

## Identification Proposal

### Scholarships Programme 2013-2016

#### 1. Context and justification

The IDCP 2009-2012 has funded annually local and regional scholarships and also scholarships in Belgium. The requests for scholarships were essentially made on individual basis and the natures of the pursued studies were predetermined by the profession and the field of work of the applicants. Applicants from the Health and Education Sectors were given priority.

In the IDCP FY2012/13- FY2015/16 the system of granting scholarships on an individual and isolated basis will evolve into an integrated capacity building programme that will target selected institutions mainly in the two concentration sectors of the IDCP; Health and Education but also in the Environment sector.

The IDCP in chapter 6.3.2 it states that:

*"If Uganda is indeed to become a middle-income status, the country will need to realize substantial and sustainable economic growth, to obtain new technical knowhow and to pursue a correct business approach in order to improve public service delivery.*

*An important scholarship programme of 8 Mio Euros will be set-up with a global objective to respond to Uganda's need for quality human resources. Priority areas are not limited to the two concentration sectors (education and health) and environment, but they will account for 80% of the program. At least 50% of the scholarships will be for women. A correct response to both long-term and immediate capacity needs on an institutional and individual base will be considered.*

*A multi-year Scholarship Programme, governed by a specific agreement and a technical & financial file, will target key partner institutions and excellent Ugandan individuals in their aim to realize proven potentials in local, regional or international institutions.*

*Within the scholarship programme an "Alumni Support Fund" will be set up to allow Ugandan alumni who studied in Belgium to maintain after their studies academic linkages with their 'mother' universities in Belgium. Real academic partnerships between the countries will be stimulated and useful high standard consultancies-databases developed in order to strengthen an effective relationship in the future."*

The new scholarship programme shall be based on the concept of Organizational capacity building meaning that the project aims at improving overall performance of institutions and organizations rather than concentrating exclusively at the individual capacities of staff members. Institutional needs for capacity building ensure that initiatives at the individual level are indeed meaningful for the institution and the system in general.

In order to get synergies through a global approach within the two sectors in the country, the programme will concentrate in areas where there are already on-going Belgian funded interventions through bilateral cooperation such as WestNile, Mbale in the East and Western Uganda.

The candidates that are working in a beneficiary institution selected by the programme are eligible for the selection but only if they adhere to a number of minimum criteria that will be defined in the formulation phase.

The program takes also into account the following documents:

- The Belgian law on international cooperation of 25<sup>th</sup> May 1999;
- The General Agreement on Direct Bilateral Cooperation between the Kingdom of Belgium and the Republic of Uganda, signed in Kampala on 1<sup>st</sup> February 2005;
- The guidelines of the Paris Declaration on Aid Effectiveness, Harmonization and Alignment, 2005;
- The EU Consensus for Development, 2005;
- The EU Code of Conduct on Complementary and Division of Labour in Development Policy, 2007;
- The Accra Agenda for Action on Aid Effectiveness, 2008;
- The Uganda Partnership Policy, 2010;
- The Busan Partnership for Effective Development Cooperation, 2011.
- The New Strategy for the scholarship Programme; and
- Training Plans of the respective ministries; Health, Education and Environment

## **2. Partners Institutions**

At the national level, the Ministry of Finance, Planning and Economic development shall coordinate the scholarships programme while implementation shall be done by BTC alongside the Ministry of Health, Ministry of Education and Sports and Ministry of Water and Environment.

The JLPC (Joint Local Partner Committee or what is called Steering Committee) will be the highest organ to ensure the implementation of this program. It will be chaired by a representative from the Ministry of Finance Planning and Economic Development and will have as its members the following:

- A representative of the Ministry of Health
- A representative of the Ministry of Education and Sports
- A representative of Ministry of Water and Environment
- A representative of the Belgian Development Agency
- A representative from the Federation of Education NGO.s in Uganda (FENU)



### **3. Objective of the intervention**

#### **3.1 Overall objective (goal):**

The overall General Objective is "Contributing to organizational Capacity Development of Ugandan institutions/organizations in the sectors of Health, Education and Environment".

#### **3.2 Specific Objective (purpose):**

To improve organizational capacities of selected institutions that are benefiting from the Belgian Cooperation through training of their staff.

### **4. Location and target groups:**

The programme will have a national character and will be based in the specific central Ministries of Health, Education and Environment in Kampala. If there is need, the formulation will determine other locations with beneficiary institutions.

The intervention will target employees and persons of public and non-public institutions in Uganda that fall within the sectors of concentration of the IDCP; Health and Education, including environment and the transversal themes.

Priority will be given to short term training courses, on the job coaching and training, group training and internships and distance e-learning based on a training plan of the institutions and needs analysis of the beneficiary institutions.

During the formulation phase, all concerned Ministries and Institutions will define the specific beneficiary institutions and priority training areas. Civil society will also be consulted during this exercise to ensure that there is a balance between Government and Non Government Organizations who will benefit in the programme

At least 50% of the capacity building scholarships will be devoted to women.

To guarantee a certain form of continuity of the current scholarship programme and smooth transition to the new strategy, the programme will dedicate 10 to 15% to individual scholarships with priority for local scholarships in the concentration sectors and the "other sectors" Ex: Environment and cross cutting themes as shall be decided during the formulation phase..

International or regional studies will only be accepted in exceptional and well justified cases. The individual scholarships will gradually be phased out and integrated in the broader capacity and institution concept of this programme.

#### **4.1 Identification of potential beneficiary institutions (BIs)**

Before the formulation exercise, a training needs analysis in the concentration sectors; Health and Education shall be carried out. It will describe indicators against which performance shall be measured at the end of the programme. This will also facilitate the choice and selection criteria of Beneficiary Institutions by the appropriate authorities at the respective ministries. In turn the selected Beneficiary Institutions

shall be required to develop feasible training plans in which priority training areas and the individuals to train are identified vis a vis the needs of the organization.

Potential institutions under the Health sector that could be supported include and are not limited to:

- the decentralized training centers (Continuous Professional Development – CPD) in the following areas; Mbale, Fortportal, Mbarara, Arua, Lira and Jinja
- Ministry of Health – Human Resource Development department
- National and Regional Referral Hospitals
- General Hospitals and Health Centre IVs
- Universities (Medical schools, schools of Health Science and Schools of Public Health)

For the Ministry of Education and Sports potential beneficiary institutions include the following:

- UCCs e. g Kigumba, Tororo (Uganda Cooperative Colleges and Colleges of Commerce)
- NTCs
- UTCs e.g Kichwamba
- Survey School , Entebbe
- Nsamizi Institute of Social Work
- Uganda Petroleum Institute; Kigumba
- Meteorological School Entebbe
- Instructors' Colleges e.g. Abilonino School in Lira and Mulago
- Secondary; to improve performance of science teachers , the SESEMAT centers will be targeted
- MOES headquarters will also benefit from the short /Long courses on performance improvement as mentioned in the training plan. These will be carried along with on job training for capacity building for the organization.

The environment sector has been identified as one of the “other sectors” that shall be supported. Potential beneficiary institutions include:

- Water and Environment Sector (including oil related environmental issues)

Senior management in areas that shall be specified but also at the lower levels the Water supply and Sanitation committees, Water user Groups, Catchment Management Organizations, water supply and sanitation boards and Community based Natural Resources management

- Semi autonomous Agencies within the sector: National Forestry Authority [NFA] and National Environment and Management Authority [NEMA]
- Climate Change Unit, Wetland Management Department and Directorate of Water Resources Management

##### **5. Relationship of the programme with the National Development Plan (NDP) and the Millennium Development Goals (MDG's)**

The national Development Plan 2010/11 – 2014/15 that was rolled out in April 2010 put its investment priorities among others to, *human resource development in areas of education, skills development, and health*. This puts the scholarships project at the helm of this strategy since the beneficiary sectors are Health and Education.

It is also linked to following MDGs:

- MDG 2: Achieve universal primary education;
- MDG 3: Gender equality;
- MDG 5: Improve maternal health
- MDG 7: Environmental sustainability

#### **6. Synergies and coherence with other development partners**

In addition to the European Union, the formulation exercise will identify other multilateral donors and development partners that support capacity building as a means towards building synergies and avoiding overlaps.

#### **7. Budget and duration of the intervention**

In principle, the duration of the intervention is proposed to be 4 years. Its total budget is 8M EUR. In order for the programme to realize tangible impact, a longer term of more than four years will be reviewed by the formulation mission.

The Belgian contribution will honor all engagements for all students selected before the new IDCP (2013-2016).

Current execution of the scholarship programme will be directly managed by BTC ("Regie") for procurement and financial management.

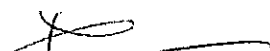
#### **8. Measures to safeguard the sustainability of the intervention after completion**

By fully embedding the intervention within the governmental and official institutions it will contribute to their structural development and hence favor their own sustainability.

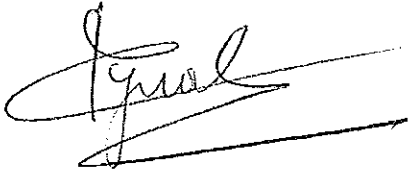
During formulation, a system to guarantee that trained people return to their institutions upon completion of their training and are also effectively used for their improved capacities will be verified through the appropriate authorities.

#### **9. Alumni**

As was agreed during the ICP, the new programme will make provision to revive the alumni association created few years back in Uganda through an "*Alumni Support*



**Fund**" which will set up the legal framework, the mechanism and the modalities to effectively bring together all scholars; past and present that studied in Belgium and here in Uganda through the Belgian Cooperation. The alumni association will stimulate the essence of scholarship to be the engine for the development of human resources in the Country.

A handwritten signature in black ink, appearing to be 'J. Guad', with a long horizontal line extending to the right.