

---

# Vote:124

 Equal Opportunities Commission

---

## V1: Vote Overview

---

### I. Vote Mission Statement

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

### II. Strategic Objective

1. To enhance redress to complaints on violations of economic, social and cultural rights.
2. To enhance the responsiveness of national policies, laws and programmes to equal opportunities and affirmative action for inclusive growth.
3. To strengthen compliance with equal opportunities and affirmative action in public and private institutions for more inclusive and sustainable development.
4. To promote positive public mind-set among and towards the vulnerable groups for equitable participation, and access to livelihood as well as development opportunities.
5. To strengthen and sustain the growth and development of the Equal Opportunities Commission for improved service delivery for all.

### III. Major Achievements in 2020/21

1. Annual Report on State of Equal Opportunities in Uganda for FY2019/20 produced and disseminated.
2. Three (3) Newspaper supplements, 3 Radio talk shows, 2 TV shows, 240 Radio jingles, 10 TV animations, 1 social media/digital campaign conducted
3. Reviewed and operationalized communications Strategy;
4. Gender and Equity training conducted targeting 20 (11 Female and 9 male)
5. Capacity building for the least performing LGs (targeting 24 participants (16 male and 8 Female) from 8 institutions.
6. Two (2) pre- tribunal session conducted in Namayingo and Mbale. Annual report of tribunal Complaints and judgments is being compiled
7. 15 tribunal sittings sessions were handled
8. Investigations carried out in Kaliro, Iganga, Jinja, Wakiso, Kanungu, Masaka, Kiryandongo District representing 55% of the total complaints registered.
9. Mobile legal clinic conducted in the districts of Masaka, Mpigi, Butambala, Kalungu and Sembabule.
10. Public awareness campaign on the understanding of Equal Opportunities, Affirmative Action and Gender & Equity compliance for inclusive development conducted and interests of marginalized groups in the COVID-19 interventions addressed.
11. 100 copies of a policy brief on the Pre-primary education and WASH services in Uganda schools produced and disseminated; 200 copies of a fact sheet focusing on the pre-primary education sub-sector and WASH services in schools produced and disseminated.

### IV. Medium Term Plans

1. Capacity of 167 MDAs to mainstream Gender and Equity responsive planning and budgeting enhanced
2. Capacity of LGs enhanced
3. Physical accessibility audits conducted
4. Capacity of private institutions on compliance with gender and equity/ inclusive principles conducted
5. Capacity of CSO/FBOs/ Cultural on compliance with gender and equity inclusive principals conducted
6. Policies, Laws and Bills examined for compliance with equal opportunities
7. Strategic Plan FY 2020/21 – FY 2024/25 developed and disseminated
8. Opening up Regional Offices for Equity purposes of reaching out to marginalized people in rural areas.

# Vote:124

Equal Opportunities Commission

## V. Snapshot Of Medium Term Budget Allocations

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

		2019/20 Outturn	2020/21		2021/22	MTEF Budget Projections			
			Approved Budget	Expenditure by End Dec		2022/23	2023/24	2024/25	2025/26
<b>Recurrent</b>	Wage	2.987	2.967	1.450	2.967	3.115	3.115	3.115	3.115
	Non Wage	7.005	8.745	3.280	9.945	9.945	9.945	9.945	9.945
<b>Devt.</b>	GoU	0.153	0.360	0.037	0.360	0.360	0.360	0.360	0.360
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>		<b>10.145</b>	<b>12.072</b>	<b>4.767</b>	<b>13.272</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>10.145</b>	<b>12.072</b>	<b>4.767</b>	<b>13.272</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>
Arrears		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>Total Budget</b>		<b>10.145</b>	<b>12.072</b>	<b>4.767</b>	<b>13.272</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>
<b>A.I.A Total</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Grand Total</b>		<b>10.145</b>	<b>12.072</b>	<b>4.767</b>	<b>13.272</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>10.145</b>	<b>12.072</b>	<b>4.767</b>	<b>13.272</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>

Table 5.2: Budget Allocation by Programme (US\$ Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Community Mobilization and Mindset Change	1.086	0.000	1.086
Human Capital Development	12.186	0.000	12.186
<b>Grand Total :</b>	<b>13.272</b>	<b>0.000</b>	<b>13.272</b>
<b>Total excluding Arrears</b>	<b>13.272</b>	<b>0.000</b>	<b>13.272</b>

## VI. Budget By Economic Classification

Table V6.1 2020/21 and 2021/22 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2020/21 Approved Budget				2021/22 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
<b>Output Class : Outputs Provided</b>	<b>11.721</b>	<b>0.000</b>	<b>0.000</b>	<b>11.721</b>	<b>12.911</b>	<b>0.000</b>	<b>12.911</b>
211 Wages and Salaries	4.055	0.000	0.000	4.055	3.966	0.000	3.966
212 Social Contributions	0.297	0.000	0.000	0.297	0.482	0.000	0.482
213 Other Employee Costs	1.322	0.000	0.000	1.322	1.463	0.000	1.463
221 General Expenses	2.502	0.000	0.000	2.502	2.113	0.000	2.113
222 Communications	0.073	0.000	0.000	0.073	0.037	0.000	0.037
223 Utility and Property Expenses	0.557	0.000	0.000	0.557	0.554	0.000	0.554

# Vote:124

## Equal Opportunities Commission

224 Supplies and Services	0.023	0.000	0.000	0.023	0.023	0.000	0.023
225 Professional Services	0.467	0.000	0.000	0.467	1.471	0.000	1.471
227 Travel and Transport	2.193	0.000	0.000	2.193	2.322	0.000	2.322
228 Maintenance	0.232	0.000	0.000	0.232	0.479	0.000	0.479
282 Miscellaneous Other Expenses	0.002	0.000	0.000	0.002	0.000	0.000	0.000
<b>Output Class : Capital Purchases</b>	<b>0.350</b>	<b>0.000</b>	<b>0.000</b>	<b>0.350</b>	<b>0.360</b>	<b>0.000</b>	<b>0.360</b>
312 FIXED ASSETS	0.350	0.000	0.000	0.350	0.360	0.000	0.360
<b>Grand Total :</b>	<b>12.072</b>	<b>0.000</b>	<b>0.000</b>	<b>12.072</b>	<b>13.272</b>	<b>0.000</b>	<b>13.272</b>
<b>Total excluding Arrears</b>	<b>12.072</b>	<b>0.000</b>	<b>0.000</b>	<b>12.072</b>	<b>13.272</b>	<b>0.000</b>	<b>13.272</b>

### VII. Budget By Sub-Subprogramme , Department And Project

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Sub-SubProgramme,Department and Project

Billion Uganda shillings	FY 2019/20 Outturn	FY 2020/21		2021-22 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2022-23	2023-24	2024-25	2025-26
<b>07 Gender and Equity</b>	<b>3.101</b>	<b>3.144</b>	<b>1.364</b>	<b>3.070</b>	<b>3.070</b>	<b>3.070</b>	<b>3.070</b>	<b>3.070</b>
04 Research, Monitoring and Evaluation	1.070	1.086	0.591	1.086	1.086	1.086	1.086	1.086
05 Education, Training, Information and Communication	0.927	1.081	0.431	1.008	1.008	1.008	1.008	1.008
06 Compliance and reporting	1.104	0.977	0.342	0.977	0.977	0.977	0.977	0.977
<b>08 Redressing imbalances and promoting equal opportunities for all</b>	<b>7.044</b>	<b>8.928</b>	<b>3.402</b>	<b>10.201</b>	<b>10.350</b>	<b>10.350</b>	<b>10.350</b>	<b>10.350</b>
01 Statutory	1.635	1.086	0.414	0.966	0.966	0.966	0.966	0.966
02 Legal Services and Investigations	0.851	0.902	0.381	0.902	0.902	0.902	0.902	0.902
03 Administration, Finance and Planning	4.404	6.579	2.571	7.973	8.121	8.121	8.121	8.121
1269 Strengthening the Capacity of Equal Opportunities Commission	0.153	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1628 Retooling of Equal Opportunities Commission	0.000	0.360	0.037	0.360	0.360	0.360	0.360	0.360
<b>Total for the Vote</b>	<b>10.145</b>	<b>12.072</b>	<b>4.767</b>	<b>13.272</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>
<b>Total Excluding Arrears</b>	<b>10.145</b>	<b>12.072</b>	<b>4.767</b>	<b>13.272</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>	<b>13.420</b>

### VIII. Sub-SubProgramme Performance and Medium Term Plans

Table V8.1: Sub-SubProgramme Outcome and Outcome Indicators

<b>Sub-SubProgramme :</b> 07 Gender and Equity	
<b>Objective :</b>	<ol style="list-style-type: none"> <li>1.To identify, review and advocate for affirmative action to redress imbalances and special needs of the discriminated and marginalized persons/groups</li> <li>2.To ensure compliance with the National, Regional and International provisions for the promotion of equal opportunities for all.</li> <li>3.To create awareness on equal opportunities and affirmative action for promotion of inclusiveness</li> </ol>

# Vote:124 Equal Opportunities Commission

<b>Responsible Officer:</b> Mr Kanya Julius Head of Department, Education and Communication					
<b>Outcome:</b> MDAs` responsiveness to Gender and Equity compliance demonstrated					
<b>1. Enhanced gender equality and womens empowerment</b>					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Percentage MDA compliance to gender and equity principles and standards	60%	2019	65%	70%	72%
• Percentage increase in level of public awareness of and participation in programmes for promotion of equal opportunities and affirmative action	60%	2019	65%	65%	65%
<b>Department: 05 Education, Training, Information and Communication</b>					
<b>Budget Output: 05 Promotion of Public awareness on equal opportunities and affirmative action</b>					
Number of trainings on Equal Opportunities related concepts conducted			12	12	12
Number of Public Awareness Campaigns conducted			20	20	20
<b>Department: 06 Complaine and reporting</b>					
<b>Budget Output: 04 Monitoring, Evaluation and compliance with equal opportunities</b>					
Number of Public and private/NGO institutions monitored for G&E compliance			40	40	40
Percentage of Sector Budget Framework Papers and Ministerial Policy Statements compliant with Equal Opportunities standards and regulations			75%	75%	75%
<b>Sub-SubProgramme :</b> 08 Redressing imbalances and promoting equal oportunites for all					
<b>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>	Mr. Semwogerere M. Robert Undersecretary/Accounting Officer				
<b>Outcome:</b>	Equitable and inclusive social services promoted				
<b>1. Vulnerable and marginalised persons protected from deprivation</b>					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection

# Vote:124 Equal Opportunities Commission

• Percentage of marginalised persons participating in the development initiatives	45%	2017	46%	46%	46%
• Percentage of marginalised persons accessing social justice	45%	2019	50%	50%	50%
<b>Department: 01 Statutory</b>					
<b>Budget Output: 01 Policies, Advocacy and Tribunal Operations</b>					
Number of tribunal hearings conducted			32	32	32
Number of laws, policies and regulations reviewed for compliance			8	8	8
<b>Department: 02 Legal Services and Investigations</b>					
<b>Budget Output: 02 Investigations and Follow up of cases and complaints</b>					
Number of complaints resolved and nature of resolution			800	800	800
Proportion of received complaints and petitions investigated and resolved/referred by the Commission			70%	70%	70%

## 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. The staff structure of the EOC is not yet filled despite the periodic recruitments that were done. The wage bill ceiling is still low.
2. Inadequate funding has constrained the operations and interventions of the Commission.
3. Lack of regional office limits accessibility to EOC services.
4. Lack of office Space, the Commission is limited by office space.

### Plans to improve Vote Performance

1. Strengthening the capacity of State and non - state actors to mainstream equal opportunities and affirmative action in all policies, laws, plans, programs, activities, practices, traditions cultures, usages and customs
2. Strengthening joint monitoring of Government programmes on compliance to Gender and Equity
3. Strengthen joint assessment of Budget Framework Papers and Ministerial Policy Statements on compliance with Gender and Equity
4. Continue lobbying development partners and other sectors to fund some activities of EOC

## XI Off Budget Support

**Table 11.1 Off-Budget Support by Department and Project**

N/A

## XII. Vote Cross Cutting Policy And Other Budgetary Issues

**Table 12.1: Cross- Cutting Policy Issues**

# Vote:124 Equal Opportunities Commission

<b>Issue Type:</b>	<b>HIV/AIDS</b>
<b>Objective :</b>	To reduce discrimination and Stigma among people living with HIV/AIDS in hard to reach areas in Uganda
<b>Issue of Concern :</b>	Discrimination and Stigma among people living with HIV/AIDS in hard to reach areas in Uganda
<b>Planned Interventions :</b>	Distribute and disseminate IEC materials in the hard to reach areas in Uganda.
<b>Budget Allocation (Billion) :</b>	0.020
<b>Performance Indicators:</b>	200 IEC materials developed and disseminated

<b>Issue Type:</b>	<b>Gender</b>
<b>Objective :</b>	To reduce marginalization among Female, Youths, PWDs in issues of access, participation, ownership and benefit of resources
<b>Issue of Concern :</b>	Marginalization among Female, Youths, PWDs in issues of access, participation, ownership and benefit of resources
<b>Planned Interventions :</b>	2. Conduct research studies on access, participation, ownership and benefit of resources among women, youth persons with disabilities
<b>Budget Allocation (Billion) :</b>	0.050
<b>Performance Indicators:</b>	Report on marginalization among Female, Youths, PWDs in issues of access, participation, ownership and benefit of resources

<b>Issue Type:</b>	<b>Environment</b>
<b>Objective :</b>	To create awareness among MDAs and LGs on dangers of misuse of natural resources to the most Vulnerable Communities
<b>Issue of Concern :</b>	Lack of awareness among MDAs and LGs on dangers of misuse of natural resources to the most Vulnerable Communities.
<b>Planned Interventions :</b>	The EOC will score MDAs and Local governments that budget and absorb resources allocated
<b>Budget Allocation (Billion) :</b>	0.020
<b>Performance Indicators:</b>	Local Government Assessment Report

### XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Commissioner Legal Services & Investigations	EOC SE	1	0
Commissioner Research, Monitoring & Evaluation	EOC SE	1	0

# Vote:124 Equal Opportunities Commission

Commissioner, Compliance and Reporting	EOC1E	1	0
Principal Compliance Officer (MDAs)	EOC2	1	0
Principal Compliance Officer (NGOs, Social & Cultural Orgns)	EOC2	1	0
Principal Education and Training Officer	EOC2	2	1
Principal Human Resource Officer	EOC2	1	0
Principal Information and Communication Officer	EOC2	1	0
Principal Monitoring and Evaluation Officer	EOC2	1	0
SAS	EOC3	1	0
Senior Compliance Officer (MDAs)	EOC3	1	0
Senior Compliance Officer (NGOs, Social& Cultural Orgns)	EOC3	2	0
Senior Compliance Officer (Public & Private Enterprises)	EOC3	1	0
Senior Education officer	EOC3	2	1
Senior Information and Communication Officer	EOC3	1	0
senior investigations officer	EOC3	1	0
senior legal officer	EOC3	1	0
Senior Monitoring and Evaluation Officer	EOC3	2	1
Senior Research officer	EOC3	1	0
investigations officer	EOC4	1	0
Economist	EOC4	1	0
Human Resource Officer	EOC4	2	0
Personal Secretary	EOC4	3	1
Social Worker	EOC4	1	0
Assistant Records Officer	EOC5	1	0
Office Attendant	EOC8	4	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 FY2021/22	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
investigations officer	EOC4	1	0	1	1	3,828,728	45,944,736
Assistant Records Officer	EOC5	1	0	1	1	2,584,568	31,014,816
Commissioner Legal Services & Investigations	EOC SE	1	0	1	1	8,061,640	96,739,680

# Vote:124 Equal Opportunities Commission

Commissioner Research, Monitoring & Evaluation	EOC SE	1	0	1	1	8,061,640	96,739,680
Commissioner, Compliance and Reporting	EOC1E	1	0	1	1	8,061,640	96,739,680
Economist	EOC4	1	0	1	1	3,828,728	45,944,736
Human Resource Officer	EOC4	2	0	2	2	7,657,456	91,889,472
Office Attendant	EOC8	4	3	1	1	1,003,624	12,043,488
Personal Secretary	EOC4	3	1	2	2	7,657,456	91,889,472
Principal Compliance Officer (MDAs)	EOC2	1	0	1	1	6,553,602	78,643,224
Principal Compliance Officer (NGOs, Social & Cultural Orgns)	EOC2	1	0	1	1	6,553,602	78,643,224
Principal Education and Training Officer	EOC2	2	1	1	1	6,553,602	78,643,224
Principal Human Resource Officer	EOC2	1	0	1	1	6,553,602	78,643,224
Principal Information and Communication Officer	EOC2	1	0	1	1	6,553,602	78,643,224
Principal Monitoring and Evaluation Officer	EOC2	1	0	1	1	6,553,602	78,643,224
SAS	EOC3	1	0	1	1	5,013,488	60,161,856
Senior Compliance Officer (MDAs)	EOC3	1	0	1	1	5,013,488	60,161,856
Senior Compliance Officer (NGOs, Social & Cultural Orgns)	EOC3	2	0	2	2	10,026,976	120,323,712
Senior Compliance Officer (Public & Private Enterprises)	EOC3	1	0	1	1	5,143,488	61,721,856
Senior Education officer	EOC3	2	1	1	1	5,013,488	60,161,856
Senior Information and Communication Officer	EOC3	1	0	1	1	5,013,488	60,161,856
senior investigations officer	EOC3	1	0	1	1	5,013,488	60,161,856
senior legal officer	EOC3	1	0	1	1	5,013,488	60,161,856
Senior Monitoring and Evaluation Officer	EOC3	2	1	1	1	5,013,488	60,161,856
Senior Research officer	EOC3	1	0	1	1	5,013,488	60,161,856
Social Worker	EOC4	1	0	1	1	3,828,728	45,944,736
<b>Total</b>		<b>36</b>	<b>7</b>	<b>29</b>	<b>29</b>	<b>149,174,188</b>	<b>1,790,090,256</b>