
Sector: Public Sector Management

Foreword

In the NDP III, the PSM Sector will contribute to the implementation of the following programmes, Public Service Transformation, Human Capital Development, Development Plan Implementation and Regional Development programme. The Sector will however lead in the implementation of the Public Service Transformation programme. Transformation of the Public Service has been identified as a prerequisite for improving the Government effectiveness and competitiveness in delivery of services.

The basic challenges of the Sector are; Limited capacity for coordination, weak service delivery structures with a demotivated staff, Uncoordinated monitoring and weak utilization of the Monitoring and evaluation findings, Weak decentralized planning, Slow implementation of the EAC recommendations, Legal weaknesses of the KCCA, Uncontrolled influx of the refugees as well as natural and human induced disasters.

The Sector will therefore strive to realize its broad outcomes of; i) Harmonized government policy formulation and implementation at central and local government level; ii) Improved institutional and human resource management at central and local government level and; iii) Coordinated monitoring and evaluation of policies and programmes at central and local government level.

The Sector has set out the following priorities; strengthening decentralized planning systems and execution of the National Development Plan by ensuring the alignment of Sector, MDAs and LG Plans the NDP, Implementation of the National Coordination Policy implemented across Government, increasing the volume of Uganda's exports accorded free tariff treatment at the EAC market, improving on the Staff retention rate in public service, managing the refugee and disaster crisis, implementing the affirmative action programmes and managing development within the Kampala Capital City.

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Abbreviations and Acronyms	
ALREP	Agricultural Livelihood Recovery Program
ATIA	Access To Information Act
BFP	Budget Framework Paper
BTVET	Business Technical and Vocational Education and Training
CAIIP	Community Agricultural Infrastructure Programme
CDD	Community Driven Development
CG	Conditional Grant
CMIP	Common Market Implementation Plan
CNDPF	Comprehensive National Development Planning framework
COMESA	Common Market of East and Southern Africa
CRRF	Comprehensive Refugee Response Framework
CSCU	Civil Service College Uganda
CSOs	Civil Society Organisations
DECOCs	District Disaster Operations and Coordination Centres
DSC	District Service Commission
EAC	East African Community
EACJ	East African Court of Justice
EALA	East African Legislative Assembly
EU	European Union
FTA	Free Trade Area
GAPR	Government Annual Performance Report
HRM	Human Resource Management
HSC	Health Service Commission
HRA	Hard to Reach Areas
ICSC	Implementation Coordination Steering Committee
IDPs	Internally Displaced Persons
IEC	Information, Education and Communication
IFMS	Integrated Financial Management System
IGAs	Income Generating Activities
IPPS	Intergrated Payroll and Personell System
IUCEA	Inter University Council of East Africa
KCCA	kampala Capital City Authority
LED	Local Economic Development
LG	Local Government
LRDP	Luwero Rwenzori Development Programme
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MEACA	Ministry of East African Community Affairs
MoFPED	Ministry of Finance, Planning and Economic Development

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MIS	Management Information System
MoES	Ministry of Education and Sports
MoH	Ministry of Health
MoLG	Ministry of Local Government
MoPS	Ministry of Public Service
MoWT	Ministry of Works and Transport
MTEF	Medium Term Expenditure Framework
NAADs	National Agricultural Advisory Services
NARO	National Agricultural Research Organization
NDP III	National Development Plan III
NEMA	National Environment Management Authority
NFA	National Forestry Authority
NIMES	National Integrated Monitoring and Evaluation Strategy
NPA	National Planning Authority
NTBs	Non Trade Barriers
NUSAF	Northern Uganda Social Action Fund
OAG	Office of the Auditor General
OPM	Office of the Prime Minister
PCC	Policy Coordination Committee
PFMA	Public Financial Management Act
PIRT	Presidential Investor's Round Table
PPDA	Public Procurement and Disposal of Assets Authority
PSC	Public Service Commission
PSM	Public Sector Management
RECs	Refugee Eligibility Committee Session
TICC	Technical Implementation Coordination Committee
UBOS	Uganda Bureau of Statistics
UNHCR	United National High Commission for Refugees
UNRA	Uganda National Roads Authority
UPDF	Uganda Peoples Defence Forces
VAT	Value Added Tax

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S1: Sector Overview

This section provides an overview of Sector Expenditures and sets out the Sector's contribution to the NDP, its policy objectives, and key performance issues.

(i) Snapshot of Sector Performance and Plans*

Table S1.1 Overview of Sector Expenditure (Ushs Billion)

	2018/19 Outturn	2019/20		2020/21 Proposed Budget	MTEF Budget Projections				
		Approved Budget	Spent by End Sep		2021/22	2022/23	2023/24	2024/25	
Recurrent									
Wage	315.876	370.770	90.631	83.323	83.323	83.323	83.323	83.323	83.323
Non Wage	680.166	638.459	191.322	219.404	263.285	315.942	379.131	454.957	454.957
Devt.									
GoU	233.725	261.447	8.873	63.816	63.816	63.816	63.816	63.816	63.816
Ext. Fin.	295.431	877.401	51.335	361.022	226.673	113.867	61.129	0.000	0.000
GoU Total	1,229.768	1,270.676	290.825	366.543	410.424	463.081	526.270	602.096	602.096
Total GoU+Ext Fin (MTEF)	1,525.199	2,148.077	342.160	727.566	637.097	576.949	587.399	602.096	602.096
A.I.A Total	69.674	201.111	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total	1,594.874	2,349.188	342.160	727.566	637.097	576.949	587.399	602.096	602.096

(ii) Sector Contributions to the National Development Plan

The Public Sector Management Sector will contribute to the realisation of the objective 5 (five) of the NDP III of Strengthening the role of the State in Development and implementation and Objective 4 (four) of Increase productivity, inclusiveness and well being of the population. These will be achieved by implementing the following programmes;

- Public Sector Transformation. This will be implemented through the Sector components of; Public Service Management, Harmonization of policy development and implementation
- Development Plan Implementation This will be delivered through the Sector Components of; Capacity building for program planning and implementation, Policy and programme monitoring, Evaluation and learning
- Human Capital Development: This will be delivered through the Sector component of Public Sector Capacity enhancement
- Equalisation Development program: This will be delivered through the Sector Components of; Regional equalization, Management of disasters and emergencies, Refugee protection and Migration Management

(iii) Medium Term Sector Policy Objectives

The realization of the NDP III goal of industrialization presents a multi-sectoral challenge that requires strengthens of the public sector to manage this development. Issues of human resources/talent management, performance monitoring, strategic coordination, and evaluation will be critical for the success of NDP III. The Sector will be positioned in building the capacities of the PSM-Secretariat, as well as fully operationalize Strategic Coordination and Evaluation function.

The implementation of the National Coordination Policy and the National M+E Policy need to be prioritized. These will support the implementation of the industrialization and the decentralization. The Sector will support the Decentralization agenda to manage the shift from service delivery oriented districts to proactive district models for (local) economic development)

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(iv) Sector Investment Plans

The Major Sector Capital investments include the following;

Construction of 140 housing units for Resettlement of 1,250 people living at risk of landslides in the five disaster prone districts of Bududa, Manafwa, Namisindwa, Sironko and Bulambuli,

Support to social, economic, environmental and infrastructural needs of the refugees and host communities under DRDIP

Constructing and rehabilitating 20 health facilities; Constructing and rehabilitating 200Km of roads Phase II construction of Lango Chief's complex commenced (multiyear project). Construction of 5 parish valley tanks and Provision of irrigation water equipment for 5 progressive farmers and/or institutions in Amudat, Abim, Kotido, Moroto and Napak.

Construction phase II of a 40 double decker bed dormitory block at Pokot Girls SS in Amudat District; a 2 Classroom blocks at Morelem Boys Primary School in Abim District; a Dining Hall at Kabong Secondary school; Chain link fencing of Kalokongere Primary school; and Chain link fencing of Moroto Technical Institute.

Dissemination of the NDPIII, Support to APRM programme of Action and NGC activities, Global, Regional and National Planning Agendas Coordinated, Human Resource and administration management Evaluation of the Decentralization Policy Professional Staff training on tailored development planning courses Conducting and supporting pre-feasibility and feasibility studies, Production of the Certificate of Compliance for FY2020/21.

Human Resource Management, Management Services, Undertaking Inspection and Quality Assurance, Strengthening the Civil Service College Uganda, Policy, Planning and Support Services, Emolument to former leaders, Pension and Gratuity Shs. 3.369Bn

Table S1.2 SECTOR OUTCOMES AND OUTCOME INDICATORS

Sector Outcome : Harmonized government policy formulation and implementation at central and local government level							
Sector Objectives contributed to by the Sector Outcome							
1. Promote coordinated and harmonized policy, planning, budgeting, and M&E at National and Local Government levels							
Sector Outcome Indicators	Q4 Actual 2018/19	Performance Targets					
		2019/20	Base year	Baseline	2020/21	2021/22	2022/23
Proportion of SSP, MDAs and LG Plans aligned to the NDP		90%	2018	100%	100%	100%	100%
Percentage of policy actions of the National Coordination Policy implemented across Government		70%	2018	84%	85%	85%	85%
Sector Outcome : Improved institutional and human resource management at central and local government level							
Sector Objectives contributed to by the Sector Outcome							
1. Improve public service management, operational structures and systems for effective and efficient service delivery.							
Sector Outcome Indicators	Q4 Actual 2018/19	Performance Targets					
		2019/20	Base year	Baseline	2020/21	2021/22	2022/23
Proportion of MDAs and LGs meeting minimum staffing thresholds of 65%.		80%	2018	55%	65%	65%	65%
Percentage of critical technical staff structures filled at local government level		100%	2018	55%	65%	65%	65%
Sector Outcome : Coordinated monitoring and evaluation of policies and programmes at Central and Local Government level							
Sector Objectives contributed to by the Sector Outcome							

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1. Promote coordinated and harmonized policy, planning, budgeting, and M&E at National and Local Government levels							
Sector Outcome Indicators	Q4 Actual 2018/19	Performance Targets					
		2019/20	Base year	Baseline	2020/21	2021/22	2022/23
Percentage of Government entities achieving at least 75% of the GAPR performance targets	0%	80%	2018	25%	30%	40%	50%
Percentage of LGs meeting minimum conditions (accountability and Reporting requirements)		50%	2018	2%	25%	25%	25%

S2: PROGRAMME OUTCOMES, OUTCOME INDICATORS AND PROPOSED BUDGET ALLOCATIONS ALIGNED TO THE NDP

Table S2.1: Programme Outcomes and Outcome Indicators Aligned to the NDP

Vote 003 :Office of the Prime Minister					
Programme :	01 Strategic Coordination, Monitoring and Evaluation				
Programme Objective :	To provide leadership for Government Business in Parliament. To coordinate the implementation of Government Policies, Plans, Programmes and Projects. To lead and coordinate harmonized Monitoring and Evaluation at the national and local Government level.				
Responsible Officer:	Timothy Lubanga; C/M&E				
Programme Outcome:	Improved Government wide, Coordination, Monitoring and Evaluation				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Harmonized government policy formulation and implementation at central and local government level					
Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Percentage of agreed actions from Government performance assessments implemented	70%	18%	80%	100%	100%
• Proportion of the recommendations from the Coordination platforms implemented	60%	16%	70%	80%	100%
• Proportion of key government priorities fast tracked for effective service delivery	100%	20%	100%	100%	100%
Programme :	02 Disaster Preparedness and Refugees Management				
Programme Objective :	To strengthen capacities for mitigation, preparedness and response to natural and human induced Disasters To lead and enhance national response capacity to refugee emergency management.				
Responsible Officer:	Owor Martin; C/RDPM				
Programme Outcome:	Effective Disaster, Preparedness and Refugee Management				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Harmonized government policy formulation and implementation at central and local government level					
Performance Targets					

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Programme Performance Indicators	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Level of implementation of the Settlement Transformative Agenda.	60%	20%	70%	80%	100%
• Functional NECOC	Yes	yes	Yes	Yes	Yes
• Functional Disaster Monitoring, Early warning and Reporting System	100%	70%	100%	100%	100%

Programme :	03 Affirmative Action Programs
Programme Objective :	To coordinate and monitor the implementation of Government affirmative action programmes in disadvantaged regions.
Responsible Officer:	Lamaro Ketty; US/P&D
Programme Outcome:	Improved incomes and sustainable livelihood for the people in the disadvantaged areas through improved production and wealth creation

Sector Outcomes contributed to by the Programme Outcome

1. Harmonized government policy formulation and implementation at central and local government level

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Percentage reduction in vulnerability	10%	3%	10%	10%	10%
• Percentage increase in average household incomes	10%	3%	10%	10%	10%
• Percentage increase in productive infrastructure built	5%	1%	5%	5%	5%

Programme :	49 Administration and Support Services
Programme Objective :	To strengthen internal strategic functions for effective service delivery to both the internal and external clientele
Responsible Officer:	WanJala Joel; US/F&A
Programme Outcome:	Strengthened internal advisory functions for effective service delivery to both the internal and external clientele

Sector Outcomes contributed to by the Programme Outcome

1. Harmonized government policy formulation and implementation at central and local government level

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Percentage of advisory information that inform decision making.	100%	30%	100%	100%	100%

Vote 005 :Ministry of Public Service

Programme :	10 Inspection and Quality Assurance
Programme Objective :	To promote compliance with policies, standards, rules, regulations and procedures in order to enhance efficiency and effectiveness of MDAs and LGs.
Responsible Officer:	Director Inspection and Quality Assurance

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Programme Outcome: Enhanced performance and accountability in the public service					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Coordinated monitoring and evaluation of policies and programmes at Central and Local Government level					
Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Improved rating of performance of public service institutions	68%	50%	71%	75%	79%
• Level of adherence to service delivery standards (including gender and equity) by MDAs and LGs	62%	47.4%	67%	72%	77%
Programme : 11 Management Services					
Programme Objective : To develop and review management and operational structures, systems and productivity practices for efficient and effective service delivery.					
Responsible Officer: Director Management Services					
Programme Outcome: Enhanced efficiency and effectiveness of service delivery structures and systems.					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved institutional and human resource management at central and local government level					
Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Percentage reduction in cumbersome systems in Public service	20%	0%	15%	15%	15%
• Percentage of MDAs and LGs with structures that are responsive to their mandate.	40%	43%	46%	60%	80%
Programme : 12 Human Resource Management					
Programme Objective : To initiate, formulate and plan policies and management of human resource functions for the entire public service.					
Responsible Officer: Director HRM					
Programme Outcome: Increased stock of competent and professional workforce attracted , motivated and retained in the Public Service					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved institutional and human resource management at central and local government level					
Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Percentage increase in the salary of Public officers in real terms	5%	0%	5%	5%	5%
• Percentage reduction in Vacancy rate against established in positions including hard to reach LGs	5%	0.42%	5%	5%	5%
• Percentage improvement in workforce productivity by gender	5%	0%	5%	5%	5%

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Programme :	49 Policy, Planning and Support Services
Programme Objective :	To ensue efficient and effective deployment and utilisation of human, financial, and material resources to achieve all ministry mandate, goals and objectives.
Responsible Officer:	Under Secretary Finance and Administration
Programme Outcome:	Increased level of productivity and accountability of staff of the Ministry of Public Service.

Sector Outcomes contributed to by the Programme Outcome

1. Harmonized government policy formulation and implementation at central and local government level

2. Improved institutional and human resource management at central and local government level

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Level of adherence to service delivery standards by staff at the MoPS	85%	62.5%	80%	95%	100%
• Percentage score of MoPS in Government Annual Performance Assessment	100%	71%	100%	100%	100%
• Percentage of outputs delivered within a given time frame	100%	18%	100%	100%	100%

Vote 011 :Ministry of Local Government

Programme :	17 Local Government Administration and Development
Programme Objective :	To build capacity of Local Governments, in a bid to ensure efficient and effective service delivery.
Responsible Officer:	Director, Local Government Administration.
Programme Outcome:	Improved performance of Local Governments.

Sector Outcomes contributed to by the Programme Outcome

N/A

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• % of LGs with requisite and functional institutional structures for carrying out their mandates.	70%	60%	70%	75%	75%

Vote 021 :East African Community

Programme :	18 Regional Integration
Programme Objective :	To provide policy coordination and strategic leadership on all matters of East African Community integration, with a view of ensuring: Market access, Competitiveness, and Joint decision making & collaboration for all.
Responsible Officer:	Director - Economic, Production & Infrastructure
Programme Outcome:	Regional integration deepened in Uganda

Sector Outcomes contributed to by the Programme Outcome

1. Harmonized government policy formulation and implementation at central and local government level

Performance Targets					
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Programme Performance Indicators	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Value (in US Dollars) of Uganda's exports to the EAC that are accorded preferential tariff treatment	700	355	879	926	1,089
• Number of Ugandans employed in the other EAC Partner States	2,500	899	2,976	3,380	3,792

Vote 108 :National Planning Authority

Programme :	25 Development Planning
Programme Objective :	To Establish and Strengthen Functional Systems for Comprehensive, Participatory and Inclusive Integrated Development Plans and Frameworks. To Develop and Promote Networks, Collaboration, and Partnerships for Innovative Development Planning.
Responsible Officer:	Asumani Guloba, PhD
Programme Outcome:	Functional and robust development planning system and frameworks

Sector Outcomes contributed to by the Programme Outcome

1. Harmonized government policy formulation and implementation at central and local government level

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• % of SDP/MDA Planning instruments aligned to the NDP	100%	25%	85%	90%	100%
• Proportion of global and regional initiatives integrated into planning frameworks and systems	100%	25%	75%	75%	75%

Programme :	26 Development Performance
Programme Objective :	To Provide Evidence-Based Public Policy Advice and Inform Public Policy Debates. To Monitor and Evaluate the Effectiveness and Impact of Development Policies, Plans and Programmes on the well-being of all Ugandans and performance of the economy of Uganda.
Responsible Officer:	Dhizaala S. Moses
Programme Outcome:	Functional Planning M&E system and research

Sector Outcomes contributed to by the Programme Outcome

1. Harmonized government policy formulation and implementation at central and local government level

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Proportion of NPA Research papers informing policies	75%	25%	100%	80%	80%
• Proportion of reviews and evaluation informing policies, plans and programmes	100%	25%	100%	100%	100%
• % of Sectors, MDAs and LGs producing Annual progress reports in line with the NDP Results Framework	100%	25%	75%	75%	100%

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Programme :	27 General Management, Administration and Corporate Planning
Programme Objective :	To Strengthen the Capacity of the Authority to Efficiently and Effectively Deliver its Mandate in a Participatory, Equitable and Gender responsive manner.
Responsible Officer:	Matte Rogers (Ph.D)
Programme Outcome:	Efficient, effective and inclusive institutional performance

Sector Outcomes contributed to by the Programme Outcome

1. Harmonized government policy formulation and implementation at central and local government level

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Percentage of outputs in the Strategic Plan delivered	85%	25%	100%	85%	85%
• Average time taken (Days) to deliver planned outputs/provide feedbacks	120	60	120	120	120

Vote 122 :Kampala Capital City Authority

Programme :	49 Economic Policy Monitoring,Evaluation & Inspection
Programme Objective :	To coordinate and monitor development policies, planning processes in the Capital City in order to ensure improved service delivery.
Responsible Officer:	Executive Director
Programme Outcome:	KCCA programs and policies effectively implemented and aligned to the national priorities.

Sector Outcomes contributed to by the Programme Outcome

1. Harmonized government policy formulation and implementation at central and local government level

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• Extent of the Central Government policies and priorities harmonized.	72%	79%	70%	72%	75%

Vote 146 :Public Service Commission

Programme :	52 Public Service Selection and Recruitment
Programme Objective :	To provide government with competent human resources for effective and efficient public service delivery.
Responsible Officer:	Dr. John Geoffrey Mbabazi.
Programme Outcome:	An efficient and transparent public service recruitment process

Sector Outcomes contributed to by the Programme Outcome

1. Improved institutional and human resource management at central and local government level

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target

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• Percentage of staff recruited against the declared posts	80%	40%	92%	95%	95%
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Vote 147 :Local Government Finance Commission

Programme : 53 Coordination of Local Government Financing

Programme Objective :

- 1) Improving adequacy and equity of grant transfers to all local governments.
- 2) Enhance local revenue performance
- 3) Promoting fair and inclusive tax system in the local government
- 4) Promoting fiscal harmony among the local governments
- 5) Reduce the gap of local governments lagging behind from the National Average
- 6) To provide efficient and effective management of financial and human resources.
- 7) To provide support services to other Directorates, Departments, Divisions and Units to facilitate smooth running and operations of the Institution.

Responsible Officer: Mr. Lawrence Banyoya

Programme Outcome: Financially sustainable local governments with steady growth and equitable distribution of grants

Sector Outcomes contributed to by the Programme Outcome

N/A

Programme Performance Indicators	Performance Targets				
	2019/20 Plan	2019/20 Q1 Actual	2020/21 Target	2021/22 Target	2022/23 Target
• ratio between the highly funded and the least funded local government	1:20	0	1:18	1:15	1:10
• % increase in annual revenue generated across all Local Governments	10%	0	13%	18%	25%

Table S2.2: Past Expenditure Outturns and Medium Term Projections by Programme

Billion Uganda shillings Programme Service	2018/19	2019/20		2020/21	Medium Term Projections			
	Outturn	Approved Budget	Releases by end Q1	Proposed Budget	2021/22	2022/23	2023/24	2024/25
Vote : 003 Office of the Prime Minister								
01 Strategic Coordination, Monitoring and Evaluation	19.778	22.355	3.712	21.407	21.407	26.407	31.407	31.407
02 Disaster Preparedness and Refugees Management	91.184	128.683	25.878	191.091	122.232	72.232	27.232	37.232
03 Affirmative Action Programs	273.015	457.738	22.522	270.445	219.954	167.149	174.410	123.281

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49 Administration and Support Services	8.404	9.595	1.729	15.589	17.082	21.874	25.624	34.125
Total for the Vote	392.381	618.371	53.841	498.531	380.675	287.662	258.673	226.045
Vote : 005 Ministry of Public Service								
10 Inspection and Quality Assurance	0.816	1.448	0.173	1.648	2.290	3.290	5.290	7.290
11 Management Services	1.573	2.323	0.284	1.723	2.723	3.723	5.723	7.723
12 Human Resource Management	6.382	7.257	0.589	7.291	8.703	9.703	11.703	13.703
49 Policy, Planning and Support Services	16.178	20.345	2.597	20.711	21.901	23.996	24.110	25.447
Total for the Vote	24.949	31.373	3.643	31.373	35.618	40.713	46.827	54.163
Vote : 011 Ministry of Local Government								
17 Local Government Administration and Development	45.339	141.485	19.028	0.000	0.000	0.000	0.000	0.000
24 Local Government Inspection and Assessment	0.797	1.275	0.114	0.000	0.000	0.000	0.000	0.000
49 Policy, Planning and Support Services	31.350	35.672	6.104	0.000	0.000	0.000	0.000	0.000
Total for the Vote	77.486	178.432	25.246	0.000	0.000	0.000	0.000	0.000
Vote : 021 East African Community								
18 Regional Integration	0.761	0.754	0.222	0.934	1.200	1.500	4.000	5.000
49 Administration, Policy and Planning	33.508	51.487	19.033	51.307	61.247	73.193	85.388	102.023
Total for the Vote	34.269	52.242	19.255	52.242	62.447	74.693	89.388	107.023
Vote : 108 National Planning Authority								
25 Development Planning	5.740	7.526	1.824	7.744	0.000	0.000	0.000	0.000
26 Development Performance	9.188	9.795	2.303	9.744	0.000	0.000	0.000	0.000
27 General Management, Administration and Corporate Planning	11.099	16.246	2.894	16.079	37.616	42.474	48.303	55.299
Total for the Vote	26.027	33.567	7.021	33.567	37.616	42.474	48.303	55.299
Vote : 122 Kampala Capital City Authority								
49 Economic Policy Monitoring, Evaluation & Inspection	28.197	143.381	25.415	102.997	110.707	119.959	131.062	144.386
Total for the Vote	28.197	143.381	25.415	102.997	110.707	119.959	131.062	144.386
Vote : 146 Public Service Commission								
52 Public Service Selection and Recruitment	8.651	8.857	1.691	8.857	10.035	11.448	13.144	15.180
Total for the Vote	8.651	8.857	1.691	8.857	10.035	11.448	13.144	15.180
Vote : 147 Local Government Finance Commission								
53 Coordination of Local Government Financing	5.266	4.814	1.217	0.000	0.000	0.000	0.000	0.000
Total for the Vote	5.266	4.814	1.217	0.000	0.000	0.000	0.000	0.000

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Vote : 500 501-850 Local Governments								
81 District and Urban Administration	927.974	1,077.040	204.831	0.000	0.000	0.000	0.000	0.000
Total for the Vote	927.974	1,077.040	204.831	0.000	0.000	0.000	0.000	0.000
Total for the Sector	1,525.199	2,148.077	342.160	727.566	637.097	576.949	587.399	602.096

S3:Sector Challenges in addressing Gender and equity issues for FY 2020/21

Some indicators cannot be easily disaggregated to show the gender and equity elements.