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 Equal Opportunities Commission

V1: Vote Overview

I. Vote Mission Statement

To give effect to the State's mandate to eliminate discrimination and marginalization against any individual or groups of persons through taking affirmative action to redress imbalances and promote equal equal opportunities for all in all spheres of life.

II. Strategic Objective

- a. To enhance observance of social justice for all particularly the discriminated and marginalized persons/groups
- b. To ensure compliance with the National, Regional and International provisions for the promotion of equal opportunities for all
- c. To identify, review and advocate for affirmative action to redress imbalances and special needs of the discriminated and marginalized persons/groups
- d. To create awareness on equal opportunities and affirmative action for promotion of inclusiveness
- e. To strengthen the capacity of the Equal Opportunities Commission for effective and efficient service delivery

III. Major Achievements in 2017/18

1. The Commission assessed 17 sector BFP; of which 16 passed the assessment (50% minimum) and these include: Social Development 90%; Water and Environment 76%; Health 73%; Education 71%; Agriculture 70%; Legislature 68%; Energy and Mineral Development 63%; Accountability 60%; Justice, Law and Order 60%; Works and Transport 59%; Public Sector Management 59%; ICT 56%; Security 55%; Lands, Housing and Urban Development 53%; Tourism, Trade and Industry 53%; and Public Administration 51%. These 16 sectors were recommended to be issued a certificate of gender and equity compliance in accordance with Section 9 (6) of the PFMA, 2015. One Sector (Science, Technology and Innovation 18%) scored below the pass mark and was not be issued a certificate of gender and equity compliance.

2.A National Compendium of priority Gender and Equity Issues at Vote Level developed covering 137 Votes.

3.The BFP and MPS Gender & Equity Assessment Tools for the FY 2018/19 reviewed and validated

4.Local Governments oriented on gender and equity planning & budgeting for the FY 2018/19, thirty four (34) LGs out of the targeted 40 for QTR I were trained in planning and budgeting from four Regions nationwide.

5.EOC participated in the LG Budgeting Consultative Workshops for the FY 2018/19 covering 122 LGs and 41 Municipal Councils.

6.The capacity of 42 Civil Society Organizations was built in a 4 day workshop to advocate for Gender and Equity Planning and Budgeting at both national and Local Government Level.

7.The Commission registered a total of 173 complaints across the four regions of the country (Male 63%; female 37%). Out of the 173 complaints registered, 108 complaints were carefully scrutinized and assessed for sufficiency of evidence and admissibility at the Commission, 20 complaints went through ADR process, 15 files were received and registered 11 files were closed, 14 complaints were referred, 3 submissions were filled 1 complaint was heard before a full tribunal and one judgment or ruling was made.

8.Legal documents and advisory opinion were drafted with respect to matters of; enforcement human rights bill, mental health, minimum wages bill 2015, occupation health and safety act.

9. The Commission held regional tribunal and pre-tribunal hearings under which 173 complaints have been handled. The 6

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Tribunal and Pre-Tribunal visits were conducted in Western, Eastern, Northern and Central regions of Uganda.

10. Developed, validated, launched and disseminated the Annual report on the State of Equal Opportunities in Uganda FY 2016/17 on 19th September 2017 at a workshop presided over by Rt.Hon. Jacob Oulanya, Deputy Speaker of Parliament.
11. Conducted an assessment of physical accessibility to public facilities in the central region covering selected roads, crossings and walkways, markets, schools shopping malls, places of worship, old & new taxi park.
12. Delivered a sensitization session in Gulu for Higher Local Governments of Northern Uganda. Focus was on G&E P&B, as well as concepts of Equal Opportunities, Affirmative action, inclusive development and non-discrimination.
13. The Commission conducted 4 dialogues with Youth (Makerere University and Uganda Martyrs University Nkozi), and with Persons with Disabilities (National Council for Disability at EOC offices and during a learning fair for disabled peoples' organisations at Lugogo Cricket Oval.
14. A symposium on gender and equity inclusion in extractives management (lessons for Uganda) was held with Local government actors. This was held in Hoima.
15. Radio and TV talk shows were conducted during the period with programmes running in English, Luganda and Luo on UBC Radio, Capital FM, Radio One, Kaboozi, Sapientia, Birali FM, Kingdom FM, CBS FM, Namirembe FM, Radio Maria, Top Radio, Voice of Africa, Star FM and others; as well as UBC TV, Record TV, Channel 44, NTV, Kingdom TV, Star TV and NBS TV. The TV talk shows were delivered alongside Sign Language to cater for Deaf viewers.
16. Published four newspaper supplements on the launch of the 4th annual report on the state of equal opportunities in Uganda, Independence Day and Human Rights Day celebrations; one press statement on the Rights of Indigenous minorities with media various articles and stories in print and electronic media across the country
17. International Youth Day, Older Persons Day, Independence Day, International Day of Persons with Disabilities, 16 Days of Activism against GBV and the International Human Rights Day were all marked. These provided an avenue for educating the public on the mandate of the Commission and the need for inclusive development.
18. Information, Education and Communication (IEC) materials were developed/reproduced and distributed during the period under review. These included 1,000 Tribunal Information Posters; 3,000 G&E fact sheets; 4,000 stickers; 500 copies of the EOC Act 2007; 2,000 copies of FAQs; 5000 brochures in English, Runyakitara, Luo and Luganda; 10 copies of the 4th Annual Report on the State of Equal Opportunities in Braille; 250 T- shirts; 400 copies of the Equity Voice; 5 Pull-up banners; 5 hang-up banners; 7 tear drops; 400 print copies of the 4th Annual Report on the State of Equal Opportunities in Uganda.

IV. Medium Term Plans

The Commission's 5 year Strategic Plan was reviewed and aligned to NDPII to address issues of Sustainable Development Goals (SDGs) that were adopted in September 2015. The medium term interventions include;

- (i) Opening up Regional Offices for Equity purposes of reaching out to marginalized people in rural areas. Plans are under way to partner with NUSAF and Local governments to establish coordination offices in regions. For the start, the Commission will reach out to all districts by establishing a Liaison office at the district through the office of DCDO to receive, register and forward complaints to EOC for further action and address all other issues relating to discrimination and Marginalization.
- (ii) Fast tracking the use of ICT by acquiring ICT equipment, training staff both male and female in gender and equity budgeting and planning.
- (iii) Roll-out HIV/AIDS workplace policy
- (iv) Monitor compliance to equal opportunities and inclusivity standards in social service sectors

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(v) Increase public awareness on EOs and EOC mandate through celebration of eight National/Regional/International human rights days (International day of Indigenous minority groups, Youth day, Older persons, International day of disability, 16 days of activism and International human rights day, women's day, International labor day, Day of the African Child)

(vi) Construction of washrooms at the EOC headquarters 1 for Male, 1 for PWDs and 2 for females and establishment of child care centre for both staff and clients.

(vii) Strengthen legal support and complaint redress mechanisms

(viii) Review and assessment of bills, laws and policies to ensure compliance with equal opportunities

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V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

		2016/17 Outturn	2017/18		2018/19	MTEF Budget Projections			
			Approved Budget	Expenditure by End Dec		2019/20	2020/21	2021/22	2022/23
Recurrent	Wage	2.635	2.967	1.482	2.967	3.263	3.427	3.598	3.778
	Non Wage	3.629	3.100	1.448	3.768	4.597	5.286	6.344	7.612
Devt.	GoU	0.300	0.300	0.222	0.300	0.366	0.439	0.439	0.439
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		6.564	6.367	3.152	7.035	8.226	9.152	10.381	11.829
Total GoU+Ext Fin (MTEF)		6.564	6.367	3.152	7.035	8.226	9.152	10.381	11.829
	Arrears	0.041	0.001	0.000	0.437	0.000	0.000	0.000	0.000
Total Budget		6.606	6.368	3.152	7.472	8.226	9.152	10.381	11.829
A.I.A Total		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grand Total		6.606	6.368	3.152	7.472	8.226	9.152	10.381	11.829
Total Vote Budget Excluding Arrears		6.564	6.367	3.152	7.035	8.226	9.152	10.381	11.829

VI. Budget By Economic Classification

Table V6.1 2017/18 and 2018/19 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2017/18 Approved Budget				2018/19 Draft Estimates			
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	AIA	Total
Output Class : Outputs Provided	6.067	0.000	0.000	6.067	6.735	0.000	0.000	6.735
211 Wages and Salaries	4.029	0.000	0.000	4.029	3.547	0.000	0.000	3.547
212 Social Contributions	0.227	0.000	0.000	0.227	0.313	0.000	0.000	0.313
213 Other Employee Costs	0.057	0.000	0.000	0.057	1.187	0.000	0.000	1.187
221 General Expenses	0.722	0.000	0.000	0.722	0.729	0.000	0.000	0.729
222 Communications	0.093	0.000	0.000	0.093	0.048	0.000	0.000	0.048
223 Utility and Property Expenses	0.054	0.000	0.000	0.054	0.036	0.000	0.000	0.036
224 Supplies and Services	0.023	0.000	0.000	0.023	0.023	0.000	0.000	0.023
225 Professional Services	0.152	0.000	0.000	0.152	0.102	0.000	0.000	0.102
226 Insurances and Licenses	0.001	0.000	0.000	0.001	0.000	0.000	0.000	0.000
227 Travel and Transport	0.566	0.000	0.000	0.566	0.563	0.000	0.000	0.563
228 Maintenance	0.141	0.000	0.000	0.141	0.188	0.000	0.000	0.188
273 Employer social benefits	0.003	0.000	0.000	0.003	0.000	0.000	0.000	0.000
Output Class : Capital Purchases	0.300	0.000	0.000	0.300	0.300	0.000	0.000	0.300
312 FIXED ASSETS	0.300	0.000	0.000	0.300	0.300	0.000	0.000	0.300

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Output Class : Arrears	0.001	0.000	0.000	0.001	0.437	0.000	0.000	0.437
321 DOMESTIC	0.001	0.000	0.000	0.001	0.437	0.000	0.000	0.437
Grand Total :	6.368	0.000	0.000	6.368	7.472	0.000	0.000	7.472
Total excluding Arrears	6.367	0.000	0.000	6.367	7.035	0.000	0.000	7.035

VII. Budget By Programme And Subprogramme

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Programme and SubProgramme

Billion Uganda shillings	FY 2016/17 Outturn	FY 2017/18		2018-19 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2019-20	2020-21	2021-22	2022-23
06 Promotion of equal opportunities and redressing imbalances	6.606	0.000	0.000	0.000	0.000	0.000	0.000	0.000
01 Statutory	1.108	0.000	0.000	0.000	0.000	0.000	0.000	0.000
02 Legal Services and Investigations	0.340	0.000	0.000	0.000	0.000	0.000	0.000	0.000
03 Administration, Finance and Planning	2.711	0.000	0.000	0.000	0.000	0.000	0.000	0.000
04 Research, Monitoring and Evaluation	1.590	0.000	0.000	0.000	0.000	0.000	0.000	0.000
05 Education, Training, Information and Communications	0.556	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1269 Strengthening the Capacity of Equal Opportunities Commission	0.300	0.000	0.000	0.000	0.000	0.000	0.000	0.000
07 Gender and Equity	0.000	2.447	1.190	1.354	1.690	1.957	2.347	2.869
04 Research, Monitoring and Evaluation	0.000	0.692	0.522	0.429	0.543	0.618	0.788	0.962
05 Education, Training, Information and Communication	0.000	0.690	0.324	0.406	0.516	0.633	0.733	0.907
06 Compliance and reporting	0.000	1.065	0.343	0.518	0.630	0.706	0.826	1.000
08 Redressing imbalances and promoting equal opportunities for all	0.000	3.921	1.962	6.118	6.537	7.195	8.034	8.961
01 Statutory	0.000	1.075	0.535	0.402	0.516	0.610	0.790	0.964
02 Legal Services and Investigations	0.000	0.432	0.218	0.202	0.314	0.390	0.490	0.664
03 Administration, Finance and Planning	0.000	2.115	0.987	5.214	5.340	5.755	6.314	6.893
1269 Strengthening the Capacity of Equal Opportunities Commission	0.000	0.300	0.222	0.300	0.366	0.439	0.439	0.439
Total for the Vote	6.606	6.368	3.152	7.472	8.226	9.152	10.381	11.829
Total Excluding Arrears	6.564	6.367	3.152	7.035	8.226	9.152	10.381	11.829

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2018/19)

Programme :	07 Gender and Equity
Programme Objective :	<ol style="list-style-type: none"> To identify, review and advocate for affirmative action to redress imbalances and special needs of the discriminated and marginalized persons/groups To ensure compliance with the National, Regional and International provisions for the promotion of

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equal opportunities for all. 3.To create awareness on equal opportunities and affirmative action for promotion of inclusiveness			
Responsible Officer: Ag. Head of Department, Research Monitoring and Evaluation			
Programme Outcome: MDAs` responsiveness to Gender and Equity compliance demonstrated			
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
N/A			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
• Percentage increase in level of public awareness of and participation in programmes for promotion of equal opportunities and affirmative action	50%	60%	60%
N/A			
Programme : 08 Redressing imbalances and promoting equal opportunities for all			
Programme Objective : 1.To enhance observance of social justice for all particularly the discriminated and marginalized persons/groups. 2.To strengthen the capacity of the Equal Opportunities Commission for effective and efficient service delivery.			
Responsible Officer: Secretary to the Commission			
Programme Outcome: Equitable and inclusive social services promoted			
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
N/A			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
• Percentage reduction in inequalities and discrimination among marginalised groups	35%	30%	30%
N/A			

IX. Major Capital Investments And Changes In Resource Allocation

Table 9.1: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

N/A

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

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1. Inadequate Development Budget Component. Inadequate funding has constrained the operations and interventions of the Commission. The Commission has been receiving 300M for the last 5 years with no increment.
2. Lack of Regional Offices. Lack of structures at regional and district levels limits accessibility to EOC services, Its very hard to address complaints raised in the regions due to lack of structures and means of transport to reach out to the Women, Youth, PWDs and Ethnic minorities
3. The sensitivity (real or perceived) and limited cooperation from some parties and stakeholders have always constrained the work of the Commission in addressing issues relating to discrimination and marginalization. For example, many communities consider land matters to be sensitive, and in some cases they are unfavorable attitudes attached to some issues.
4. Lack of office Space, the Commission is limited by office space, there is no Childcare Centre for the Mothers for both staff and clients.

Plans to improve Vote Performance

Equal opportunities commission will strive to promote inclusive growth by reducing the challenges faced by the discriminated/marginalized groups, both in terms of benefits enjoyed and in terms of access to opportunities for participation by:-

- 1.Strengthening the capacity of state and non-state actors to mainstream equal opportunities and affirmative action in all policies, laws, plans, programmes, activities, practices, traditions cultures, usages and customs
- 2.Strengthening the Monitoring and Evaluation Framework as well as developing and implementing an integrated monitoring plan for all sub programs on issues of equal opportunities
- 3.Conducting community mobilization and outreach activities to popularize the work of the commission as well as handling complaints on discrimination and marginalization in all districts of Uganda.
- 4.Developing and implementing a National Equal Opportunities awareness week.
- 5.Continue lobbying development partners and other sectors to fund activities in the review of equal opportunities policy as well as research on issues relating to equal opportunities.

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type:	HIV/AIDS
Objective :	To reduce discrimination and Stigma among people living with HIV/AIDS in Uganda
Issue of Concern :	People living with HIV/AIDSs are often discriminated and stigmatized Sensitization of the public on their rights and obligations to report incidences of discrimination to the commission
Planned Interventions :	EOC will relay awareness messages advocacy and networking on HIV/AIDSs to all its constituents during outreach programmes of all the departments
Budget Allocation (Billion) :	0.050
Performance Indicators:	No of cases regarding discrimination or marginalization on the basis of HIV/AIDSs disposed off Increased level of awareness on issues of non discrimination and marginalization with regard to HIV/AIDSs
Issue Type:	Gender
Objective :	To reduce inequality in access, ownership and control of productive resources among Women, Youths and PWDs

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Issue of Concern :	Female, Youths, PWDs are disadvantaged in issues of access, participation, ownership and benefit of resources
Planned Interventions :	Affirmative action put in place for female, youths and PWDs with regard to accessibility and ownership of resources
Budget Allocation (Billion) :	0.003
Performance Indicators:	Number of female youth groups sensitized Number of PWDs sensitized

XII. Personnel Information

Table 12.1 Staff Recruitment Plan