
Vote:112 Ethics and Integrity

V1: Vote Overview

I. Vote Mission Statement

To provide leadership in rebuilding ethics and integrity in the Ugandan society and coordinate national efforts against corruption.

II. Strategic Objective

- a. To provide political leadership and coordinate national efforts against corruption and moral decadence
- b. To Mainstream ethics and integrity to propel good governance
- c. To spearhead the development of laws, policies and strategies to promote ethics and integrity in the Ugandan society
- d. To coordinate and advise Government on the operations of religious and Faith Based Organisations in the Country

III. Major Achievements in 2019/20

1. During the period under review, a stakeholders meeting involving men, women, the youth and persons with disabilities, on implementation of the Zero Tolerance to Corruption Policy (ZTC) was held. All MDAs were to nominate Focal Point Persons to coordinate implementation of the policy. The policy is to be equitably implemented by all stakeholders, including Government, Civil society, Religious leaders, the media, private sector and development partners. The Conference enabled stakeholders to identify their institutional roles and to align their work plans accordingly. The ZTC Policy was launched together with NACS 2020/21-2024/25 by H.E the president of Uganda on 4th December 2019.

2. Two meetings were conducted; one to develop a Regulatory Impact Assessment (RIA) for the recovery of the proceeds of Crime Law and another one, to develop amendments to the Leadership Code Act. Both men and women in the meetings were given equal opportunity to give their views. The Attorney General granted a waiver, so that the Leadership Code (Amendment) Bill can be drafted without prior reference to Cabinet for approval of the principles. The amendment will ensure that the Leadership Code of Conduct is effectively enforced among all Leaders and Public officers. The Draft Bill is pending approval by Cabinet.

3. Spearheaded commemoration of international anticorruption week and St. Janani Luwum Day. Participants for the international anticorruption week involved men, women, the youth from institutions of learning for both girls and boys and persons with disabilities. About UGS 150 million was spent on this activity.

4. Uganda was represented at the 8th Session of the Conference of States Parties to the United Nations Convention against corruption in December 2019 in Abu Dhabi, UAE. Male and female officials from IAF institutions had equal chance of representing Uganda. Representatives came from DEI, IG, ODPP, PPDA, MOJCA and MOES. The meeting adopted resolutions aimed at promoting international cooperation in the fight against corruption and enhancing capacity of State Parties to fully implement UNCAC.

5. Runyankole- Rukiga simplified version of anti-corruption laws and Citizen's Hand book on anti-corruption were launched and disseminated to political leaders, public officers, Religious leaders, elders, University Lecturers, Teachers, CSOs and media in Mbarara district. Participants who included women, men, the youth, PWDs and old persons appreciated their role in the fight against corruption, and undertook to carry out this role by monitoring Government projects especially in road construction and health facilities.

6. Anticorruption laws were disseminated in Kanungu and Kayunga districts. They were also disseminated to Police officers in North Kyoga region, in the districts of Oyam, Kole, Lira, Apac, Kwanja, and Dokolo. Participants were given equal chance of giving their views during dissemination; they included men, women, the youth, PWDs and the elderly. During interaction with participants from the Uganda Police Force, a number of issues were raised by the officers, which DEI will discuss with the office of IGP so that solutions are obtained. The intention is to address challenges faced by Police in the fight against corruption. About UGX 60 million was spent on this exercise.

7. Uganda's self-assessment Report on its implementation of Chapter2 (Preventive measures) and Chapter 5 (Asset Recovery) was finalised and submitted to United Nations office on Drugs and Crime (UNODC). Technical Working Sessions on

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implementation were held in Vienna, Austria. The assessments will enable Uganda improve on its preventive measures against corruption, and recovery of the proceeds of corruption.

8. A joint Interagency Forum (IAF) inspection to follow up on issues of service delivery raised by CSOs in the districts of Rwenzori sub region and Bugweri District were conducted. The team interacted with stake holders; men and women, elderly and PWDs and addressed issues raised for purposes of improving service delivery. It is envisaged that in future, district officials are going to be compliant to issues of transparency and accountability in execution of their duties.

9. Follow-up meetings of fifteen District Integrity Promotion Forums (DIPFs) to strengthen their functionality in Kiboga, Bundibugyo, Ntoroko Kabarole, Kasese, Kamwenge, Kyenjojo, Kapchorwa, Apac, Bukomansimbi, Gomba, Kyankwanzi, Butambala, Kalungu and Mityana districts were conducted. District officials; men and women pledged to exhibit exemplary leadership in service delivery.

10. Ten (10) follow up meetings on dissemination of National Ethical Values (NEVs) in education institutions for both boys and girls and Integrity clubs were conducted. Through interaction with school administration and student leaders it, was reported that there was improvement in discipline among students and teachers after dissemination of NEVs. We hope in future there will be improved performance and reduction in strikes in education institutions across the board

11. Popularised NEVs using IEC materials in 30 LGs equally selected from all regions in Uganda. IEC materials have messages that promote good morals in society. Two sensitization meetings on NEVs were conducted for Cultural leaders in Bugisu and Japahdola Cultural institutions. Among the leaders were PWDs, old persons, the youth and men and women. 1000 copies on NEVs were given to these stakeholders. Both cultural and District leaders from these regions are now informed of NEVs. Cultural leaders committed themselves to further disseminate to their respective subjects.

IV. Medium Term Plans

- i. In the medium term, the Directorate for Ethics and Integrity (DEI) will undertake the following:
 - ii. Develop and disseminate anti-corruption Laws and policies. Dissemination will be carried out in all regions of Uganda targeting men, women, youth, elderly and persons with disabilities (PWDs). A bout UGX 200 million will be spent on this activity,
 - iii. Operationalize the Zero Tolerance to corruption Policy
 - iv. Strengthen the Legal and Policy Framework such as completion of a Policy and Legal Framework for the coordination and monitoring of Religious and Faith Organisation (RFOs) in Uganda. The policy will equally give direction to all Ugandans and views will be collected from the entire country.
 - v. Continue with the process of operationalization of the Leadership Code Tribunal. Qualified Ugandans men, women and PWDs from any part of Uganda will have equal chance of being recruited and work with the Tribunal.
 - vi. Will mainstream gender and equity issues in all its activities
 - vii. Promote ethical conduct, accountability and exemplary leadership at the Local Government level through popularizing National Ethical Values (NEVs) covering all regions in Uganda. Men, women, the youth, elderly and PWDs will be involved. Will build capacity of Primary school teachers both male and female from all regions in Uganda to effectively integrate ethical values in school activities.
 - viii. Will continue strengthening the capacity of District Integrity Promotion Forums (DIPFs), covering eight DIPFs per region per year. Both male and female members of DIPFs will have equal opportunity of being rained A bout UGX eighty million will be spent per year.
 - ix. Under the ACPPP collaboration Framework will continue conducting follow up meetings on issues of accountability and abuse of office.
- x. Pornography Control Committee (PCC) in conjunction with UCC will continue with campaigns against Pornography reaching all regions of Uganda targeting men, women, the youth, children, the elderly and PWDs.

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xi. Will promote public participation of men, women, the youth, elderly and PWDs in all regions of Uganda in the fight against corruption and promoting public demand for accountability and transparent leadership. Will strengthen Anti-corruption Public Private Partnership (ACPPP) aimed at strengthening collaboration among stakeholders involved in the anti-corruption crusade.

xii. Will enhance communication of Government efforts against corruption and off shoots of moral decadence. Men, women, the youth, elderly and persons with disabilities from all regions of Uganda will be targeted. About UGX forty million will be spent in a year.

xiii. Spearhead commemoration of international anti-corruption week and St. Janani Luwum Day.

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V. Summary of Past Performance and Medium Term Budget Allocations

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

	2018/19 Outturn	2019/20		2020/21	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2021/22	2022/23	2023/24	2024/25	
Recurrent	Wage	0.807	2.584	0.402	2.584	2.584	2.584	2.584	2.584
	Non Wage	3.811	6.009	2.650	6.009	7.211	8.653	10.383	12.460
Devt.	GoU	0.211	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	4.829	8.592	3.052	8.592	9.794	11.236	12.967	15.043	
Total GoU+Ext Fin (MTEF)	4.829	8.592	3.052	8.592	9.794	11.236	12.967	15.043	
Arrears	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	4.829	8.592	3.052	8.592	9.794	11.236	12.967	15.043	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	4.829	8.592	3.052	8.592	9.794	11.236	12.967	15.043	
Total Vote Budget Excluding Arrears	4.829	8.592	3.052	8.592	9.794	11.236	12.967	15.043	

VI. Budget By Economic Classification

Table V6.1 2019/20 and 2020/21 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2019/20 Approved Budget				2020/21 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	8.592	0.000	0.000	8.592	8.592	0.000	8.592
211 Wages and Salaries	3.517	0.000	0.000	3.517	3.519	0.000	3.519
212 Social Contributions	0.046	0.000	0.000	0.046	0.046	0.000	0.046
213 Other Employee Costs	0.191	0.000	0.000	0.191	0.191	0.000	0.191
221 General Expenses	2.405	0.000	0.000	2.405	2.729	0.000	2.729
222 Communications	0.218	0.000	0.000	0.218	0.226	0.000	0.226
223 Utility and Property Expenses	0.678	0.000	0.000	0.678	0.664	0.000	0.664
224 Supplies and Services	0.049	0.000	0.000	0.049	0.050	0.000	0.050
225 Professional Services	0.040	0.000	0.000	0.040	0.020	0.000	0.020
227 Travel and Transport	1.227	0.000	0.000	1.227	0.916	0.000	0.916
228 Maintenance	0.220	0.000	0.000	0.220	0.231	0.000	0.231
Grand Total :	8.592	0.000	0.000	8.592	8.592	0.000	8.592
Total excluding Arrears	8.592	0.000	0.000	8.592	8.592	0.000	8.592

VII. Budget By Programme And Subprogramme

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

<i>Billion Uganda shillings</i>	FY 2018/19 Outturn	FY 2019/20		2020-21 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2021-22	2022-23	2023-24	2024-25
52 Ethics and Integrity	4.829	8.592	3.052	8.592	9.794	11.236	12.967	15.043
01 General Administration and Support Services	3.044	5.784	1.807	5.604	6.686	8.648	10.459	12.455
02 Ethics	0.181	0.679	0.275	0.678	0.598	0.678	0.678	0.678
03 Law, Policy Formulation and Dissemination	0.150	0.600	0.277	0.600	0.800	0.800	0.800	0.800
04 Internal Audit Department	0.040	0.060	0.029	0.060	0.080	0.080	0.080	0.080
05 Religious Affairs	0.357	0.370	0.172	0.420	0.370	0.370	0.370	0.370
06 Coordination of National Anti-Corruption Strategies (NACS)	0.250	0.500	0.226	0.370	0.500	0.500	0.420	0.500
07 Pornography Control Committee (PCC)	0.595	0.600	0.265	0.600	0.600	0.000	0.000	0.000
09 Information and Communication	0.000	0.000	0.000	0.260	0.160	0.160	0.160	0.160
1226 Support to Directorate of Ethics and Integrity	0.211	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total for the Vote	4.829	8.592	3.052	8.592	9.794	11.236	12.967	15.043
Total Excluding Arrears	4.829	8.592	3.052	8.592	9.794	11.236	12.967	15.043

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2020/21)

Programme :	52 Ethics and Integrity				
Programme Objective :	<ol style="list-style-type: none"> 1. To provide political leadership and coordinate national efforts against corruption and moral decadence involving men, women, the youth and persons with disabilities (PWDs) in the whole country. 2. To mainstream ethics and integrity to propel good governance across the country. 3. To spearhead the development of laws, policies and strategies to promote ethics and integrity in the Ugandan society covering all regions. Development process will involve men, women, youth, old people and PWDs. 4. To coordinate and advise Government on the operations of Religious and Faith Organisations (RFOs) in the country. RFOs operations in the entire country will have equal opportunity when giving their views. Men, women, youth and PWDs will have equal chance to participate in the process. 				
Responsible Officer:	Permanent Secretary				
Programme Outcome:	National Ethical Values (NEVs) mainstreamed in public				
Sector Outcomes contributed to by the Programme Outcome					
1. Value for money in the management of public resources					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection

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• Proportion of LGs with functional District Integrity Promotion Forum (DIPFs)	50%	2018	70%	80%	90%
• Proportion of Primary Schools equitably selected from all regions of Uganda who have mainstreamed NEVs in their activities	8%	2018	18%	25%	30%
• Proportion of Secondary Schools equitably selected from all regions of Uganda who have mainstreamed NEVs in their activities	5%	2018	18%	25%	30%
SubProgramme: 01 General Administration and Support Services					
Output: 05 DEI Support Services					
No of final accounts made			3	3	3
Level of implementation of the Vote Strategic Plan			90%	95%	100%
SubProgramme: 02 Ethics					
Output: 02 Public education and awareness					
No of Schools equitably selected from all regions in Uganda in which NEVs have been disseminated			40	40	40
No of Cultural Institutions involved in mainstreaming of NEVs			4	4	4
No of LGs where IEC Materials on NEVs are popularised			120	120	120
No of media programs conducted			8	8	8
No of DIPF capacity building interventions conducted in all regions in Uganda			20	20	20
SubProgramme: 03 Law, Policy Formulation and Dissemination					
Output: 01 Formulation and monitoring of Policies, laws and strategies					
No. of dissemination workshops equitably conducted on anti-corruption Laws and policies			40	40	40
No of consultative workshops equitably conducted in the development of Anti-corruption laws and policies			12	12	12
No. of sessions on implementation of Regional and International Legal Instruments participated in, taking social inclusion into account.			4	4	4
SubProgramme: 04 Internal Audit Department					
Output: 09 Internal Management Controls					
No. of Internal Audits reports prepared			4	4	5
SubProgramme: 05 Religious Affairs					
Output: 06 Harmonisation of Religious Organisations					
Data Management System in Place			70%	85%	90%
Janani Luwum Day commemorated (Annually)			1	1	1
SubProgramme: 06 Coordination of National Anti-Corruption Strategies (NACS)					
Output: 04 National Anti Corruption Strategy Coordinated					
No. of Reports			1	1	1
No of gender and equity responsive Meetings of the IAF Technical Working Groups			4	4	4
No of Consultative meetings held.			1	1	1

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SubProgramme: 07 Pornography Control Committee (PCC)			
Output: 07 Elimination of Pornography			
No of public awareness campaigns	12	12	12
No of Pornographic objects destroyed	4	4	4
No. of Pornography offenders apprehended and Prosecuted	4	4	4
SubProgramme: 09 Information and Communication			
Output: 02 Public education and awareness			
No of LGs where IEC Materials on NEVs are popularised	40	40	40
No of media programs conducted	10	10	10

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

1. Inadequate budget provision and Budget cuts.
2. Limited participation by citizens in the anti-corruption crusade
3. Misconception/bias among the Public in relation to RFO Policy development process.
4. Technological advancement in ICT makes it difficult to detect and prevent Pornography
5. Limited skills among most DEI staff to deal with issues of G&E during Planning and Budgeting.
6. Lack of a facility for breast feeding mothers at DEI so that mothers are able to come with their babies after end of their maternity leave.
7. Syndicate corruption
8. Moral decadence and negative foreign influence
9. Low implementation of anti-corruption Laws and policies
10. Limited capacity of DEI to implement its mandate

Plans to improve Vote Performance

- i. Lobby for additional resources from Parliament and Development Partners
- ii. Synergise and network with other MDAs, CSOs, UCC, NGOs, Cultural institutions, Private Sector and LGs in implementing DEI mandate
- iii. Revamp Inter-agency Forum (IAF) Mechanism and District Integrity Promotion Forums (DIPFs)
- iv. DEI to request EOC to build capacity of DEI staff in G&E Planning and budgeting, about UGX 10 million will be spent on

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training of DEI staff.

v. DEI to create a facility for breast feeding mothers. A bout UGX 40 million will be required for this facility.

vi. Increase participation by citizens in the anti-corruption crusade by continuously sensitizing the public about the dangers of corruption

vii. Intensify dissemination of NEVs to instill moral values in society

viii. Engage and empower the media to give right information e.g. on issues about corruption, pornography, and RFO policy.

ix. Constantly engage RFOs in the fight against corruption and moral decadence.

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To mainstream HIV/AIDS policy at DEI work place involving all Staff, women and men; irrespective of staff designation
Issue of Concern :	HIV/AIDS epidemic has robbed the country by taking lives of citizen and affected the economy by spending a lot of money on drugs. There is need to raise awareness among the DEI staff and the community
Planned Interventions :	Organize, workshops/Seminars and invite HIV/AIDS experts to guide staff and management of DEI on how to prevent the spread of HIV AIDS Provide free HIV voluntary counseling and testing to all staff, both women and men
Budget Allocation (Billion) :	0.020
Performance Indicators:	i. Number of Workshops/Conferences conducted to sensitize staff and community on HIV/AIDS ii. Number of staff receiving the services

Issue Type: Gender

Objective :	To Increase the awareness of women on roles and responsibilities in the fight against corruption
Issue of Concern :	Limited involvement of women in rebuilding Ethics and Integrity
Planned Interventions :	Increase the participation of women during all DEI workshops.
Budget Allocation (Billion) :	0.010
Performance Indicators:	Number of women participating during DEI workshops/conferences.

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Issue Type:	Enviroment
Objective :	To sensitize the public to cherish and uphold the values of preserving the environment
Issue of Concern :	Environmental degradation
Planned Interventions :	During workshops and conferences to disseminate the national ethical values of Uganda emphasizing the significance of respecting the environment and the dangers related to environmental degradation
Budget Allocation (Billion) :	0.010
Performance Indicators:	Number of Workshops/Conferences conducted to sensitize the public on the national ethical values of Uganda

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Assistant Commissioner Ethics Compliance	U1S	1	0
Assistant Commissioner Ethics Policy & Standards	U1S	1	0
Assistant Commissioner Religious Affairs (M & E)	U1S	1	1
Assistant Commissioner Religious Affairs, Policy & Standards	U1S	1	0
Permanent Secretary	U1S	1	1
Commissioner	U1SE	1	1
Commissioner Ethics Policy & Standards	U1SE	1	1
Commissioner Information and Communication(CIC)	U1SE	1	0
Commissioner Religious Affairs	U1SE	1	1
Director Ethics	U1SE	1	0
Director Legal	U1SE	1	0
Director, Ethics/RA	U1SE	1	1
Under Secretary Finance & Administration	U1SE	1	1
Principal Accountant	U2	1	0
Principal Assistant Secretary	U2	1	1
Principal Communications Officer-Information and Comm	U2	1	0
Principal Economist	U2	1	0
Principal Ethics Officer	U2	1	1
Principal Ethics Officer PCC Support Unit	U2	1	0

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Principal Human Resource Officer	U2		1	0
Principal Legal Officer	U2		2	1
Principal Personnel Secretary	U2		1	0
Senior Assistant Secretary	U3		2	2
Senior Communications Officer	U3		1	0
Senior Ethics Officer	U3		5	1
Senior Internal Auditor	U3		1	1
Senior League Officer	U3		1	0
Senior Personal Secretary	U3		1	1
Senior Policy Analyst	U3		1	1
Senior Procurement	U3		1	1
Senior Records Officer	U3		1	1
Senior Human Resource Officer	U3		1	1
Accountant	U4		1	1
Assistant Secretary	U4		2	1
Economist	U4		1	0
Ethics Officer	U4		1	0
Information Scientist	U4		1	1
Legal Officer	U4		3	1
Personnel Secretary	U4		1	1
Procurement Officer	U4		1	0
Systems Administrator	U4		1	1
Senior Assistant Accountant	U5		1	0
Stenographer Secretary	U5		3	2
Receptionist	U6		1	0
Accounts Assistant	U7		2	1
Records Assistant	U7		1	1
Driver	U8		8	5
Office Attendant	U8		8	3

Table 13.2 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2020/21	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Assistant Commissioner Ethics Compliance	U1S	1	0	1	1	1,624,934	19,499,208
Driver	U8	8	5	3	1	237,069	2,844,828
Ethics Officer	U4	1	0	1	1	744,866	8,938,392

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Legal Officer	U4	1	0	1	1	1,258,400	15,100,800
Principal Communications Officer- Information and Comm	U2	1	0	1	1	1,247,467	14,969,604
Principal Economist	U2	1	0	1	1	1,247,467	14,969,604
Principal Ethics Officer PCC Support Unit	U2	1	0	1	1	1,201,688	14,420,256
Principal Personnel Secretary	U2	1	0	1	1	1,201,688	14,420,256
Receptionist	U6	1	0	1	1	283,913	3,406,956
Senior Ethics Officer	U3	5	1	4	1	912,771	10,953,252
Senior League Officer	U3	1	0	1	1	1,578,720	18,944,640
Total		22	6	16	11	11,538,983	138,467,796