



Demographic Dividend Compliance Tool

National Planning Authority, Uganda
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Demographic Dividend Compliance Tool Final Report

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Foreword

Uganda plans to harness a demographic dividend as a pathway to realization of Uganda Vision 2040 of achieving middle income status with a per capita GDP of US\$9,500.

The demographic dividend is characterized by economic growth, achieved by a population structure that has more working-age adults and fewer people to support, given that the right social and economic policies are in place. The increased productivity of a larger labour force, greater participation of women in income generation, due to reduced fertility, and the fewer child rearing responsibilities, greater household savings, and lower costs for basic social services would initiate the desired growth. However, the dividend is not automatic. Unless the requisite investments are made in a timely manner—during a 60-year window—Uganda will miss out on the dividend.

The experience of developed East Asian countries shows that the demographic dividend (DD) accounted for up to a third of the economic “miracle” that these countries achieved in the early nineties. The interventions that will guide the harnessing of the dividend are indicated in the National Development Plan II (NDP), which must be operationalized at sectoral

and lower levels in terms of sector and local government development plans, budget framework papers (BFP), budget allocations, and budget executions. The Demographic Dividend Compliance tool is Government’s way of ensuring that the selected DD interventions are fully integrated into all government instruments and are actually implemented. Under the Public Finance Management Act (2015), the National Planning Authority (NPA) is authorized to ensure that this compliance is achieved. When all public sector institutions ensure implementation of the agreed interventions, the private sector and civil society organizations will equally be guided and motivated to follow suit, thus positioning the country on the planned middle-income route.

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Preface

In 2018, Uganda launched the demographic dividend (DD) roadmap to inform planning, programming, decision making and budgeting. The DD roadmap was in response to the Africa call for countries to operationalize the Addis Abba Declaration on Population and Development (AADPD) with the theme “Harnessing the Demographic Dividend.”

The Uganda DD roadmap prioritizes five areas for investment to actualize the DD. These include demographic transition and investments in Family planning, health, education, economic reforms and good governance. The DD is not automatic and therefore requires streamlined investments in all five key areas that work in tandem to deliver the DD. In this line, UNFPA supported development of the DD Compliance tools to guide planning and budgeting at all levels with DD lenses.

The DD compliance tool provides a great opportunity to track the country’s efforts towards achieving the potential DD, through the investments the country will make at National and district levels and for the various sectors that contribute to this realization of the DD. Investments in DD cannot be achieved unless well embedded in national planning and budgeting frameworks.

This is in recognition that no single sector can singly deliver DD. Such sectors include but not limited to health, education, social development, urban development, agriculture, tourism, trade and industry as well as a focus on harnessing the technology and innovation dividend, and governance and accountability sectors. To maximise the opportunity for harnessing the DD, a multi-sectoral approach is vital cognizance of the country planning and budgeting timelines. UNFPA is committed to supporting this initiative to ensure adequate evidence is generated at both National and district level to inform decision makers and implementers of the gaps and required investments to harness the demographic dividend.

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Acknowledgements

The creation of the Demographic Dividend Compliance Tool and its incorporation into the general compliance tool of the Government was a comprehensive process that involved technical data manipulation and modeling as well as multi-stakeholder consultation at all levels.

This process was led by a Steering Committee established by National Planning Authority, under the support of the Country Population Programme. The National Planning Authority is therefore grateful to members of the Steering Committee whose tireless efforts and strong leadership led to the development of this tool. The consultant who led this exercise, sector technical members, local governments, and other organizations who attended the consultative meetings are all well appreciated.

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Acronyms & Abbreviations

AB	Annual Budget
ASFR	Age Specific Fertility Rate
BTVET	Basic Training in Vocational Education and Training
CNDPF	Comprehensive National Development Planning Framework
CPR	Contraceptive Prevalence Rate
DD	Demographic Dividend
ECD	Early Childhood Development
GFS	Gravity Flow Scheme
ICT	Information, Communication and Technology
LGDP	Local Government Development Plans
MDAs	Ministries, Departments and Agencies
MoFPED	Ministry of Finance Planning and Economic Development
NBFP	National Budget Framework Paper
NCDs	Non Communicable Diseases
NDP II	National Development Plan II
NPA	National Planning Authority
NPC	National Population Council
NPP	National Population Policy
SDP	Sector Development Plan
SMEs	Small and Medium Enterprises
SRH	Sexual Reproductive Health

Executive Summary

Uganda Vision 2040 identifies the strengthening of human capital development as a key catalyst for economic transformation of the country into middle income status, based on attaining a demographic dividend—the accelerated economic growth that may result from a decline in a country’s birth and death rates and the subsequent change in the age structure of the population.

As a key strategic focus for the Government, a mechanism to systematically guide the process of harnessing a demographic dividend was developed—the Demographic Dividend Compliance Tool.

The purpose of the compliance tool is to establish standardized criteria that measure the extent and contribution of sectors, ministries, departments and agencies and local governments towards achieving a demographic dividend. This compliance tool also provides mechanisms to guide and facilitate sectors, ministries and departments, and local governments to prioritize interventions in their plans and budgets that trigger the demographic dividend.

Based on a multi-sectoral contribution to a demographic dividend theory of change, stakeholders identified a desired outcome with indicators and targets picked from key policy documents including Uganda Vision 2040, National Development Plan (NDP) II and the National Population Policy (NPP) and its Action Plan.

The change model identified critical demographic dividend drivers that require financial support for an accelerated demographic transition:

- i. Reducing the child dependency burden
- ii. Building a well-educated, skilled, productive, entrepreneurial and innovative labour force
- iii. Creating decent employment to improve household incomes
- iv. Strengthening service delivery
- v. Accountability for sustainable development

In order to support achievement of the strategic areas, the interventions required are:

- Promoting family planning
- Improving child survival
- Keeping girls in school
- Strengthening organized urbanisation
- Promoting social protection
- Achieving gender equality and equity

The overall compliance of the planning and budgeting instruments to a demographic dividend is derived from a step-wise assessment approach undertaken at two levels namely: alignment of the Sector Development Plan to a demographic dividend and the second stage assesses whether the sector strategic interventions are translated into results to deliver demographic dividend specific targets.

Similarly, the annual budget alignment to the demographic dividend is assessed on the ability of the indicator performance to remain within a 30 per cent deviation from the level set in the NDPII. The 30 per cent deviation is based on the fact that divergence of a specific indicator within that range in one financial year may not significantly affect realization of the desired target and the objective over the medium-term period.

1.0 Introduction

1.1. Background: The Uganda Vision 2040 identifies human capital development as a key driver of economic transformation through harnessing of the potential demographic dividend (DD). The demographic dividend is defined as “an opportunity for economic growth and development that arises as a result of changes in population age structure which are likely to happen when fertility rates decline significantly, prompting the share of the working-age population to increase in relation to previous years”.

The NDPII strategic objective 3, Enhancing human capital development, focuses on achieving the potential demographic dividend through implementation of policies that first, accelerate the fertility transition that the country has already started experiencing and, secondly ensure that the large human resource base that has accumulated over the many years of high fertility is well-educated, skilled, healthy and

economically engaged. Priority interventions should, therefore, focus on improving access to family planning services, improving nutrition, reforming the education system to provide quality education and appropriate skills, sound fiscal policies, and good governance as part of the enabling environment.



Although the NDPII has prioritized strategic objectives and interventions to harness DD, key challenges remain: translating strategic DD drivers into sector and local interventions; developing and adhering to the DD roadmap; integrating the identified interventions into budgeting frameworks; and encouraging multi-sectoral collaboration to gain economies of scale for resource mobilization and utilization using the program-based budgeting approach.

The National Planning Authority (NPA), as an institution mandated to guide and oversee the overall planning and development function, plays a critical role in defining mechanisms that will drive DD integration in development frameworks. The role also includes establishing credible governance systems and tools necessary to ensure programme coherence aligned to the NDPII priorities and DD roadmap. In countries where DD has been harnessed, mobilizing multi-sectoral action across sectors was prioritized in addition to monitoring, policy guidelines, frameworks

and budget mainstreaming.

In Uganda there have not been clear criteria and mechanisms for assessing DD compliance or a tool to guide its integration into plans and budgets. The DD compliance tool has, therefore, been developed to harmonise implementation of DD roadmap and results framework aligned to NDPII.

1.2. Demographic Dividend Theory of Change

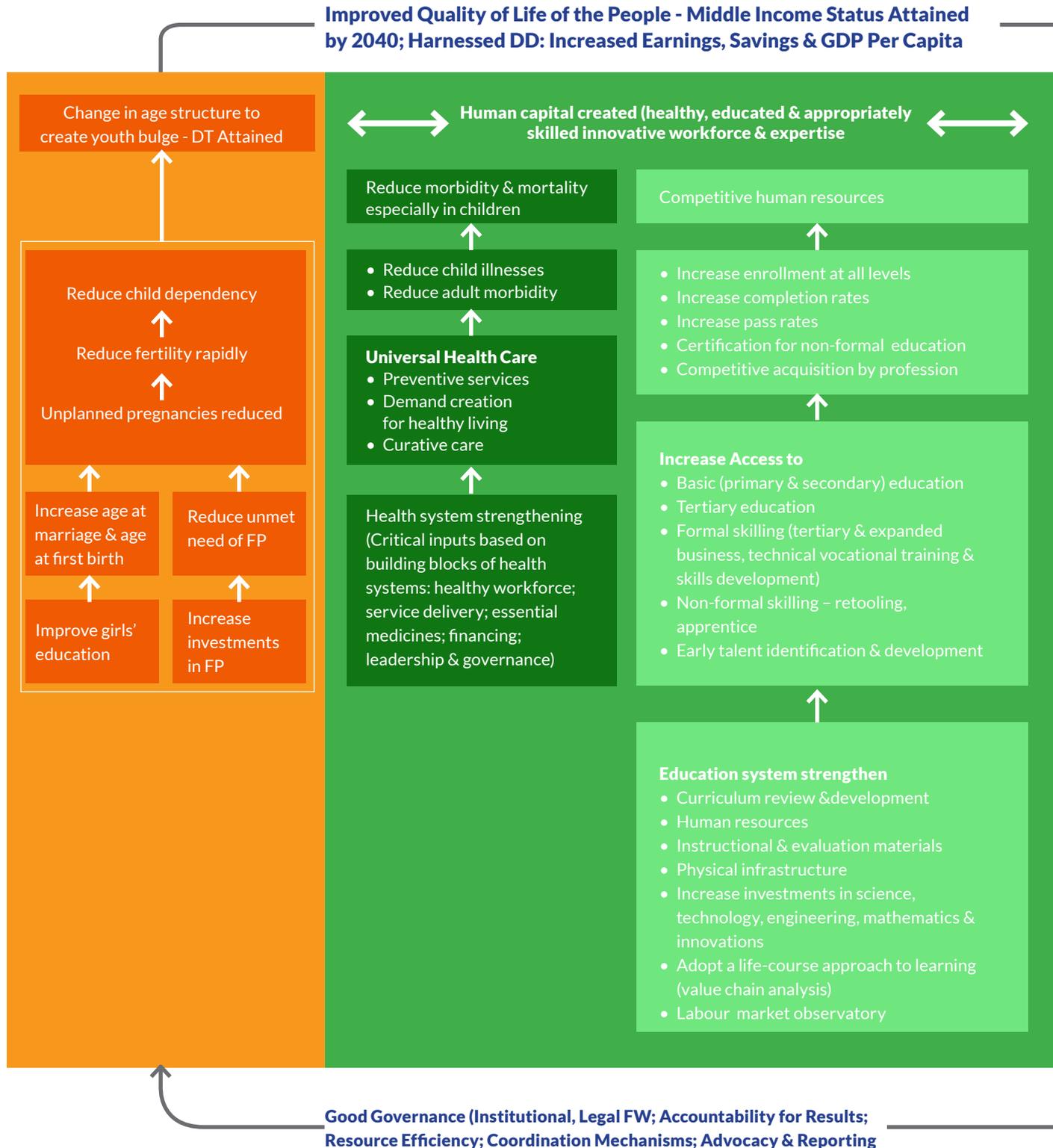
The Theory of Change (ToC) methodology provides a conceptual framework that defines the pathway to harnessing the potential demographic dividend. The ToC is developed through a systematic analysis of critical factors influencing the desired outcomes, indicators, and targets outlined in Uganda Vision 2040, NDP II, and the National Population Policy (NPP) and its Action Plan.

Through the ToC process, critical DD drivers that require financing in annual budgets at all levels were identified.



Figure 3: Typical houses where teenagers grow from depicting poverty in one of the districts

Figure 1: Mainstreaming of demographic dividend in development plans and programmes



Expanded equitable opportunities for growth & gainful employment esp. females

Consistent investments in infrastructure & growth sectors

Growth Drivers

- Agriculture
- Manufacturing
- Tourism
- Trade
- Mineral, Oil & Gas
- Services (ICT, Telecoms, Hotels & Public Service)

Infrastructure

- Roads, Works & Transport
- Water
- Energy & Mineral Dev't
- ICT Infrastructure

Urbanization and Physical Planning

- Enforce Planned Urbanization
- Plan Settlement & Services
- Improve Sanitation & Waste Management
- Promote Physical Planning standards

Investments in high job multiplier industries

- Value Addition & Chain Analysis in selective Sectors
- Stimulate Private Sector participation
- Access to Affordable Financing
- Appropriate taxation systems
- Incentives to save
- Social Safely Policies
- Development & Enforcement of Industry standards
- Promote dialogue btn industry & Training Institutions for Skills dev't
- Sustainable consumption & Management of Environment Natural Resources

Figure 1 outlines the key drivers of the DD and the required conducive factors. For example, education is critical in enhancing the human capital development pillar as is changing the mindset of the population, cultural behaviour and other contextual issues in order to achieve the dividend. Equally, the sustainable consumption of and management of natural resources, is critical in production, as it influences economic activities and affects population growth. Good governance provides the framework that guides inter and intra sectoral linkages in identification and implementation of the DD related interventions.

1.3. Purpose of the Demographic Dividend Compliance Tool

The Demographic Dividend Compliance Tool—a subset of existing standard government compliance tools—therefore, established standard mechanisms to guide and facilitate sectors, MDAs, and local governments to prioritize interventions in their plans and budgets that accelerate the harnessing of DD. It also outlines the procedures and processes for assessing compliance in implementing DD focused strategies and interventions.

Adapted from:

Demographic Transition, Human Capital Formation and Social and Economic Change - A framework by David S. Reher 2011

2.0 Demographic Dividend Drivers

Based on the analytical framework of the Theory of Change, DD drivers mark the critical pathways for an accelerated realization of DD in Uganda by targeting the key sectors of health, education, gender, agriculture, urban development and housing, tourism, labour, trade and industry, ICT, and responsible MDAs.

2.1. The Five Demographic Dividend Drivers

The following five areas are considered critical drivers for both an accelerated demographic transition and human development:

1. To reduce the child dependency burden
2. To ensure a healthy and productive labour force
3. To ensure a skilled, productive, entrepreneurial and innovative labour force
4. To create decent jobs and improve household income
5. To strengthen service delivery and accountability for sustainable development

2.2. Demographic Dividend Key Strategic Focus Areas

According to findings available in the Uganda DD report 2014, prioritizing the strategic focus areas below will increase the potential for attainment of DD in Uganda by 2040:

1. Promoting family planning
2. Improving child survival
3. Keeping girls in school
4. Strengthening planned urbanisation
5. Promoting social protection
6. Achieving gender equality and equity



3.0 The Demographic Dividend Compliance Framework

The DD compliance framework uses the NDPII as a benchmark against which planning frameworks will be assessed for DD compliance through sector and district level planning. This planning translates the key strategic focus areas of the DD roadmap into actions.

The NDP II details the levels of assessment, areas of assessment, scoring criterion, and indicates areas requiring attention. It also presents a checklist for assessing progress towards harnessing a demographic dividend forming the basis for consistent evaluation.

3.1. Methodology of Demographic Dividend Compliance Assessment

The compliance of demographic dividend to planning and budgeting instruments is based on assessment of alignment of key DD issues against the SDP and the annual budget (AB). The assessment is further based on the theory of change which is mapped against the NDPII results and reporting framework and the National Standard Indicator framework. The final DD assessment score is weighted at 30 per cent for alignment of SDP to DD and 70 per cent for alignment of the AB results to DD. This process will generate a score to measure the extent to which the planning and budgeting instruments are aligned to deliver the envisaged DD.

3.2. Overall Demographic Dividend Compliance Score

The overall compliance of the planning and budgeting instruments to the DD is derived from a step-wise assessment approach undertaken at two levels namely: alignment of the SDP to DD and the second stage which assesses whether the sector strategic interventions are translated into results to deliver DD specific targets.

Consequently, the overall compliance score is expressed as:

$$DD_{compliance} = w_m * SDP_{align} + w_n * AnnualBudget_{align}$$

Where, $DD_{compliance}$ is the Overall AB alignment to the DD

- SDP_{align} is the overall joint compliance score of the annual budget and DD
- C_{sdp} is the compliance score at of the sector development plan to DD
- $AnnualBudget_{align}$ is the overall joint compliance score of alignment of Annual Budget to the DD
- w_m is the weight attached to SDP level assessment (i.e. $w_m = 0.3$)
- w_n is the weight attached to Sector strategic interventions level assessment (i.e. $w_n = 0.7$)

3.3. Alignment of the Sector Development Plan to Demographic Dividend

This level assesses whether the sector planning instruments are consistent with the DD key issues identified in the theory of change. The scoring criteria at this level is at three stages where a score of 1 is awarded to an assessment area if all the key DD issues are addressed, 0.5 is awarded if issues are only partially addressed and 0 is awarded if none of the issues are addressed.

Therefore, the SDP compliance to DD score is expressed as:

$$SDP_{align} = \frac{\sum_i^n IndScore_i}{n} * 100$$

Where

$Planning_{comp}$ Is the compliance score for alignment of SDO to DD

$IndScore_i$ Is the indicator score for an assessment area

- n** Is the number of assessment areas
- i** Is the *i*th assessment issue out of the total number of issues assessed
- Σ Is the summation notation, indicating that there is addition across indicators

3.4. Alignment of Annual Budget to Demographic Dividend

The annual budget alignment to DD is assessed based on the ability of the indicator performance to remain within a 30 per cent deviation from the level set in the NDP. The 30 per cent deviation is based on the fact that divergence of a specific indicator within that range in one financial year may not significantly affect realization of the desired target and the objective over the medium-term period. The actual indicator score is based on a six point scale ranging from 0 to 5, in the following manner:

- 0 points are awarded if the deviation is 30 per cent and above
- 1 point is awarded if the deviation is between 24 and 29 per cent
- 2 points are awarded if the deviation is 18 and 23 per cent
- 3 points are awarded if the deviation is 12 and 17 per cent
- 4 points are awarded if the deviation is 6 to 11 per cent
- 5 points for full compliance are awarded if the deviation is 0 to 5 per cent.

Consequently, the alignment of the AB to DD compliance score is expressed as:

$$AnnualBudget_{Align} = \frac{\sum_j^m IndScore_{NAB,j}}{m * r} * 100$$

Where

- **AnnualBudget_{Align}** Is the overall joint compliance score of alignment of Annual Budget to the DD.
- **IndScore_{NAB,j}** Is the compliance score of the AB for a particular indicator, *j*;
- Σ Is the summation notation, indicating that there is addition across indicators (*m*) of the AB
- **j** is the *j*th indicator out of the total of indicators assessed
- **r** is the highest number of points attainable in the assessment of each indicator
- **m** is the Total number of indicators assessed for compliance of the AB to DD

3.5. Local Government Assessment Level for DD

At this level, the Local Governments are assessed of their demographic dividend (DD) integration in LG Annual Work-plans and Budgets in their contribution to the National Development Plan outcomes and targets. The weighted score of range from 5 to 0 and the criteria applies just as the sector level assessment for LG planning (LGDP alignment) and budgeting instruments, respectively.

LGs has three (3) stages of assessment:

- i. LG planning instruments (10%);
- ii. Budgeting Performance (20%);
- iii. Annual Work Plan/ Budget Alignment (70%)

4.0 Data Sources

The SDPs, Ministerial Policy Statements will be informed by the annual sector performance reports, ministerial policy assessments and surveys undertaken periodically by the Uganda Bureau of Statistics.



5.0 Assessment Criteria

In developing the DD compliance tool, an assessment criterion was developed to guide the process for assessment and scores.

5.1. Assessment criteria for alignment of sector development plans to the demographic dividend

The assessment criteria is designed so that scores can be aggregated to generate one score. Table 1 details the guidelines for assessment, checklist and scoring criteria.

Table 1: Sector/local government development alignment to demographic dividend assessment criteria

DD COMPLIANCE DIMENSIONS	DESCRIPTION AND GUIDING QUESTIONS	
	<ul style="list-style-type: none"> Assess whether the sector/MDA/LG is contributing to the attainment of the DD objectives/ triggering the DD drivers. Look at the sector/MDA/LG SDP/LGDP At MDA level look at the Annual work plans, ministerial policy statements, Budget Framework Papers to ascertain the fact 	
1: Situation analysis of sector plans and work plans	<ul style="list-style-type: none"> Situation analysis of sector plans and work plans Does the SDP/LGDP have specific data (population size, population distribution, age and sex composition) that take into account: 	
	1. Reducing child dependency ratio (proportion of children)	
	<p>2. A healthy and productive labour force</p> <p>Does the sector/MDA/LG SWP/WP identify target populations and its associated critical issues (using up to date data) to be addressed by the sector/MDA to enhance a healthy and productive labour force?</p>	
	<p>3. A well-educated, skilled, productive, entrepreneurial and innovative labour force</p> <p>Does the sector/MDA/LG identify population segments affected? Does it use current data in its identification of the issues in the situation analysis?</p>	

KEY CRITICAL ISSUES FOR DEMOGRAPHIC DIVIDEND (DD) ACHIEVEMENT	CRITERIA	SCORES	COMMENTS
<ul style="list-style-type: none"> • Identification of the magnitude of the key DD issues in the SDP/LGDP is the basis for addressing and focusing on the solution to the problem. What population segment is affected by the problem? From the SDP/LGDP situation analysis see if the plan captures clearly specific population segments and related to problem identification and interventions selected. • Do these population issues have a bearing on harnessing the DD? • This should be in alignment with the NDP objectives. 	<p>If it met, all issues score 1, else if it met half of issues score 0.5 else score 0</p>		
<ul style="list-style-type: none"> • The country's unfavorable demographic profile is characterized by high population growth and child dependency burden; high unmet need for family planning; low use of contraceptives; low male involvement in reproductive health issues; thus creating a high child dependency ratio. • Look out for data in promoting child survival in under-fives (immunization, nutrition, malaria eradication, HIV/AIDs, newborn care practices); fertility levels (CPR, ASFR, etc.) • The key critical issues include: Low immunization coverage; high deaths of infants within the first 24 hours after labour; childbirth & first week of birth- associated premature birth; birth asphyxia & infections); high prevalence of malaria; diarrheal diseases; pneumonia & other respiratory tract infections; high pediatric HIV/AIDs prevalence; high child malnutrition. 	<p>If it met, all issues score 1, else if it met half of issues score 0.5 else score 0</p>		
<ul style="list-style-type: none"> • The target population segments: women of reproductive age (15-49 years); young people (15-24 years), the entire population and women (15-64 years) • Of critical concern is the low levels of women economic empowerment and involvement in the sustainable labour sector, high incidence of maternal deaths associated with high teenage pregnancy (below 20), low skilled attendance at birth; the 3 delays (home, on the way to a health facility & at the health facility); the four too's (too early, too late, too close & too many); a weak referral system; Low levels of economic empowerment among women 	<p>If it met, all issues score 1, else if it met half of issues score 0.5 else score 0</p>		
<p>Data: Using data is the beginning of focusing on addressing the key issues geared towards achieving the DD. The target population includes school-going population (6-24 years); young people (18-30 years) not in education; employment or training; median age at first birth (20-49); median age at first marriage (20-49); median age at first sex.</p>			

DD COMPLIANCE DIMENSIONS	DESCRIPTION AND GUIDING QUESTIONS	
	<p>4. Creating decent jobs and improve household income Does the sector/MDA/LG identify population segments affected? Does it use current data in its identification of the issues in the situation analysis?</p>	
	<p>5. Strong service delivery and accountability for sustainable development. Does the sector/MDA/LG identify population segments affected? Does it use current data in its identification of the issues in the situation analysis?</p>	

KEY CRITICAL ISSUES FOR DEMOGRAPHIC DIVIDEND (DD) ACHIEVEMENT	CRITERIA	SCORES	COMMENTS
<ul style="list-style-type: none"> • This includes keeping girls in schools. Current data about poverty levels; teenage pregnancy rates, child marriages; school dropout rates for girls/boys; secondary and tertiary education enrolment levels; and gender barriers to education should be indicated as a basis in situation analysis. • Critical population issues in the sector/LG situation analysis should focus on identification of: school enrolment rates at all levels for both girls and boys; cost of education; equitable accessibility levels of tertiary institutions; gender barriers to education. • Another key critical area of focus is analyzing current data: quality of human resource; adequacy of instructional materials; literacy and numeracy levels; absenteeism of both teachers/instructors/pupils or students; availability of opportunities for post-school skill development; and how well-equipped institutions are. • BTVET institutions falls short on the quality of training and a lack of connection with market needs • One other critical area of concern is the high slum growth rate; slow growth of urban areas and high levels of income poverty; coupled with lack of basic amenities (decent housing, sanitation, safe water). An analysis capturing data on: growth rates of urban areas; slum growth rate; levels of income poverty; access and availability of basic amenities; and status of the land tenure system in planned urbanization is key. 	<p>If it met, all issues score 1, else if it met half of issues score 0.5 else score 0</p>		
<ul style="list-style-type: none"> • In the sector/MDA situation analysis, current data such as number/proportion of population (15-64 years) employed by sex & age and by sector; percentage of young people (18-30 years old) not in education; employment or training; proportion of business enterprises initiated and owned by the youth (18-30); per cent reduction in non-communicable diseases, should be included in the analysis. • Key issues regarding creation of decent jobs and improving household incomes have merged to revolve around skill mismatch between what the market requires and what the education system produces; under employment; lack of competitive skills, low productivity, low production & value addition; limited employment opportunities; slow growth in key manufacturing sectors; low industrialization; gender barriers to employment. • Other key issues include: lack of appropriate production technology; low quality of goods and services; poor infrastructure; limited cooperative groups 	<p>If it met all issues score 1, else if it met half of issues score 0.5 else score 0</p>		
<p>Hindrances towards accelerated attainment of vision 2040 through DD attainment include: poor or weak accountability systems and corruption etc. It is important to identify what strategies the sector/MDA has put in place to address these issues.</p>	<p>If it met all issues score 1, else if it met half of issues score 0.5 else score 0</p>		

DD COMPLIANCE DIMENSIONS	DESCRIPTION AND GUIDING QUESTIONS	
<p>2: Does the SDP/LGDP clearly specify strategies geared towards:</p>		
	<p>i. Reducing the child dependency burden (0-14 years 48%) Does the sector/MDA/LG have mechanisms through its strategies and interventions that contribute to the reduction of child dependency burden?</p>	
	<p>ii. A healthy and productive labour force Does the sector/MDA/LG have strategies and interventions for contributing to a healthy and productive labour force?</p>	
	<p>iii. A well-educated, skilled, productive, entrepreneurial and innovative labour force Has the sector/MDA put in place strategies/interventions to achieve a well-educated, skilled, productive, entrepreneurial and innovative labour force?</p>	

KEY CRITICAL ISSUES FOR DEMOGRAPHIC DIVIDEND (DD) ACHIEVEMENT	CRITERIA	SCORES	COMMENTS
Are there any of the sector/MDA/LG strategic interventions that were identified in the SDP/LGDP aligned or addressing any DD strategic objectives?	If it met all issues score 1, else if it met half of issues score 0.5 else score 0		
Key strategies to reduce child dependency burden include: increasing access to family planning; increasing demand for family planning; reducing all forms of gender inequality; gender based violence and harmful practices at all levels; increasing access to quality reproductive, maternal, neonatal, child and adolescent health (RMNCAH) services; promoting healthy lifestyles and preventing non-communicable diseases (NCDs); promoting universal health coverage; supporting initiatives that prevent early marriages and teenage pregnancies; keeping girls in school.	If it met all issues score 1, else if it met half of issues score 0.5 else score 0		
<ul style="list-style-type: none"> • Does the sector/MDA have strategies that promote healthy lifestyles? Such strategies may include: providing comprehensive knowledge; promoting early screening of NCDs at community level; promoting community engagement in learning programmes to increase health literacy and create awareness on health seeking behavior. • High out-of-pocket expenditure on health (fast-track the approval and implementation of the health insurance policy; promote comprehensive social security policies and laws for both and formal and informal employees; covering the social welfare of the poor, unemployed, retired, and older people) • Critical issues affecting attainment of a healthy and reproductive labour force include: high HIV/AIDS prevalence; high NCDs risk factors and prevalence (cancers, diabetes heart related); limited comprehensive knowledge of HIV/AIDS; poor health seeking behaviour; high out-of-pocket expenditure on health • Hygiene and sanitation to combat communicable diseases (safe water, sanitation & hygiene) is critical for a healthy and productive labour force. 	If it met all issues score 1, else if it met half of issues score 0.5 else score 0		
<ul style="list-style-type: none"> • BTVET institutions falls short on the quality of training and a lack of connection with market needs • Strategies that promote collaboration between BTVET institutions and the private sector to teach practical skills are a priority in propelling Uganda into middle income status through harnessing the DD. • Engagement of sectors/LGs with private sector partners to expand internships, apprenticeships and on-the-job training opportunities for women and youth is a strategic intervention. • Are the comprehensive strategies developed and implemented to strengthen community and parent participation in schools and training institutions? • Create youth development funds at national and sub-regional level to support youth entrepreneurship advancement within all sectors. • Has the sector/MDA re-tooled unemployed graduates in vocational/market skills to fit into the existing job market requirements? • In order to address the high slum growth rate, slow growth of urban areas and high levels of income poverty, coupled with lack of basic amenities (decent housing, sanitation, safe water), key priorities should focus on the implementation of the policy on physical planning; planned urbanization & settlement services through strategies such as strengthening urban planning that promotes access to services for the young people including; SMEs, SRH, especially to cater for the increasing rural-urban migration of young people and accelerating the upgrading strategy. 	If it met all issues score 1, else if it met half of issues score 0.5 else score 0		

DD COMPLIANCE DIMENSIONS	DESCRIPTION AND GUIDING QUESTIONS	
	<p>iv. Creating decent jobs and improve household income</p> <ul style="list-style-type: none"> • What strategies/interventions has the Sector/MDA put in place to promote creation of decent jobs? • What strategies/interventions has the Sector/MDA/LG put in place to improve household income? 	
	<p>v. Strong service delivery and accountability for sustainable development</p> <p>What strategies/interventions has the sector/MDA put in place to address issues affecting efficient and effective service delivery and accountability towards the development vision?</p>	
	Overall score	

KEY CRITICAL ISSUES FOR DEMOGRAPHIC DIVIDEND (DD) ACHIEVEMENT	CRITERIA	SCORES	COMMENTS
<ul style="list-style-type: none"> Strategies to creating decent jobs and improving household incomes include: expanding access to quality Early Childhood Development (ECD); promoting lifelong learning and career development; mainstreaming gender and equity in development planning and governance; promoting inclusive access to public services and economic opportunities Promote investment in health systems with emphasis on human resources and infrastructure, in order to enhance access to health services Having sectors/MDAs/LGs strategically focus on the following interventions is important: strengthen the labour market information system; establish a national labour market observatory; establish incubation hubs and centres of excellence in the key priority areas (manufacturing; agriculture; construction; oil & gas; road maintenance); conduct a national manpower survey; institutionalize internship and apprenticeship for hands-on training in both private and public institutions; provide focused investments for specific interventions in growth sectors-tourism, trade, ICT, agriculture & industry and infrastructure, (energy, roads, minerals, oil and gas); promote domestic tourism for growth of local markets; expand access incentives and low interest rate credit facilities such as trade promotions (tax incentives and tax holidays and subsidies for locals (SMEs); establish functional linkages between training institutions' curricula, potential employers and job opportunities; promote establishment of research, innovation and technology; implement the agricultural zoning strategy; provide water for production (valley dams, GFS, harvesting rain water and irrigation); provide improved agricultural inputs; establish produce marketing boards and co-operatives 	<p>If it met all issues score 1, else if it met half of issues score 0.5 else score 0</p>		
<ul style="list-style-type: none"> The critical issues as a hindrance towards accelerated attainment of vision 2040 through DD attainment include: poor accountability systems, corruption etc. It is important to identify what strategies the sector/MDA has put in place to address these issues. Interventions such as these have been identified as priority: fast-tracking case backlogs in courts; strengthening community structures for communication (barazas, notice boards, etc) at community level; each facility committee (water, education, health); advocacy on inclusion of DD outcome and impact indicators in PBS; strengthen parliamentary oversight and accountability role 	<p>If it met all issues score 1, else if it met half of issues score 0.5 else score 0</p>		

5.2. Assessment of Budgetary Allocation and Progress of Implementation of DD

The budgetary allocation and progress of implementation assessment will score a total of 70 per cent with performance is measured at both outcome and output levels. Budget allocation specifically focuses on the outputs where funds are allocated and spent in implementation.

Table 2: Budgetary allocation and progress of implementation of the DD

NDPII GOAL	OUTCOME INDICATOR	2017/2018			2018/2019		2019/2020		REMARKS
		BASELINE 2012/13	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
To attain middle income status by 2020	GDP per capita (US\$), current prices								
	GDP growth rate								
	Capital formation per capita								
	Proportion of population below the national poverty line								
	Savings as % of GDP								
	US\$ labour productivity per worker - total								
	Sector composition of GDP (%)								
	Adult literacy rate (18 years +) - total								
	Average years of schooling								
	Males								
	Females								
	Primary to secondary school transition rate								
	Net secondary school completion rates								
	Underweight (Under 5-Years)								
	Stunting (Under 5-Years)								
	Total Population (million)								
	Age Specific Fertility Rate								
	- 15 - 19								
	- 20 - 24								
	- 25 - 29								
- 30 - 34									
- 35 - 39									
- 40 - 44									
- 45 - 49									

	Population growth rate								
	Teenage pregnancy rate								
	Total fertility rate								
	Child dependency ration (new)								
	Life expectancy								
	Maternal mortality ratio per 100,000 live births								
	Infant mortality rate per 1000 live births								
	Working population employed								
	Labour force in agriculture, forestry and fisheries								
	Labour force in agriculture								
	Labour force in service sector								
	Share of manufacturing jobs to total formal jobs								
	Labour force in manufacturing								
	Labour force in construction								
	Global gender gap index								
	Under five mortality rate (per 1,000 live births)								
	Safe water coverage								
	Rural								
	Urban								

Table 3: Level II: NDP objectives and key result areas

NDPII OBJECTIVE	OUTCOME INDICATOR	2017/2018		2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	
1: To sustainably increase production, productivity and value addition in key growth opportunities	GDP growth rate							
	Sectoral composition of GDP (%)							
	Labour productivity (GDP per worker – USD)							

NDPII OBJECTIVE	OUTCOME INDICATOR	BASELINE	2017/2018		2018/2019		2019/2020		REMARKS
			TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
2: Increase the stock and quality of strategic infrastructure to accelerate the country's competitiveness	% population with access to electricity								
	Power consumption per capita (KWh per capita)	89.997							
	Rural safe water coverage (%)								
	Urban safe water coverage (%)								
	Storage capacity for water for production (million m3)								
	Total paved national road network (km)								
	Proportion of paved to the national road network (%)								
	Freight cargo by rail								
3: To enhance human capital development	Net primary school enrolment rate (%)	Total							
	Girls								
	Boys								
	P7 completion rate (%)	Total							
	Girls								
	Boys								
	Transition rate to S1 (%)	Total							
	Girls								
	Boys								
	Net secondary enrolment rate (%)	Total							
	Girls								
	Boys								
Net secondary school completion rate (%)	Total								

NDPII OBJECTIVE	OUTCOME INDICATOR	BASELINE	2017/2018		2018/2019		2019/2020		REMARKS
			TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
	Girls								
	Boys								
	Transition rate from S4 to S5 (%)	Total							
	Girls								
	Boys								
	BTVET enrolment	Total							
	Female								
	Male								
	Proportion of girls completing vocational education (TVET)	Total							
	Male								
	Female								
	Average years of schooling								
	Ratio of doctors to population								
	Ratio of nurses to population								
	Infant mortality								
	Infant and child morbidity rate (revised)								
	Under five mortality Rate (per 1,000 live births)	64							
	Maternal mortality rate	336							
	Total fertility rate	5.4(2016)							
	Contraceptive prevalence rate (%)	39%							
	Unmet need for family planning								
	Proportion of children exclusively breastfed for 6 months (added)								
	Age at first marriage (new)								

NDPII OBJECTIVE	OUTCOME INDICATOR	BASELINE	2017/2018		2018/2019		2019/2020		REMARKS
			TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
	Age at first birth (new)								
	Median age at Long Acting Reversible Contraceptives (LARC) (new)								
	-Tubal Ligation								
	-implants								
	-IUD								
	Life expectancy (Years)								
	-Male								
	-Female								
	Per capita OPD utilization ratio								
	DPT3/ Pentavalent vaccine (%)								
	Births attended by skilled health personnel (%) – UDHS								
	Deliveries in health facilities (%)								
	Proportion of qualified health workers in public health facilities (%)								
	HIV - Prevalence rate (%)								
	HCs without medicine stock out								
	Household latrine coverage (%)								
4: To strengthen mechanisms for quality, effective and efficient service delivery	Government effectiveness index								
	Existence of a national population data bank								
	% of Youth participating in governance across sectors and at all levels								

Table 4: Level III - NDP II sector outcome and service delivery indicators
Education Sector

NDPII OBJECTIVE	OUTCOME INDICATOR	2017/2018			2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
1. Achieve equitable access to relevant and quality education and training	Gross enrolment rate at primary by gender								
	Gross enrolment rate at secondary by gender								
	Net enrolment ratio at primary by gender								
	Net enrolment ratio at secondary by gender								
	BTVET enrolment rate by gender								
	Tertiary enrolment rate by gender								
2. Ensure delivery of relevant and quality education and training	Proportion of BTVET graduates certified (add to added)								
	No. of institutions accredited to international certification (added)								
3. Enhance efficiency and effectiveness of education and sports service delivery at all levels	Completion Rate at P.7 and S.4								
	Completion rate at BTVET								

Table 5: Education sector-level 4 national demographic dividend indicators

MDA	OUTCOME INDICATOR	2017/2018		2018/2019		2019/2020		REMARKS
		BASELINE 2013/2014	TARGET	ACTUAL	TARGET	PLANNED	TARGET	
Ministry of Education and Sports	Gross Enrolment Ratio							
	Net Enrolment Ratio							
	Pupil Classroom Ratio							
	Pupil Stance Ratio							
	Pupil Teacher Ratio							
	Pupil Textbook Ratio							
	Student Classroom Ratio							
	Student Stance Ratio							
	Student Teacher Ratio							
	Percentage of universities providing apprenticeship							
	Percentage of universities implementing the exchange programs							
	Proportion of established vacancies (instructors) filled							
	Proportion of BTVET institutions equipped							
	Proportion of established vacancies (instructors) filled							
	Proportion of BTVET institutions equipped							
	Proportion of established vacancies (instructors) filled							
	Enrolment growth rate							
	Proportion of districts with BTVET institutions							
	Percentage of teachers rated proficient at primary							
	Percentage of teachers rated proficient at secondary							
Proportion of special and inclusive schools receiving subvention								

	Percentage of special and inclusive schools supplied with specialised equipment								
	Percentage of learners identified and assessed who are appropriately placed								
Ministry of Education and Sports (Public universities)	Gender parity index								
	Percentage of students on apprenticeship								
	Percentage change in the number of start-up enterprises in the food processing industry technically supported								
	Proportion incubated innovations/ prototypes implemented								
	Percentage change in the number of SMEs utilizing solar/wind energy								
	Percentage change in the number of youth engaging in integrated animal and agribusiness industry								
National Curriculum Centre (NCDC)	Percentage of subjects reviewed to integrate life skills at primary and secondary level								
	Percentage of teachers oriented on the new/revised curriculum								

Table 6: Lands and housing sector- level 3 national demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR	2017/2018			2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
1. Increase access to housing for all income groups, for rental and owner occupation	Proportion of housing units with approved housing plans								
2. Reduce slums and informal settlements	Proportion of approved low cost housing units								
3. Operationalize the Physical Planning Act 2010 to support orderly and sustainable development	Percentage compliance to Physical Planning Regulatory framework								
4. Orderly and sustainable rural and urban development									

Table 7: Lands and housing sector- level 4 national demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR	2017/2018			2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
Ministry of Lands Housing and Urban Development	Percentage of districts with district physical development plans								
	Percentage compliance to physical planning regulatory framework in the urban councils								

Table 8: Energy and mineral development sector: level 3 national demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR	2017/2018			2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
1. Expand the electricity transmission grid network	Proportion of available power generated and transmitted								
	Proportion of population with access to power								
	Electrification rate by rural and urban								
	Power consumption per capita								
2. Promote Energy Efficiency	Unit cost of energy								
3. Promote use of alternative sources of energy	Contribution of renewable energy to the national energy mix								
4. Produce refined oil and oil by-products for the local and export markets	Percentage increase in employment attributed to the sub-sector								
5. Establish the geological and mineral potential of the country	Increased employment opportunities in the mineral sector								

Table 9: Energy and mineral development sector: level 4 demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR	2017/2018			2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
Ministry of Energy and Mineral Development	Percentage of households connected to the national grid								
	Number of Ugandans employed as professionals in the oil and gas sector								

Table 10: Water and environment sector: level 3 demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR	2017/2018		2018/2019		2019/2020		REMARKS
		BASELINE 2012/13	TARGET	ACTUAL	TARGET	PLANNED	TARGET	
1. Increase access to safe water supply in rural areas	Percentage of rural Households with access to improved water source							
	Proportion of the population with access to safe drinking water (added)							
	Percentage of functional rural water sources							
2. Increase access to safe water supply in urban areas	Percentage of urban households with access to safe water supply							
	Percentage of functional urban water sources							
3. Increase access to improved sanitation in rural areas.	Percentage of household with access to improved sanitation							
4. Improved urban sanitation and hygiene services.	Percentage of household with access to improved sanitation							
	Number of urban areas (towns) with sewerage network/system							
5. Increase the provision of water for production facilities	Percentage of functional water for production facilities							
6. Increase the sustainable use of environment and natural resources	Percentage of forest cover (added)							
	Proportion of land registered well beyond the current level of 20% (added)							
	Number of households using clean and renewable energy (added)							
	Percentage of land reclaimed (added)							
	Percentage of households using wood/charcoal energy for cooking (added)							

Table 11: Water and environment sector- level 4 demographic dividend indicators

MDA	OUTCOME INDICATOR	2017/2018			2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
Ministry of Water and Environment	Percentage of people accessing safe water supply within 1000m								
	Percentage of people with access to an improved sanitation facilities in rural areas								
	Percentage of people accessing safe water supply within 200m								
	Percentage of people with access to an improved sanitation facility in urban areas								
	Percentage of water for production facilities that are functional								
	Percentage area of wetlands cover restored and maintained								
National Environment Management Authority	Proportion of the population aware of key environmental concerns								
District Local Governments	Percentage of rural population with access to safe water sources								
	Percentage of water supply systems functional and maintained at the time of impromptu inspection								
	Percentage of urban areas with access to safe water points								
	Percentage of water supply systems functional and maintained at the time of impromptu inspection								
	Percentage of households with access to improved sanitation facilities								
	Acreage of wetlands and forest restored								

Table 12: Social development sector- level 3 demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR	BASELINE	2017/2018		2018/2019		2019/2020		REMARKS
			TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
1. Promote decent employment opportunities and labour productivity	Percentage of labour force in employment								
	Proportion of women engaged in formal employment (added)								
	Unemployment rate, by sex, age and persons with disabilities								
	Labour force participation rate								
	Functional Labour Management Information System (LMIS) (added)								
	Proportion of workplaces complying with labour and occupational safety and health laws and standards								
2. Enhance effective participation of communities in the development process	Adult literacy rate	72.2 (2014/15)							
	Male Female	77.4 67.6							
3. Improve the resilience and productive capacity of the vulnerable persons for inclusive growth.	Percentage increase in vulnerable persons covered by Social Protection Programmes	8.8 (2016/17)							
	Percentage of government spending in social protection and employment programmes to the national budget	3.00 (2017/18)							

4. Improve the capacity of youth to harness their potential and increase self-employment, productivity and competitiveness	Percentage of youth in employment	69.1 (2014/15)							
5. Promote rights, gender equality and women's empowerment in the development process.	Proportion of women 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use, and reproductive health care	24% (2014/15)							
	Share of women in employment	45.4 (2014/15)							
	Number of women receiving credit for enterprises, by type of enterprise	183 (2014/15)							

Table 13: Social development sector- level 3 demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR		2017/2018		2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
Ministry of Gender, Labour and Social Development	Adult literacy rate by sex								
	Number of jobs created								
	Number of women groups provided with funds for start-up growth and development of enterprises by type								

Table 14: Trade, tourism and industry sector: level 3 demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR	2017/2018			2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
1. Promote the development of value added industries in agriculture and minerals	Proportion of agro-processing industries to manufacturing industry								
	Proportion of new jobs created in manufacturing industry								
	Proportion of population employed in the manufacturing industry (by age group and sex)								
2. Increase the stock of human capital along the tourism value chains and create new jobs	Percentage of the population directly employed in tourism industry								
3. Enhance the use of standards and quality infrastructure in industry	Proportion of new jobs created in manufacturing industry								

Table 15: Trade, tourism and industry sector -level 4 demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR	2017/2018			2018/2019		2019/2020		REMARKS
		BASELINE	TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
Ministry of Trade, Industry and Cooperatives	Proportion of population employed in the manufacturing industry								
	Percentage of youth engaged in cooperatives								

Table 16: Health sector level 3 demographic dividend indicators

NDP II OBJECTIVES	OUTCOME INDICATOR	BASELINE	2017/2018		2018/2019		2019/2020		REMARKS
			TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
1. To contribute to the production of a healthy human capital through provision of equitable, safe and sustainable health services	Infant mortality rate	54							
	Under-five mortality rate	90							
	Maternal mortality ratio	438							
	Proportion of the population satisfied with health care services	46%							
	Neonatal mortality rate	26							
	Proportion of communities with highest mortality rates registering a 50 per cent reduction (added)								
	Unmet need for family planning								
Contraceptive prevalence rate by method									
2. To increase financial risk protection of households against impoverishment due to health expenditures	Proportion of household income spent on health								
	Per capita spending on health by Government								
	Health insurance coverage								
	Reduction of out-of-pocket expenditures less than 15 per cent by 2025								
	Proportion of the population fully insured under UHC by 2025								

Table 17: Health sector-level 4 demographic dividend indicators

MDA	OUTCOME INDICATOR	BASELINE	2017/2018		2018/2019		2019/2020		REMARKS
			TARGET	ACTUAL	TARGET	PLANNED	TARGET	PLANNED	
Ministry of Health	Proportion of LLGs (sub counties & divisions) with health centre IIIs (functional)								
	Household latrine coverage								
	Couple years of protection								
	Proportion of pregnant women accessing antenatal care from a skilled provider at least 4								
	Percentage of births attended by skilled health provider								
	Percentage of deliveries in health facilities								
	Measles vaccination rate								
	Level of service availability and readiness in hospitals and health centers								
	Percentage of fully immunized children								
	Proportion of newborn & children who receive timely lifesaving interventions (4+ANC visits, EmONC, pre-term care, treatment of newborn & child infections)								
	Malaria prevalence rate among children								
	Percentage of pregnant women who take 2 or more of IPT								
	Uganda AIDS Commission	Rate of uptake of HIV/AIDS services							
New HIV infections by age and sex (added)									
Uganda Joint Medical Stores	Proportion of health facilities without drug stock out for 41 tracer medicines in previous 3 months								

Kampala City Council Authority	Proportion of pregnant women accessing Antenatal care (ANC) from a skilled provider at least 4 visits								
	Percentage of births attended by skilled health providers								
	Percentage of deliveries in health facilities								
	Patient doctor ratio								
	Nurse/midwife patient ratio								
	Couple years of protection (estimated number of couples protected against pregnancy during a one year period)								
	Proportion of the functional health centre IVs (offering caesarian section and blood transfusion)								

Table 18: Agriculture sector level 3 demographic dividend indicators

NDP II OBJECTIVE	OUTCOME INDICATOR	2017/2018		2018/2019		2019/2020		REMARKS	
		BASELINE 2012/13	TARGET	ACTUAL	TARGET	PLANNED	TARGET		PLANNED
1. Increase agricultural production and productivity	Yield by priority and strategic commodities. beans, cassava, tea, coffee, fruits & vegetables, rice, banana, rice and maize) and 3 strategic commodities (cocoa, vegetable oil, cotton, beef, dairy and fish)								
	Agriculture GDP growth rate								
	Proportion of households receiving extension services disaggregated by crop, livestock, and fisheries								
	Proportion of generated improved technologies adopted								
	Percentage share of agriculture to GDP								
	Change in production volumes by priority and strategic commodities								

Table 19: Agriculture sector level 4 demographic dividend indicators

MDA	OUTCOME INDICATOR	2017/2018		2018/2019		2019/2020		REMARKS
		BASELINE 2012/13	TARGET	ACTUAL	TARGET	PLANNED	TARGET	
MAAIF	Proportion of agricultural households that have adopted commercialized agriculture							
	Percentage of farmers equipped with skills in value addition. (crops)							
	Percentage of farmers equipped with skills in value addition. (crops)							
	Percentage of farmers equipped with skills in post-harvest handling technologies (livestock)							
	Proportion of livestock farmers producing for the market.							

6.0. Conclusion

The DD compliance tool provides a great opportunity to track the country's efforts towards achieving the potential DD, however a number of key sectors need to review their strategic interventions to focus on the DD. These include: justice, law and order, science, technology and innovation, roads and transport, public administration and accountability sectors.

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