

VOTE: 124

Equal Opportunities Commission

V1: VOTE OVERVIEW

i) Vote Strategic Objectives

To enhance redress to complaints on violations of economic social and cultural rights

To enhance the responsiveness of national policies laws and programmes to equal opportunities and affirmative action for inclusive growth

To strengthen compliance with equal opportunities and affirmative action in public and private institutions for more inclusive and sustainable development

To promote positive public mind set among and towards the vulnerable groups for equitable participation and access to livelihood as well as development opportunities

To strengthen and sustain the growth and development of the Equal Opportunities Commission for improved service delivery for all

ii) Snapshot of Medium Term Budget Allocations

Table V1.1 Overview of Vote Medium Term Allocations (Ush Billion)

<i>Billion Uganda Shillings</i>		FY2022/23	MTEF Budget Projections			
		Proposed Budget	2023/24	2024/25	2025/26	2026/27
Recurrent	Wage	2.967	2.967	2.967	2.967	2.967
	Non Wage	8.554	8.554	8.554	8.554	8.554
Devt.	GoU	0.360	0.360	0.360	0.360	0.360
	ExtFin	0.000	0.000	0.000	0.000	0.000
GoU Total		11.881	11.881	11.881	11.881	11.881
Total GoU+Ext Fin (MTEF)		11.881	11.881	11.881	11.881	11.881
<i>A.I.A Total</i>		0	0.000	0.000	0.000	0.000
Grand Total		11.881	11.881	11.881	11.881	11.881

Table V1.2: Medium Term Projections by Programme and Sub-Subprogramme

<i>Billion Uganda Shillings</i>		2022/23	MTEF Budget Projection			
		Proposed Budget	2023/24	2024/25	2025/26	2026/27
12 HUMAN CAPITAL DEVELOPMENT						
01 Gender and Equity		0.770	0.770	0.770	0.770	0.770
Total for the Programme		0.770	0.770	0.770	0.770	0.770
15 COMMUNITY MOBILIZATION AND MINDSET CHANGE						
01 Gender and Equity		0.782	0.782	0.782	0.782	0.782
Total for the Programme		0.782	0.782	0.782	0.782	0.782
16 GOVERNANCE AND SECURITY						
02 Redressing imbalances and promoting equal opportunities		0.937	0.937	0.937	0.937	0.937

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Total for the Programme	0.937	0.937	0.937	0.937	0.937
18 DEVELOPMENT PLAN IMPLEMENTATION					
02 Redressing imbalances and promoting equal opportunities	9.392	9.392	9.392	9.392	9.392
Total for the Programme	9.392	9.392	9.392	9.392	9.392
Total for the Vote: 124	11.881	11.881	11.881	11.881	11.881

V2: MEDIUM TERM BUDGET ALLOCATIONS BY DEPARTMENT AND PROJECT

Table V2.1: Medium Term Projections by Department and Project

Billion Uganda Shillings	2022/23	MTEF Budget Projection			
	Proposed Budget	2023/24	2024/25	2025/26	2026/27
Programme: 12 HUMAN CAPITAL DEVELOPMENT					
Sub-SubProgramme: 01 Gender and Equity					
<i>Recurrent</i>					
001 Compliance and Enforcement	0.770	0.770	0.770	0.770	0.770
<i>Development</i>					
N / A					
Total for the Sub-SubProgramme	0.770	0.770	0.770	0.770	0.770
Total for the Programme	0.770	0.770	0.770	0.770	0.770
Programme: 15 COMMUNITY MOBILIZATION AND MINDSET CHANGE					
Sub-SubProgramme: 01 Gender and Equity					
<i>Recurrent</i>					
002 Education, Training, Information and Communication	0.782	0.782	0.782	0.782	0.782
<i>Development</i>					
N / A					
Total for the Sub-SubProgramme	0.782	0.782	0.782	0.782	0.782
Total for the Programme	0.782	0.782	0.782	0.782	0.782
Programme: 16 GOVERNANCE AND SECURITY					
Sub-SubProgramme: 02 Redressing imbalances and promoting equal opportunities					
<i>Recurrent</i>					
001 Legal Services and Investigations	0.937	0.937	0.937	0.937	0.937
<i>Development</i>					
N / A					

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Total for the Sub-SubProgramme	0.937	0.937	0.937	0.937	0.937
Total for the Programme	0.937	0.937	0.937	0.937	0.937
Programme: 18 DEVELOPMENT PLAN IMPLEMENTATION					
Sub-SubProgramme: 02 Redressing imbalances and promoting equal opportunitites					
<i>Recurrent</i>					
002 Administration, Finance and Planning	8.149	8.149	8.149	8.149	8.149
003 Research, Monitoring and Evaluation	0.883	0.883	0.883	0.883	0.883
<i>Development</i>					
1628 Retooling of Equal Opportunities Commission	0.360	0.360	0.360	0.360	0.360
Total for the Sub-SubProgramme	9.392	9.392	9.392	9.392	9.392
Total for the Programme	9.392	9.392	9.392	9.392	9.392
Total for the Vote: 124	11.881	11.881	11.881	11.881	11.881

V3: VOTE MEDIUM TERM PLANS

Planned Outputs for FY2022/23 and Medium Term Plans

Plan FY2022/23	MEDIUM TERM PLANS
Programme Intervention: 12040111 Support Gender equality and Equity Responsive Budgeting in all sectors and LGs	
Produce assessment report of the annual Programme and LGs BFPs, Vote MPSs and National Budget Train National and 60 Parish Development Committees on Parish Development Model on G and E responsive implementation of the Model Produce simplified Checklist for Gender and Equity awareness and abridged versions of the G and E Compacts and success stories	Produce assessment report of the annual Programme and LGs BFPs, Vote MPSs and National Budget Train National and 60 Parish Development Committees on Parish Development Model on G and E responsive implementation of the Model Produce simplified Checklist for Gender and Equity awareness and abridged versions of the G and E Compacts and success stories
Programme Intervention: 150101 Design and implement a programme aimed at promoting household engagement in culture and creative industries for income generation;	
Develop and roll out EO and AA strategy on the implementation of Community Mobilization and Mind Set Change programme for state and non-state actors Align Equal Opportunities and affirmative action training manual to the NDP III and Parish Development Model for inclusive service delivery Develop Equal Opportunities and affirmative action guidelines for implementation of the NDP III NRM Manifesto and the Parish Development Model in user friendly format braille ordinary and large print electronic visual aids etc for inclusive service delivery	Develop and roll out EO and AA strategy on the implementation of Community Mobilization and Mind Set Change programme for state and non-state actors Align Equal Opportunities and affirmative action training manual to the NDP III and Parish Development Model for inclusive service delivery Develop Equal Opportunities and affirmative action guidelines for implementation of the NDP III NRM Manifesto and the Parish Development Model in user friendly format braille ordinary and large print electronic visual aids etc for inclusive service delivery
Programme Intervention: 150302 Promote advocacy, social mobilisation and behavioural change communication for community development.	

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Conduct quarterly electronic print and digital media campaigns to create visibility around EOC and its work within the context of NDP III and the Parish Development Model	Conduct quarterly electronic print and digital media campaigns to create visibility around EOC and its work within the context of NDP III and the Parish Development Model
Produce promotional materials for increased awareness and adoption of Equal Opportunities practices by both state and non state actors on the rollout of NDP III programs and the Parish Development Model	Produce promotional materials for increased awareness and adoption of Equal Opportunities practices by both state and non state actors on the rollout of NDP III programs and the Parish Development Model
Conduct public relation engagements to promote equal opportunities and affirmative action with external stakeholders	Conduct public relations engagements to promote equal opportunities and affirmative action with external stakeholders
Programme Intervention: 160504 Promote equitable access to justice through legal aid services	
Receive and register 500 Complaints in four regions of Uganda Conduct forty tribunal hearings and Alternative Dispute Resolution sessions in the four regions of Uganda targeting the marginalised adopting the Parish Development Model Carry out four mobile legal clinics in four regions of Uganda targeting the marginalised using the Parish Development Model conduct eight pre-tribunal sessions in the four regions of Uganda targeting the marginalised using the Parish Development Model Examine ten Policies and existing law/bill for compliance with equal opportunities and hold consultative meetings on the same Subscription to professional bodies and online legal libraries, continuing legal education 3 sets Law books Red and Blue volumes and journals purchased and Approval of the legal department as law chambers by Law Council and Seven 3 men and 4 women legal Practicing Certificates for EOC advocates renewed Seventy percent of received complaints investigated with the view of determining discrimination and marginalisation in order to redress the issues Train 60 para legals in the 15 sub regions of Uganda	Receive and register 500 Complaints in four regions of Uganda Conduct forty tribunal hearings and Alternative Dispute Resolution sessions in the four regions of Uganda targeting the marginalised adopting the Parish Development Model Carry out four mobile legal clinics in four regions of Uganda targeting the marginalised using the Parish Development Model conduct eight pre-tribunal sessions in the four regions of Uganda targeting the marginalised using the Parish Development Model Examine ten Policies and existing law/bill for compliance with equal opportunities and hold consultative meetings on the same Subscription to professional bodies and online legal libraries, continuing legal education 3 sets Law books Red and Blue volumes and journals purchased and Approval of the legal department as law chambers by Law Council and Seven 3 men and 4 women legal Practicing Certificates for EOC advocates renewed Seventy percent of received complaints investigated with the view of determining discrimination and marginalisation in order to redress the issues Train 60 para legals in the 15 sub regions of Uganda
Programme Intervention: 180102 Alignment of budgets to development plans at national and sub-national levels	

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<p>Prepare 9th annual report on the state of equal opportunities in Uganda for FY 2021/2022 produced and disseminated</p> <p>Conduct a study on equitable access to and participation in primary and secondary education by the vulnerable in districts most affected by COVID19 in Uganda</p> <p>Conduct a study on access to agricultural financial inclusion by the vulnerable and marginalized groups in Uganda</p> <p>Conduct a study on equitable access to nutrition and food safety on children aged under 5 school children adolescents pregnant and lactating mothers in Uganda</p> <p>Conduct a study on equitable access to and control over land by youth persons with disability and women in the rural areas in Uganda</p> <p>Conduct an audit report on compliance to Equal Opportunities by Development Initiative for Northern Uganda</p> <p>Produce Quarterly Internal M&E Reports to ensure compliance with the national reporting</p> <p>Prepare update the Programme Implementation Action Plan and align it to National Development Plan by 15th March</p> <p>Prepare update EOC Strategic Plan and align it to NDP III after 5 years by 30th of June 2021</p> <p>Conduct annual Mid-term and End-term performance reviews of the PIAPs and the Strategic Plan by 2025/2026</p> <p>Prepare the annual BFP by 31st December</p> <p>Prepare annual MPS by 15th March</p> <p>Prepare and submit quarterly performance reports to Ministry of Finance Planning and Economic</p> <p>Development by the end of the following month after end of a quarter</p> <p>Approve warrants by the 15th day of the first month of the quarter</p> <p>Prepare Bid documents after contracts committee approval as and when there is a procurement and depending on the threshold</p> <p>Develop a risk management policy by end of June 2022</p> <p>Ensure that EOC has a running internal audit function every FY</p> <p>Ensure all funds disbursed are accounted for within 60 days from the date of receipt</p> <p>Constitute a Board of Survey by 30th September 2021</p>	<p>Prepare 9th annual report on the state of equal opportunities in Uganda for FY 2021/2022 produced and disseminated</p> <p>Conduct a study on equitable access to and participation in primary and secondary education by the vulnerable in districts most affected by COVID19 in Uganda</p> <p>Conduct a study on access to agricultural financial inclusion by the vulnerable and marginalized groups in Uganda</p> <p>Conduct a study on equitable access to nutrition and food safety on children aged under 5 school children adolescents pregnant and lactating mothers in Uganda</p> <p>Conduct a study on equitable access to and control over land by youth persons with disability and women in the rural areas in Uganda</p> <p>Conduct an audit report on compliance to Equal Opportunities by Development Initiative for Northern Uganda</p> <p>Produce Quarterly Internal M&E Reports to ensure compliance with the national reporting</p> <p>Prepare update the Programme Implementation Action Plan and align it to National Development Plan by 15th March</p> <p>Prepare update EOC Strategic Plan and align it to NDP III after 5 years by 30th of June 2021</p> <p>Conduct annual Mid-term and End-term performance reviews of the PIAPs and the Strategic Plan by 2025/2026</p> <p>Prepare the annual BFP by 31st December</p> <p>Prepare annual MPS by 15th March</p> <p>Prepare and submit quarterly performance reports to Ministry of Finance Planning and Economic</p> <p>Development by the end of the following month after end of a quarter</p> <p>Approve warrants by the 15th day of the first month of the quarter</p> <p>Prepare Bid documents after contracts committee approval as and when there is a procurement and depending on the threshold</p> <p>Develop a risk management policy by end of June 2022</p> <p>Ensure that EOC has a running internal audit function every FY</p> <p>Ensure all funds disbursed are accounted for within 60 days from the date of receipt</p> <p>Constitute a Board of Survey by 30th September 2021</p>
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V4: Highlights of Vote Projected Performance

Table V4.1: Budget Outputs and Indicators

Sub SubProgramme:	01 Gender and Equity			
Department:	001 Compliance and Enforcement			
Budget Output:	000020 Regulation and Standards			
PIAP Output:	Capacity of MDAs and LGs in Gender mainstreaming and gender responsive budgeting is built			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of LGs supported	Number	2020-2021	60	80
Number of MDAs with capacity gaps trained in GEB	Number	2020-2021	20	40

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PIAP Output:	Compliance to G& E enhanced			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No. of Annual Reports on the State of Equal Opportunities in Uganda produced and disseminated	Number	2020-2021	1	1
No. of audits in thematic areas conducted	Number	2020-2021	8	8
PIAP Output:	Gender and equity compliance assessments conducted			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of LGs complying with Gender and equity responsive planning and budgeting	Number	2020-2021	143	176
Number of MDAs and LGs certified	Number	2020-2021	280	334
Number of MDAs implementing G&E commitments	Number	2020-2021	6	10
PIAP Output:	Gender Management Information System (GMIS) for G & E developed			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
GMIS developed and implemented	Text	2020-2021	Active	Functional
Sub SubProgramme:	02 Redressing imbalances and promoting equal opportunities			
Department:	001 Legal Services and Investigations			
Budget Output:	460051 Complaints Management			
PIAP Output:	Complaints handling system established			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Percentage of complaints backlog reduced	Percentage	2020-2021	50%	%
PIAP Output:	Complaints resolved			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of complaints resolved by the Tribunal Hearings	Number	2020-2021	100	200
Number of Pre-Tribunal visits conducted	Number	2020-2021	4	8
Department:	002 Administration, Finance and Planning			
Budget Output:	000014 Administrative and Support Services			

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PIAP Output:	Aligned budgets to Gender and Equity Outcomes			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	65.7%	72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	58.07%	62%
Department:	003 Research, Monitoring and Evaluation			
Budget Output:	000015 Monitoring and Evaluation			
PIAP Output:	Aligned budgets to Gender and Equity Outcomes			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	65.7%	72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	58.07%	62%
Budget Output:	560005 Information Management			
PIAP Output:	Aligned budgets to Gender and Equity Outcomes			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	65.7%	72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	58.07%	62%

V5: VOTE CROSS CUTTING ISSUES

i) Gender and Equity

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OBJECTIVE	Female, Youths, People with Disabilities are disadvantaged in issues of access, participation, ownership and benefit of resources
Issue of Concern	Female, Youths, People with Disabilities are disadvantaged in issues of access, participation, ownership and benefit of resources
Planned Interventions	<ol style="list-style-type: none"> 1. Affirmative action put in place for female, youths and People with Disabilities with regard to accessibility and ownership of resources 2. Conduct research studies on access, participation, ownership and benefit of resources among women, youth persons
Budget Allocation (Billion)	0.07
Performance Indicators	Conduct research studies on access, participation, ownership and benefit of resources among women, youth persons

ii) HIV/AIDS

OBJECTIVE	To reduce discrimination and stigma among people living with HIV/AIDS in hard to reach areas in Uganda
Issue of Concern	To reduce discrimination and stigma among people living with HIV/AIDS in hard to reach areas in Uganda
Planned Interventions	<p>EOC will relay awareness messages for advocacy and networking on HIV/AIDs to youth during outreach programmes in hard to reach areas in Uganda.</p> <p>Develop and translate IEC materials into 5 local languages</p>
Budget Allocation (Billion)	0.09
Performance Indicators	Relay of information among 10 youth groups translate IEC materials into 5 local languages

iii) Environment

OBJECTIVE	Lack of awareness among MDAs and LGs on dangers of misuse of natural resources to the most vulnerable communities
Issue of Concern	Lack of awareness among MDAs and LGs on dangers of misuse of natural resources to the most vulnerable communities.
Planned Interventions	<ol style="list-style-type: none"> 1. To increase awareness among MDAs and LGs on dangers of misuse of natural resources to the most Vulnerable Communities. 2. The EOC will score MDAs and Local governments that budget and absorb resources allocated to Environment during G&E assessments
Budget Allocation (Billion)	0.05
Performance Indicators	To increase awareness among MDAs and LGs on dangers of misuse of natural resources to the most Vulnerable Communities.

iv) Covid

OBJECTIVE	Lack of framework and guidelines to assist the EOC to implement its mandate amidst COVID-19 Pandemic
Issue of Concern	Lack of framework and guidelines to assist the EOC to implement its mandate amidst COVID-19 Pandemic
Planned Interventions	<ol style="list-style-type: none"> 1. Develop legal framework to assist the EOC implement its mandate amidst the COVID-19 Pandemic 2. Develop guidelines for working at home 3. Enhance sensitization and practice of SOPs provided by MOH
Budget Allocation (Billion)	0.08
Performance Indicators	Develop legal framework to assist the EOC implement its mandate amidst the COVID-19 Pandemic