MoLG 4. MoGLSD 5. Development Partners 6. CSOs &NGOs

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
3. Promoting appropriate cultivation and distribution of food to meet domestic demand and have surplus for sale.	<ol style="list-style-type: none"> 1. Number of communities mobilized and with demonstrable gardens 2. Number of households with appropriate storage facilities 3. Number of households preserving/ processing food with appropriate technology 	<ol style="list-style-type: none"> 1. Agriculture census 2. Ministerial policy statements 3. District reports 	2010-2014	MoAAIF	<ol style="list-style-type: none"> 1. MoAAIF 2. MoLG 3. MoGLSD 4. Development Partners 5. CSOs
4. Promoting appropriate food processing, preservation and storage at household level.	<ol style="list-style-type: none"> 1. Number of Households reached with information on food security 2. Number of Sub counties supported to process selected food items 	<ol style="list-style-type: none"> 1. Activity Reports 2. Agriculture Sector Reports 3. Processed food items 	2011-2015	MoAAIF	<ol style="list-style-type: none"> 1. NAADS Secretariat 2. UNCST 3. Uganda Industrial Research Institute 4. Local Governments
5. Revitalizing health education on feeding and nutrition.	<ol style="list-style-type: none"> 1. Number of health education programmes on nutrition and sanitation initiated. 2. Number of communities reached on feeding, nutrition and health. 	<ol style="list-style-type: none"> 1. Programme Reports 2. Community mobilization reports 	2011-2015	MoH	<ol style="list-style-type: none"> 1. MoGLSD 2. Ministry of information 3. MoAAIF 4. Local Governments 5. CSOs 6. Dev't Partners
6. Establishing functional schemes for rewarding communities and households adopting strategies for appropriate food and nutrition security.	<ol style="list-style-type: none"> 1. Monitoring and evaluation mechanisms specific for identifying performing communities and households. 2. Types of schemes established for rewarding communities and households 	<ol style="list-style-type: none"> 1. Community reports 2. Local Government reports 	2011-2014	MoLG	<ol style="list-style-type: none"> 1. MoAAIF 2. NUSAF 3. Karamoja Development Agency 4. MoH 5. CSOs Dev't Partners
7. Review and develop policy and legal frameworks for natural resource management at national and community level.	<ol style="list-style-type: none"> 1. Number of policies and legal frameworks reviewed/ revised 	<ol style="list-style-type: none"> 2. copies of revised policies and legal frameworks 3. Reports of responsible institutions 	2010-2014	NEMA	<ol style="list-style-type: none"> 1. MoAAIF 2. Local Governments 3. NFA 4. CSOs Dev't Partners
8. Support programmes for water and soil conservation at community level.	<ol style="list-style-type: none"> 1. Subcounties implementing mobilization programmes on soil and water conservation 2. Number of household and community projects rewarded for practicing appropriate 	<ol style="list-style-type: none"> 1. Local Government reports 2. Appraisal report on Rewards for wise use of environment and natural resources 	2011-2015	MoWE	<ol style="list-style-type: none"> 1. MoAAIF 2. NFA 3. NEMA 4. NAADS Secretariat 5. CSOs Dev't Partners

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
	<p>methods of water and soil conservation</p> <p>3. Training initiatives on environmental conservation</p> <p>4. Number of functional natural resource and environment committees at sub county level.</p>	<p>3. Training Reports</p> <p>4. Natural Resources and Environment Sector Reports</p>			
9. Support acquisition of appropriate technology for alternative sources of clean energy.	<p>1. Proportion of household using energy saving stoves.</p> <p>2. Proportion of households and institutions using solar energy.</p>	<p>1. National survey reports</p> <p>2. Lists of beneficiaries supported in acquisition of clean energy</p> <p>3. Institutional reports</p>	2011-2014	Ministry of Energy	<p>1. NEMA</p> <p>2. Local Governments</p> <p>3. NFA</p> <p>4. CSOs</p> <p>5. Private Sector</p> <p>6. Dev't Partners</p>
					<p>1. MOH</p> <p>2. CSOs</p> <p>3. POPSEC</p> <p>4. MoLG</p> <p>5. RHU</p>
Sub Goal 6: Improved Reproductive Health seeking behaviour.					
Outcome: Communities and individuals utilize available reproductive health services.					
Output: Mobilised and committed individuals and communities (especially males) promoting Safe motherhood and good reproductive health practices					
1. Encouraging male involvement in reproductive health.	<p>1. Percentage increase of men using RH services</p> <p>2. Number of meetings/workshops targeting male participation on RH</p> <p>3. percentage increase of women reporting support from spouses for RH needs</p>	<p>1. Records in Health facilities.</p> <p>2. UDHS</p> <p>3. Attendance lists</p> <p>4. Surveys</p>	2009-2014	MoGLSD	<p>1. MOH</p> <p>2. CSOs</p> <p>3. POPSEC</p> <p>4. LGs</p> <p>5. RHU</p>

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
2. Promoting community utilization of safe motherhood and child survival services.	<ol style="list-style-type: none"> Number of women delivering under skilled supervision Number of women attending four times ANC clinic Number of children under-five receiving complete immunization Number of sexually active women utilizing FP services 	<ol style="list-style-type: none"> Records in Health facilities. UDHS Attendance lists Surveys 	2009-2014	MoH	<ol style="list-style-type: none"> MoGLSD CSOs POPSEC MoLG RHU
3. Promoting awareness among men, women and communities on their roles and responsibilities in sexual reproductive health and rights.	<ol style="list-style-type: none"> percentage of population aware of their rights and demanding for RH services Number of meetings workshops addressing SRH&R 	<ol style="list-style-type: none"> Records in Health facilities. UDHS Surveys 	2011-2014	MoGLSD	<ol style="list-style-type: none"> MOH CSOs POPSEC MoLG RHU
Sub Goal 7: Unmet need for family planning reduced.					
Outcome: Couples with well spaced births and healthy families.					
Output: Increased use of modern contraceptives and no stock outs of Reproductive Health commodities.					
1. Advocating for affordability, availability and accessibility of family planning services.	<ol style="list-style-type: none"> Percentage of women and men accessing FP services Percentage increase of women and men using modern FP methods Types of IEC materials Percentage increased in resource allocation to FP services at district and sub-county level. 	<ol style="list-style-type: none"> Records in Health facilities. UDHS Surveys 	2011-2014	RHU	<ol style="list-style-type: none"> MoH MoGLSD CSOs POPSEC MoLG JMS NMS Development partners PNFPs
2. Promoting provision of family planning information and increased utilisation of family planning services.	<ol style="list-style-type: none"> Number of FP community Mobilisation programmes implemented Proportion of service delivery points providing information and FP services by type Increased budgetary allocation for FP at national 	<ol style="list-style-type: none"> Activity Reports Health Sector Reports Local Government Reports Facility Quarterly Reports National Budget Local Government 	2011-2015	MoH	<ol style="list-style-type: none"> CSOs Local Governments Faith Based Institutions Cultural Institutions Dev't Partners

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
	and district levels.	Accounts			
3. Promoting efficient family planning commodity security chain.	<ol style="list-style-type: none"> Percentage reduction of health centres reporting stock-outs of FP commodities. A mechanism for monitoring FP commodity supply in place. 	<ol style="list-style-type: none"> HMIS Reports LMIS Reports MoH sector report. Stock cards. FP commodity supply monitoring Report. Procurement plan FP supplies. 	2011-2015	MoH	<ol style="list-style-type: none"> MoLG NMS JMS Dev't Partners RHU
Sub Goal 8: Social welfare programmes for special interest groups effective.					
Outcome: Increased appreciation of and commitment to social welfare programs for special interest groups, including ethnic minorities.					
Output: Communities knowledgeable and appreciative of special needs, rights and responsibilities of special interest groups.					
1. Raising awareness on the special needs, rights and responsibilities of special interest groups.	Percentage of population aware of rights, needs and responsibilities special interest groups	Census and Survey reports.	2011-2014	MGLSD	<ol style="list-style-type: none"> MoLG CSOs UBOS NPC
2. Advocating for creation of opportunities for the special interest groups to engage in social and income generating activities.	Policies and guidelines for creating equal opportunities for special interest groups	Copies of policies and guidelines	2011-2014	MGLSD	<ol style="list-style-type: none"> MoLG CSOs UBOS NPC
3. Advocating for provision of appropriate facilities and amenities for the elderly, orphans, youth, vulnerable children and persons with disabilities.	Policies sensitive to needs of the elderly, orphans and vulnerable children and persons with disabilities	Copies of policies and guidelines	2011-2014	MGLSD	<ol style="list-style-type: none"> MoLG CSOs UBOS NPC
4. Developing and implementing programmes for building capacity in entrepreneurship for institutions of PWDs, Women, youth and	<ol style="list-style-type: none"> Programmes developed and implemented for PWDs, Women and Widows Entrepreneurship manuals and guidelines 	<ol style="list-style-type: none"> Programme proposals Capacity building in entrepreneurship manuals and guidelines 	2011-2013	1. MGLSD	<ol style="list-style-type: none"> CSOs Micro-credit Support Centre Development partners

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
Widows.					
5. Advocating for the expansion, improvement and sustenance of meaningful pension, social security and health insurance.	1. Existing policies on pensions reviewed 2. Health insurance schemes for special interest groups developed	1. Copies of policies on pensions and health insurance	2011-2015	1. MGLSD	1. Parliament 2. CSOs 3. UBOS 4. POPSEC
6. Advocating for the provision of resources for re-integration, including psychosocial support and counseling services to IDPs and returnees.	1. Policy for paralegal aid, counseling and life skills developed. 2. Percentage increase in number of IDP communities with paralegal aid, counselors and people with life skills	1. Training programmes 2. Roster of deployment of community staff	2011-2015	MGLSD	1. CSOs 2. Parliament 3. Local Government community development departments 4. Development partners
Sub Goal 9: Planned urbanization and human settlements.					
Outcome: Planned urban infrastructure with adequate amenities for settlement, education, health, water and waste disposal.					
Output: Standardized urban infrastructure and housing and eradication of unplanned settlements.					
1. Analyzing, documenting and disseminating information on the advantages of planned urbanization and human settlement and relate them to social service and infrastructure provision.	State of urban infrastructure and service delivery Report	Copies of Reports of state of urbanisation	2010-2014	MoLHUD	1. National planning Authority 2. UBOS 3. MoLG
2. Advocating for the expediting of the review of the land tenure system.	1. Land policy and guidelines on land tenure system developed 2. Housing policy and guidelines developed	Copy of land and housing policies and guidelines	2010-2014	MoLHUD	1. MoLG 2. National planning Authority 3. UBOS
Sub Goal 10: Effective implementation of the National Population Policy and programmes.					
Outcome: Population activities and resources efficiently managed and implementing partners adhere to the Action Plan.					
Output: Institutional mechanisms for coordination of population activities established and functional at all levels					
1. Advocating for increased budgetary allocation for implementation of the	1. Number of decision makers/groups at various levels contacted 2. Number of stakeholders	1. Mailing list 2. Training reports 3. Press reports 4. Presence of fact sheets	2011-2015	Parliament Committee on Social Services Parliament	1. UNFPA 2. POPSEC, 3. District Social Services Committee

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
policy at national, district and lower levels.	committed to increase resource allocation to population activities 3. Number of district and partners allocating adequate funds to promote for RH programmes	5. Increased consensus 6. Sectoral /partner Budgets		Committee on Finance	4. MoFPED
2. Developing capacity of stakeholders at various levels for resource mobilisation.	1. Number of persons trained in Resource Mobilization for Population and development by institution 2. A resource mobilization plan in developed	1. Activity report 2. Resource Mobilization plan	2011	NPC	1. MoFPED 2. UNFPA 3. NPA 4. CSOs 5. Dev't Partners
1. Strengthening partnerships and collaboration for resource mobilisation, including the private sector and Civil Society Organisations.	1. IEC materials/number of guidelines developed for lobbying decision makers. 2. Number of partnerships (MoUs)	1. A copy of the guidelines on lobbying, 2. Activity reports	2011-2012	NPC	1. MoLG 2. MoFPED 3. Dev't Partners
Sub Goal 11: Effective coordination, monitoring and evaluation of National Population Policy implementation.					
Outcome: A functional coordination, monitoring and evaluation mechanism.					
Output: Functional framework for Data Management and Institutional coordination in place.					
1. Developing a coordination, monitoring and evaluation framework.	1. Monitoring and evaluation frameworks for population action plans in place	1. Copy of the developed monitoring and evaluation frameworks 2. Quarterly and annual reports 3. Monitoring and evaluation reports	2011-2015	NPC	1. Implementing partners 2. Development Partners
2. Establishing a management information system for the National Population Policy and programmes.	Management information systems (MIS) for the national population policy, programmes and projects in place and functional	1. MIS Reports 2. Monitoring and evaluation reports	2011-2012	NPC	1. MoLG 2. Implementing Partners
3. Developing tools for data collection at central and	1. Number of tools developed by level	1. Monitoring framework 2. Data collection tools	2011	NPC	1. Line Ministries 2. Local Governments

Broad Activities	Indicators	MOV	Timing	Lead Agency	Other IPs
lower levels.	2. Number of institutions using developed tools				3. CSOs 4. Development Partners 5. Government Departments and Agencies
4. Sharing data and instituting appropriate interventions at all levels.	1. Number of periodic coordination meetings planned and held 2. Number of coordination Reports discussed and circulated among implementing partners	1. Coordination Reports 2. Schedule of coordination meetings 3. List of Implementing partner's contacts 4. Attendance list 5. Minutes of programme and project coordination meetings	2011-2015	NPC	1. MoLG 2. Implementing Partners 3. Development Partners
5. Establishing National Population Council and stakeholders' forum to conduct oversight of policy implementation.	1. The National Population Council Act in place 2. The number of times the National Population Council convenes per year 3. The number of institutions participating in the Stakeholders forum on population and development 4. The number of meetings held by the stakeholders forum	1. The Minutes of Parliamentary 2. National Population council Reports 3. Stakeholder forum minutes 4. List of institutions representatives for	2011-2015	NPC	1. Parliament 2. Implementing partners 3. Development partners 4. CSOs

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