

# Vote:124 Equal Opportunities Commission

## VI: Vote Overview

### (i) Snapshot of Medium Term Budget Allocations

**Table V1.1: Overview of Vote Expenditures**

Billion Uganda Shillings	FY2017/18 Outturn	FY2018/19		FY2019/20 Proposed Budget	MTEF Budget Projections			
		Approved Budget	Spent by End Sep		2020/21	2021/22	2022/23	2023/24
Recurrent Wage	2.962	2.967	0.713	2.967	3.115	3.271	3.434	3.606
Non Wage	4.067	8.468	1.214	7.441	8.557	10.269	12.323	14.787
Devt. GoU	0.300	1.300	0.061	1.300	1.560	1.560	1.560	1.560
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>	<b>7.329</b>	<b>12.735</b>	<b>1.989</b>	<b>11.708</b>	<b>13.233</b>	<b>15.100</b>	<b>17.317</b>	<b>19.953</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>7.329</b>	<b>12.735</b>	<b>1.989</b>	<b>11.708</b>	<b>13.233</b>	<b>15.100</b>	<b>17.317</b>	<b>19.953</b>
<i>A.I.A Total</i>	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>Grand Total</b>	<b>7.329</b>	<b>12.735</b>	<b>1.989</b>	<b>11.708</b>	<b>13.233</b>	<b>15.100</b>	<b>17.317</b>	<b>19.953</b>

### (ii) Vote Strategic Objective

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

## V2: Past Vote Performance and Medium Term Plans

### Performance for Previous Year FY 2017/18

#### Research Monitoring and Evaluation

- Eight (8) audits on Government programs as per RM&E work plan conducted. Audits included FAL, Special Grant for PWDs, Youth Venture Capital Fund, and physical accessibility to built-up environment, USE Program, University Loan Scheme and Quota System.
- Assessment report on physical accessibility to public facilities in the four regions covering district facilities, sub county office buildings, school facilities and Health Centres was conducted.
- On the Annual Report on the state of Equal Opportunities in Uganda, field data collection, data compilation and report preparation was concluded during the first quarter, Internal and external validation workshops were held with participation of various stakeholders from CSOs, MDAs and District LGs 400 Copies of the report published and distributed to various stakeholders Final Report was launched and disseminated on 19/09/17 at a workshop presided over by Deputy speaker of Parliament of Uganda Rt. Hon. Jacob Oulanya.

#### Education and Communication

- A symposium on gender and equity inclusion in extractives management (lessons for Uganda) was held with Local government actors. This was held in Hoima. This was between 10th & 11th September, 2017.
- The Commission conducted 4 dialogues with Youth (Makerere University and Uganda Martyrs University Nkozi), and with Persons with Disabilities (PWD) National Council for Disability at EOC offices and during a learning fair for disabled Peoples Organisations at Lugogo Cricket Oval.
- 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
- 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 nondiscrimination
- Conducted 2 dialogues (Equal Opportunity Forums) in Masindi and Kiryandongo districts, with a focus on the Maragoli communities; that is:

# Vote:124 Equal Opportunities Commission

Mobilised Maragoli communities, LG officials, Youth, older persons, Persons with Disabilities, women, CSOs and the private sector in the two districts and reached out to over 500 people;

9. Held a radio talk show on Kings Broadcasting Services in Masindi; Mobilized media coverage for the dialogues and stories were accordingly aired on NBS television, VCC FM, Kings Broadcasting Services, UBC Radio, Bunyoro Broadcasting Service, Radio Kitara FM and Kibanda FM; 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, talk show on Mboona FM Voice of Africa, Star FM and others;

10. Held talk shows; on Star TV, topic of discussion was G & E assessment results for FY 2018/2019; KTV in Kampala on African Public Service Day (APSD); Buladde radio in Masaka on the eve of ILD Monday, 30th April from 7:00pm-8:00pm; Kiira FM in Jinja on Mayuge hearings and Step FM in Mbale on IAAD Registered complaints.

11. Mobilised indigenous persons, LG officials, Youth, older persons, Persons with Disabilities, women, CSOs and the private sector in the districts of Karamoja and Kapchorwa, thereby reaching out to over 300 people under the United Nations Department of Economics and Social Affairs (UNDESA) and MGLSD support.

12. Distributed various IEC materials to visiting stakeholders and during Commission events in all the four quarters. CSBAG advert on upcoming budget was run on NTV, wherein the EOC Chairperson deliberated on G&E issues.

13. In addition: A live story on the G&E assessment findings FY 2018/2019 as well as the dialogue on the effectiveness of the Budget featured on NBS TV. Stories of EOC activities were accordingly aired on various radio stations and televisions; Some of the notable media houses included, TVs - NBS, NTV, Bukedde television, UBC, BBS, UBC, Star, Record, Bukedde and Delta; Radios - Simba, Akaboozi, Sanyu, Star, Kings Broadcasting Service, Ddembe, Buladde and Radio One.

14. International Youth Day, Older persons Day, Independence Day, International Day of Persons with Disability, 16 Days of Activism against GBV, International Human Rights Day, and International Women's Day celebrated.

## Compliance and Enforcement

15. The Commission assessed 17 sectors 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%.

16. 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 recommended not be issued a certificate of gender and equity compliance. National Compliance Average was 61%.

17. The Commission coordinated and Participated in the assessment of 142 Votes from 13th March to 9th April 2018. Out of the 142 MPSs assessed, 114 scored at least above the minimum mark and 28 below the minimum mark. A meeting was held on the 31st Jan 2018 with the Science, Technology and Innovation Sector to discuss the assessment results.

18. The Compendium for the 17 sector specific gender and equity requirements is comprised of 17 Compacts was developed and disseminated.

19. Two events were organized in January to submit the BFP assessment findings on 11th Jan 2018; one with the MoFPED and the other with the Deputy Speaker of Parliament. The MPS assessment findings of the 1st lot containing 106 Votes were submitted to MoFPED on 23rd March 2018 and the final report of assessment of the 142 Votes was submitted on 11th April 2018.

(i) Two (2) representatives from each Vote of the 12 sectors were trained in gender and equity planning and budgeting.

(ii) A total of 74 Votes were trained on the BFP and MPS assessment requirements for the FY 2018/19.

20. Local Governments were oriented on gender and equity planning and budgeting for the FY 2018/19 by EOC representatives during the National Local Government Consultative Workshops in all regions countrywide from 18th Sept to 3rd Oct 2017.

21. The BFP and MPS assessment tools were reviewed on 12th July 2017 and validated. The reviewed copies are available. The BFP Assessment Tool for LGs was developed.

## Statutory

22. The Commission held 16 tribunals (Circuit sessions) in the districts of Nebbi, northern Uganda Hoima, Masindi, Mbarara, Hoima and Kiryandongo in the West, Kampala, Luwero, Wakiso, Mukono in Central other hearings were conducted in the districts of Mayuge, Kween, Ngora, Sironko, Bududa and mbale in Eastern Uganda and at EOC Headquarters, Bugolobi Kampala

23. Seven (7) Existing laws and policies have been reviewed, i.e Human Rights Bill, Mental Health Bill, 2015, Occupational Health and Safety Act, The Constitutional Amendment Bill (No.1) of 2017 Laws in the Health Sector were Public Health Act and the Tobacco Control Act, examined for compliance with equal opportunities.

# Vote:124 Equal Opportunities Commission

24. Twenty four (24) ADR sessions were conducted. Investigations were conducted out of the 271 registered

## Performance as of BFP FY 2018/19 (Performance as of BFP)

### Education and Communication

1. Conducted two radio talk shows in Kamuli on Ssebo FM and the other on Kamuli Broadcasting Service (KBS) -featuring the Commission and its mandate; EOs, G&E compliance as well as the overarching need for inclusive development, with emphasis on the marginalized and discriminated.
2. Mobilised journalists through media center to cover major events of the Commission in the quarter. (Examples are tribunal sessions and the Annual Social Sector Review meeting)
3. The Commission worked with the cross cultural foundation of Uganda and other stakeholders on the rights of Indigenous Minority Groups (IMGs) to mark the IMG day; and later led the IMG coalition to take their petition to Rt. Hon. Speaker of Parliament;
4. A Press conference was held at media center and Stories were run in various electronic and print media;
5. A Newspaper supplement was published in the New Vision on IYD;
6. EOC participated in the UWONET/OXFAM launch of a research report titled, Gender roles and the care economy in Ugandan households: the case of Kaabong, Kabale and Kampala Districts which, apart from publication in the print media (New vision) received a 2 hour live coverage on NTV and NBS TV; Held talk shows: that is; on Kingdom FM and KTV in relation to IYD celebrations and the need for youth participation in development.
7. The Commission organised an EO forum with youth stakeholders in Mpigi district that attracted Staff from the EOC; district officials - including ACAO, DCDO, SCDOs, CDOs, Secretary social services, all LC5 and LC3 Youth Counsellors, all members of the district/town council/sub county youth council executive; youth related CSOs; as well as the media fraternity. (60 female youth and 140 male).
8. In line with the year's theme, Safe spaces for the Youth the forum focused on youth empowerment and participation: critical in Uganda's development process
9. The forum was featured on social media (you tube and NBSTV). During the quarter, the planned sensitisation/ training was conducted in Kamuli district. The two day event brought together--female and male participants (including LG Politicians and technocrats, Youth, Older Persons, and Persons with Disabilities, Women, and people from hard to reach sub counties, CSO representatives, FBOs, private sector institutions and the Media fraternity).
10. The training entailed delivery of awareness sessions on the EOC mandate, complaints handling mechanisms, EOs, G&E and AA concepts, mobilization as well as addressing queries, comments and clarifications.
11. The Commission partnered with the Initiative for Social and Economic Rights(ISER) and other stakeholders to organise and deliver a two-day National Conference on Social and economic Rights in Makerere University. The conference drew delegates from across the country i.e. from central and local governments, CSOs, CBOs, FBOs, Media fraternity and academia. The purpose of this 5th annual conference was to create awareness among the citizenry on the importance of the SDGs in the realization of the country's development goals.
12. During the quarter, 120 T-shirts, 100 caps and 2 banners were produced and used during the International Youth Day and Older Persons Day celebrations; 200 copies of EOC Act; 300 copies of Frequently Asked Questions (FAQs); 330 copies of the EOC complaints handling mechanism; 500 stickers; and 540 G&E fact sheets and 940 copies of the EOC brochure (500 in English, 150 in Runyakitara, 100 in Luo and 190 in Luganda) were widely distributed during LG sensitizations
13. celebration of International Days and various stakeholder meetings in Kampala; Finally the Commission Produced 500 copies of the Equity Voice (Issue 3) and distributed 430 to various stakeholders at International, national and local government level.
14. Through these IEC materials, we have been able to reach out to various stakeholders in MDAs, LGs, CSOs, the media, clients and the wider public.
15. The Commission conducted education and awareness campaigns through commemoration of 4 international human Rights related days; that is: IYD on 12th August in Mpigi; Older Persons on 1st October in Sheema; International Day of the Worlds Indigenous People and the International Deaf awareness week between 17th and 21st September in Mbale.

### Compliance& Enforcement

16. Trained 15 LGs including Karamoja Sub region, West Nile and Lango Sub Region. The Training targeted the top district leadership including the district councils and the heads of departments from the various districts in each of the cohorts. The training covered both the concepts of gender and equity and the assessment tools.
17. Trained Uganda Tourism Board, Uganda National Roads Authority, Uganda National Research Institute.
18. Prepared an Inventory of all the gender and Equity commitments in the sector BFPs of 2018/2019, to aid in tracking.
19. The process of tracking is ongoing; through this the Commission will be able to ascertain the implementation of the gender and equity commitments.

### Statutory

20. The Commission held 6 tribunal sessions in the first quarter, five (5) of these sessions were held in Kampala at the EOC offices in Bugolobi. Worth mentioning is the Bwenge Deusdedit Vs Bishop Stewart case regarding discrimination on the basis of religion at a christian university. This matter was heard and concluded with the commission ordering the University to amend its constitution to allow non-Christian students to stand for positions in the guild.
21. The commission also held a tribunal session in Kayunga regarding marginalisation.

### Legal services and Investigations

22. Forty nine (49) complaints investigated of which 2 were from the North (Nebbi and Gulu), 6 from the East Mbale, Mayuge and Jinja), 29 from Central (Masaka, Kampala, Wakiso, Entebbe, Mukono and Kayunga) and 12 from the Western region (Bushenyi, Hoima, Kasese).
23. Twenty three (2)3 of the total investigated complaints were concluded and closed.

## Vote:124 Equal Opportunities Commission

24. Marriage and Divorce Bill, 2009 it was internally reviewed.

25. 60 complaints were received in the 1st Quarter, including 31 Males (52%) and 29 Females (48%). Out of these complaints, 2 were reported by PWDs, 2 by Older Persons and 1 from a Youth. Of which Vulnerable groups reported 8% of the complaints received.

Administration,

At least 2 Staff from every Subprogramme were trained in Programme Based Budgeting conducted on October 22nd 23rd 2018. In total 24 were trained (5 Members (2 Female' 3 male) and 19 staff (14 male and 5 female)

26. Internal Audit was conducted and the report for Q4 submitted to stakeholders.

27. Over 80 items engraved

28. Police Officers deployed to Guard EOC premises, for all Members homes and for the Members Body guards paid for the first quarter.

29. Intercom Services Procurement process was finalized and contract signed and Installation is ongoing

30. Procurement of Motor vehicle for a Member representing Older Persons on the Commission is to be undertaken under the development budget with additional funding,

31. Cleaning and sanitation services for the Commission provided and service provider paid Lunch provided to Members of the Commission (2 female and 3 male) & 45 Staff (15 female and 30 male) and service provider paid.

32. UAP Old Mutual contracted and contract signed to provide Medical insurance Cover to (32 male and 18) EOC staff maintenance of plumbing services and Maintenance of 35 equipment ICT equipment achieved as planned Quarter four progress report about the performance of the Commission was prepared and submitted to MoFPED, MoLGSD, NPA and OPM Payment for Contracts and Evaluation Committee meetings done as planned

33. All the Commission vehicles: 5 for Members and 10 for the Secretariat plus one motorcycle were maintained and serviced.

34. NSSF for (32 male and 18 female) staff and Members of the Commission for Q1 remitted

### FY 2019/20 Planned Outputs

Sub program: Research, Monitoring and Evaluation.

1. Production and dissemination of the Annual report on the state of equal opportunities in Uganda 2019/2020.(data collection, validation workshops, launch & dissemination)

2. Conduct a study on access to justice among the vulnerable and marginalised groups of people in Uganda.

3. Conduct a study on access to productive and gainful employment in the agriculture sector among the vulnerable and marginalised groups of people

4. Comparative study on learning opportunities among higher secondary best and worst performing candidates in Uganda for the year 2018.

5. Conduct an assessment of on the implementation of the affirmative action policy of 1.5 points for girls at tertiary universities.

6. Conduct an assessment on school attendance and completion among children/students living with disabilities in Uganda

7. Conduct a study on the level of access to ICT by the vulnerable and marginalised groups of people

8. Assessment on level of access to sexual and reproductive health care services, information and education among the youths in Uganda.

9. Auditing of compliance to equal opportunities in the implementation of Government programmes; Rural Financial Services Programme (RFSP), under the Ministry of Agriculture, Uganda National Expanded Program on Immunization (UNEPI),

10. Audit on Access and participation in government programmes among the fishing Communities, Audit on access and benefit from Skills development facility(Implemented by Private Sector Foundation)

11. Audit for compliance with equal opportunities National Malaria Control Programme and AIDS Control Programmes.

12. Benchmarking and capacity building for R,M&E department (Local and Abroad)

13. Monitoring implementation of EOC recommendations in the Annual Report on State of Equal Opportunities in Uganda

14. Conducting Quarterly Internal M&E.

Sub program: Administration, Finance and Planning

1. NSSF contributed and remitted to the Social Security Fund

2. IPPS Recurrent Costs,IFMS recurrent Costs

3. Subscriptions to Professional bodies (ICPAU, IIAU ACCA, HRAAU & IPPU)

4. Contract and evaluation committee allowances, Finance committee allowances

5. Budget conferences expenses,PBB/PBS Training costs

6. Recruitment and Induction Costs

7. Cleaning and Sanitation - Cleaning Services

8. Electricity - Utility Bills (Offices)

9. Fuel, Oils and Lubricants – various

10. Guard Services - Office Premises-

11. ICT expenses (Antivirus and ECTS, mail server subscription; computer accessories; ECTS; assorted accessories; intercom & PABX.

12. Workstation Computers and Printers

13. Office Equipment and Supplies – Expenses

14. Office Equipment Maintenance – Buildings

15. Office Supplies - Assorted Materials, consumables and Photocopying services

16. Prepare Quarterly Performance reports

17. Prepare Quarterly Financial Reports

18. Prepare Quarterly Internal Audits

19. Postal and Courier Services - Mail Postage and rental box (Letters and Documents)

20. Staff Training - Professional & Short Courses

# Vote:124 Equal Opportunities Commission

21. Telecommunication Services
22. Travel Inland – Allowances, Facilitation, Mileage, Per diem
23. Vehicle Maintenance - Service, Repair and Maintenance
24. Water - Utility Bills (Offices)
25. Welfare – (Entertainment Expenses-2104, General Staff Welfare-2110, Others
26. Workshops, Meetings, Seminars, Allowances. Accommodation, fuel
27. Duty facilitation Allowances to Staff
28. Travel Abroad – Ticket and Accommodation Expenses
29. Building and Facility Maintenance Assorted Materials
30. Travel Abroad - Workshops (ESAAG)
31. HIV/AIDS activities
32. Development of Strategic Plan III FY2020/21 to 2024/25
33. Wellness activities
34. Engraving and vehicle branding and signage
35. Procurement of office installations
36. Procurement of full set of Computers
37. Procurement of vehicles accessories (e.g. First Aid box, Tool kit and protective gear)
38. Procurement of Motor Vehicles
39. Provision of parking space (outside and inside) and tent installations)
40. Face lifting office premises
41. Construction of toilets ( 2 for PWDs, 1 female and 1 male)
42. Procurement of furniture

## Sub program: Compliance and Reporting

1. Strengthen capacity of MDAs on compliance with gender and equity requirements for FY 2019/20
2. Conduct a refresher training for GEB assessors in gender and equity compliance for the FY 2019/2020
3. Strengthen capacity of LGs/Municipalities on gender and equity planning and budgeting for the FY 2019/2020
4. Roll out Assessment of EOs within the Private sector and Faith and Cultural Institutions
5. Assess Sector BFPs for Gender and Equity compliance for the FY 2019/2020
6. Assess LGs BFPs for Gender and Equity compliance for the FY 2019/2020
7. Disseminate Gender and Equity assessment findings of Sector BFPs for the FY 2019/2020
8. Disseminate Gender and Equity assessment findings of LG BFPs for the FY 2019/2020
9. Conduct post assessment dialogue and meetings on Compliance of Sector & LG BFPs with Gender and Equity requirements
10. Assess Vote MPSs for Gender and Equity compliance for the FY 2019/2020
11. Disseminate Gender and Equity assessment findings of Vote MPSs for the FY 2019/2020
12. Conduct post assessment dialogue and meetings on Compliance of Vote MPSs with Gender and Equity requirements
13. Track gender and equity compliance commitments in the Sector BFPs for the FY 2019/2020 2019/2020
14. Conduct pre NDPIII- engagements for establishing gender and equity concerns for inclusion in NDP III
15. Participate in the international Conferences and Forums(CEDAW Conferences
16. Departmental Staff learning Visits out of the country
17. Maintenance of the Assessment Information System

## Sub program: Education and Communication

1. Develop and Operationalize a Communications Policy and Strategy for the Commission;
2. Conduct a baseline survey on the level of public awareness about the Commission and its work;
3. Educate the public on inclusive development, EOs and EOC mandate through celebration of 8 National/Regional/International Human Rights days;
4. Conduct 2 public awareness campaigns on understanding G&E inclusion, EOs and AA with a focus on promoting
5. Organize 4 dialogues in the 4 regions on selected thematic issues to deepen and widen understanding of the development concerns of Youth, Older persons, Persons With Disabilities, Women, Ethnic Minorities and People living with HIV/AIDs (YOPWE); Work with stakeholders to organise and deliver Women’s National Conference and the Conference on Economic, Social and Cultural Rights;
6. Conduct dialogues/awareness sessions with selected educational institutions i.e. primary, secondary and tertiary institutions to explore avenues of effective participation in and benefit from inclusive education by marginalized groups;
7. Deliver sensitization/ training sessions in the 4 regions of Uganda on inclusive development and other EO related concepts, targeting YOPWE, CSOs, FBOs, private sector institutions and the Media fraternity;
8. Build EOC and stakeholder capacity on Disability and development to raise the awareness and knowledge levels about the need for disability inclusion;
9. Organize 1 National Equal Opportunity Symposium and launch it as an annual event – targeting MDAs, LGs, CSOs, FBOs and cultural institutions, development partners, private sector and the media;
10. Procure video/professional cameras, editing equipment,

## Sub program: Legal Services and Investigations

1. 24 tribunal sittings and ADR sessions conducted, 12 tribunal sittings at the headquarters and 12 in the selected districts.
2. Developing tribunal procedures, documentation and standardizing tribunal management
3. Purchase of laws, journals and subscription to professional bodies and online research libraries to create a library/resource Centre.

## Vote:124 Equal Opportunities Commission

4. Enhance EOC's mandate through bench marking and attending international conferences on issues of Gender and Equity for members.
5. 2 Mobile Legal Clinics carried out

### 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 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
- (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

### Efficiency of Vote Budget Allocations

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.

### Vote Investment Plans

NA

### Major Expenditure Allocations in the Vote for FY 2019/20

# Vote:124 Equal Opportunities Commission

Sub program: Research, Monitoring and Evaluation.

1. Production and dissemination of the Annual report on the state of equal opportunities in Uganda 2019/2020.(data collection, validation workshops, launch & dissemination)
2. Conduct a study on access to justice among the vulnerable and marginalised groups of people in Uganda.
3. Conduct a study on access to productive and gainful employment in the agriculture sector among the vulnerable and marginalised groups of people
4. Comparative study on learning opportunities among higher secondary best and worst performing candidates in Uganda for the year 2018.
5. Conduct an assessment of on the implementation of the affirmative action policy of 1.5 points for girls at tertiary universities.
6. Conduct an assessment on school attendance and completion among children/students living with disabilities in Uganda
7. Conduct a study on the level of access to ICT by the vulnerable and marginalised groups of people
8. Assessment on level of access to sexual and reproductive health care services, information and education among the youths in Uganda.
9. Auditing of compliance to equal opportunities in the implementation of Government programmes; Rural Financial Services Programme (RFSP), under the Ministry of Agriculture, Uganda National Expanded Program on Immunization (UNEPI),
10. Audit on Access and participation in government programmes among the fishing Communities, Audit on access and benefit from Skills development facility(Implemented by Private Sector Foundation)
11. Audit for compliance with equal opportunities National Malaria Control Programme and AIDS Control Programmes.

Sub program: Compliance and Reporting

1. Strengthen capacity of MDAs on compliance with gender and equity requirements for FY 2019/20
2. Conduct a refresher training for GEB assessors in gender and equity compliance for the FY 2019/2020
3. Strengthen capacity of LGs/Municipalities on gender and equity planning and budgeting for the FY 2019/2020
4. Roll out Assessment of EOs within the Private sector and Faith and Cultural Institutions
5. Assess Sector BFPs for Gender and Equity compliance for the FY 2019/2020
6. Assess LGs BFPs for Gender and Equity compliance for the FY 2019/2020
7. Disseminate Gender and Equity assessment findings of Sector BFPs for the FY 2019/2020
8. Disseminate Gender and Equity assessment findings of LG BFPs for the FY 2019/2020
9. Conduct post assessment dialogue and meetings on Compliance of Sector & LG BFPs with Gender and Equity requirements

## V3: PROGRAMME OUTCOMES, OUTCOME INDICATORS AND PROPOSED BUDGET ALLOCATION

**Table V3.1: Programme Outcome and Outcome Indicators**

<b>Vote Controller :</b>							
<b>Programme :</b>		<b>07 Gender and Equity</b>					
<b>Programme Objective :</b>		1.To identify, review and advocate for affirmative action to redress imbalances and special needs of the discriminated and marginalized persons/groups 2.To ensure compliance with the National, Regional and International provisions for the promotion of equal opportunities for all. 3.To create awareness on equal opportunities and affirmative action for promotion of inclusiveness					
<b>Responsible Officer:</b>		Ag. Head of Department, Research Monitoring and Evaluation					
<b>Programme Outcome:</b>		<b>MDAs` responsiveness to Gender and Equity compliance demonstrated</b>					
<i>Sector Outcomes contributed to by the Programme Outcome</i>							
N / A							
		<b>Performance Targets</b>					
<b>Programme Performance Indicators (Output)</b>	<b>2017/18</b>	<b>2018/19</b>	<b>Base year</b>	<b>Baseline</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
	<b>Actual</b>	<b>Target</b>			<b>Target</b>	<b>Target</b>	<b>Target</b>
N / A							
<b>Vote Controller :</b>							
<b>Programme :</b>		<b>08 Redressing imbalances and promoting equal opportunitites for all</b>					

# Vote:124 Equal Opportunities Commission

<b>Programme Objective :</b> 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.							
<b>Responsible Officer:</b> Secretary to the Commission							
<b>Programme Outcome:</b> Equitable and inclusive social services promoted							
<i>Sector Outcomes contributed to by the Programme Outcome</i>							
N / A							
<b>Programme Performance Indicators (Output)</b>	<b>Performance Targets</b>						
	<b>2017/18 Actual</b>	<b>2018/19 Target</b>	<b>Base year</b>	<b>Baseline</b>	<b>2019/20 Target</b>	<b>2020/21 Target</b>	<b>2021/22 Target</b>
N / A							

**Table V3.2: Past Expenditure Outturns and Medium Term Projections by Programme**

<i>Billion Uganda shillings</i>	2017/18	2018/19		2019-20	MTEF Budget Projections			
	Outturn	Approved Budget	Spent By End Q1	Proposed Budget	2020-21	2021-22	2022-23	2023-24
<b>Vote :124 Equal Opportunities Commission</b>								
06 Promotion of equal opportunities and redressing imbalances	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
07 Gender and Equity	2.408	3.774	0.617	4.317	4.883	5.733	6.745	7.954
08 Redressing imbalances and promoting equal opportunities for all	4.825	8.961	1.368	7.391	8.349	9.367	10.572	12.000
<b>Total for the Vote</b>	<b>7.233</b>	<b>12.735</b>	<b>1.985</b>	<b>11.708</b>	<b>13.233</b>	<b>15.100</b>	<b>17.317</b>	<b>19.953</b>

## V4: SUBPROGRAMME PAST EXPENDITURE OUTTURNS AND PROPOSED BUDGET ALLOCATIONS

**Table V4.1: Past Expenditure Outturns and Medium Term Projections by SubProgramme**

<i>Billion Uganda shillings</i>	2017/18	FY 2018/19		2019-20	Medium Term Projections			
	Outturn	Approved Budget	Spent By End Sep	Proposed Budget	2020-21	2021-22	2022-23	2023-24
<i>Programme: 06 Promotion of equal opportunities and redressing imbalances</i>								
<b>Total For the Programme : 06</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
<i>Programme: 07 Gender and Equity</i>								
04 Research, Monitoring and Evaluation	0.858	1.189	0.190	1.349	1.525	1.788	2.102	2.477
05 Education, Training, Information and Communication	0.669	1.166	0.199	1.317	1.491	1.752	2.063	2.435
06 Complaine and reporting	0.886	1.418	0.228	1.652	1.868	2.193	2.580	3.042
<b>Total For the Programme : 07</b>	<b>2.412</b>	<b>3.774</b>	<b>0.617</b>	<b>4.317</b>	<b>4.883</b>	<b>5.733</b>	<b>6.745</b>	<b>7.954</b>
<i>Programme: 08 Redressing imbalances and promoting equal opportunites for all</i>								
01 Statutory	1.062	1.162	0.124	1.856	2.058	2.348	2.690	3.095
02 Legal Services and Investigations	0.430	0.962	0.135	1.198	1.348	1.571	1.836	2.152
03 Administration, Finance and Planning	3.074	5.537	1.047	3.037	3.383	3.888	4.485	5.193
1269 Strengthening the Capacity of Equal Opportunities Commission	0.300	1.300	0.061	1.300	1.560	1.560	1.560	1.560



# Vote:124 Equal Opportunities Commission

Total For the Programme : 08	4.865	8.961	1.368	7.391	8.349	9.367	10.572	12.000
Total for the Vote :124	7.277	12.735	1.985	11.708	13.233	15.100	17.317	19.953

N / A

**Table V4.3: Major Capital Investment (Capital Purchases outputs over 0.5Billion)**

FY 2018/19		FY 2019/20	
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Sep	Proposed Budget and Planned Outputs	
<b>Vote 124 Equal Opportunities Commission</b>			
Programme : 08 Redressing imbalances and promoting equal opportunities for all			
Project : 1269 Strengthening the Capacity of Equal Opportunities Commission			
<b>Output: 75 Purchase of Motor Vehicles and Other Transport Equipment</b>			
Procurement of Motor Vehicles	On the purchase of 4 Motor Vehicle, so far authority secured from Minister responsible for Public Service, specifications from Chief Mechanical Engineer secured and bidding ongoing.	Motor Vehicles and Other Transport Equipment purchased	
<b>Total Output Cost(Ushs Thousand):</b>	<b>1.260</b>	<b>0.061</b>	<b>0.940</b>
Gou Dev't:	1.260	0.061	0.940
Ext Fin:	0.000	0.000	0.000
A.I.A:	0.000	0.000	0.000

## V5: VOTE CHALLENGES FOR 2019/20 AND ADDITIONAL FUNDING REQUESTS

### Vote Challenges for FY 2019/20

- (i) The staff structure of the EOC is not yet filled despite the periodic recruitments. The wage bill ceiling has been reached yet recruitment is half way the approved structure.
- (ii) Inadequate funding has constrained the operations and key interventions of the Commission especially Tribunal operations.
- (iii) Lack of office Space, the Commission is limited by office space, apart from few work stations, there is no Childcare Centre for the Mothers for both staff and clients

**Table V5.1: Additional Funding Requests**

Additional requirements for funding and outputs in 2019/20	Justification of requirement for additional outputs and funding
<b>Vote : 124 Equal Opportunities Commission</b>	
<b>Programme : 07 Gender and Equity</b>	
<b>OutPut : 04 Monitoring, Evaluation and compliance with equal opportunities</b>	
Funding requirement US\$ Bn : <b>4.000</b>	Capacity building Component. The Commission is mandated conduct Assessment of BFP and MPS to comply with Gender and Equity. The Commission requires 4Bn to conduct capacity building for both MDAs and LGs to improve compliance with G&E and affirmative action.

# Vote:124 Equal Opportunities Commission

**OutPut : 05 Promotion of Public awareness on equal opportunities and affirmative action**

 Funding requirement US\$ Bn : **1.800**

Wage Bill gap. The Commission has a shortfall of over 1.8Bn in the wage bill. Given the Commission's mandate to provide social Justice and redressing imbalances for all, additional resources is required to fill the gap.

**Programme : 08 Redressing imbalances and promoting equal opportunities for all**
**OutPut : 01 Policies, Advocacy and Tribunal Operations**

 Funding requirement US\$ Bn : **4.500**

The Commission is mandated to conduct Circuit Tribunal Hearings in all the regions, but due to Inadequate funding some regions have been left out during Planning and budgeting.

**OutPut : 02 Investigations and Follow up of cases and complaints**

 Funding requirement US\$ Bn : **1.800**

Wage Bill gap. The Commission has a shortfall of over 1.8Bn in the wage bill. Given the Commission's mandate to provide social Justice and redressing imbalances for all, additional resources is required to fill the gap.