

VOTE: 124 Equal Opportunities Commission

I. VOTE MISSION STATEMENT

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

II. STRATEGIC OBJECTIVE

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 mindset 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

III. MAJOR ACHIEVEMENTS IN 2022/23

Annual assessment on National Budget and Budget Framework Paper on gender and equity planning and budgeting was carried out and the national average score fell drastically from 67.6percent in FY2022 2023 to 54.35percent FY2023 2024 due to post COVID19 effects and International global recess Administration support services provided and Institutional capacity building undertaken

6 Pre-tribunal sessions conducted in Kamuli, Mpigi, Mubende, Sembabule Buikwe and Kiryandongo districts

48% of the complaints received were investigated 224 out of 466, 47 Desk and 177 field investigations were conducted, 9 Files concluded at Investigation level

Twenty six tribunal sessions were conducted in the period. Four circuit sessions in the districts of Masaka, Buikwe, Kiryandongo and Masindi One case was concluded and judgement delivered in Masindi. A ruling was delivered in Kiryandongo but the case will continue. Ten compliant files were successfully mediated and consent judgements delivered. One case was referred to the Chief Magistrates Court Nakawa i.e Ninsiima Charlotte Ntumwa Vs. Habasa Nelson

An audit report on the implementation of National strategy for youth employment in Uganda produced and disseminated

A report on potential skills among youth, women, older persons and persons with disabilities and available opportunities in rural and urban Uganda produced and disseminated

A report on the status of agricultural financing and inputs Pillar no. 3 of PDM by the youth, women, older persons in rural and urban Uganda produced and disseminated

A report equitable access to Justice among the youth, women, older persons, persons with disabilities in Uganda produced and disseminated

A report on equitable access to nutrition and food safety on children aged under 5, school children, adolescents, pregnant and lactating mothers in Uganda produced and disseminated

Produced 300 Tshirts during the implementation of ETIC quarter 1 and quarter 2 activities, produced and disseminated 500 copies of the 10th Issue of the Equity Voice, 400 calendars, 400 season cards and 200 branded diaries

Conducted 2 media breakfast meetings with media personnel in greater Masaka and West Nile region in Arua. The meetings brought together a total of 105 participants; 75 men and 30 women; 8 of the entire total were persons with disabilities; 39 youth; 59 adults; and 7 older persons

1 TV talk show, 4 Radio talk shows, 5 Newspaper supplements opinions, 1 social media campaign. Published 5 newspaper supplements in commemoration of: 1. International Day of Worlds Indigenous people. 2. International Youth Day. 3. The role of older persons in parenting 4. Boy-child emancipation, and

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5. How people with disabilities can take advantage of the rainy season Conducted 4 radio talk shows; 1. Unity FM in Lira 2. Voice of Tooro 3. Rock Mambo FM in Tororo. Guide FM in Kasese. Publicized the Commissions meeting with the media regarding the policy on externalization of labour and Peer-to-Peer exchange visit with a delegation from South Sudan; Published an opinion in commemoration of 30 years of the Daily Monitor in the EOC perspective on 1st October 2022; Published an article in the Daily Monitor on the Commissions G&E Commitments tracking exercise. Successfully run a social media campaign on the NTV and EOC social media platforms

Conducted 4 school debates dialogues at: 1. National Teachers College Mubende under the theme; The state of Equal Opportunities in Tertiary Institutions. The dialogue brought together 40 Participants; 16 Women and 24 Men. 23 were Youth and 17 were adults. 2. Busitema University; the motion of the debate was: Inclusive education is not tenable in Uganda. The debate brought together 40 Participants; 14 Female and 26 Male; 28 were youth and 12 were older persons. 3. Ankole Western University in Sheema district themed; Does gender based violence have an impact on the enjoyment of equal opportunities and rights. The dialogue debate brought together a total number of 42 Participants; 24 Women and 18 Men

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IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2022/23		2023/24	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2024/25	2025/26	2026/27	2027/28	
Recurrent	Wage	2.967	1.318	4.761	4.999	5.499	6.049	6.654
	Non-Wage	10.919	4.849	12.904	13.603	16.323	20.398	22.888
Devt.	GoU	0.216	0.000	0.216	0.216	0.259	0.298	0.328
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	14.102	6.167	17.882	18.818	22.081	26.745	29.870	
Total GoU+Ext Fin (MTEF)	14.102	6.167	17.882	18.818	22.081	26.745	29.870	
Arrears	0.000	0.000	0.591	0.000	0.000	0.000	0.000	
Total Budget	14.102	6.167	18.472	18.818	22.081	26.745	29.870	
Total Vote Budget Excluding Arrears	14.102	6.167	17.882	18.818	22.081	26.745	29.870	

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Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2023/24	
	Recurrent	Development
Programme:12 Human Capital Development	0.770	0.000
SubProgramme:03 Gender and Social Protection	0.770	0.000
Sub SubProgramme:01 Gender and Equity	0.770	0.000
001 Compliance and Enforcement	0.770	0.000
Programme:15 Community Mobilization And Mindset Change	2.000	0.000
SubProgramme:03 Civic Education & Mindset change	2.000	0.000
Sub SubProgramme:01 Gender and Equity	2.000	0.000
002 Education, Training, Information and Communication	2.000	0.000
Programme:16 Governance And Security	1.467	0.000
SubProgramme:04 Access to Justice	1.467	0.000
Sub SubProgramme:02 Redressing imbalances and promoting equal opportunit	1.467	0.000
001 Legal Services and Investigations	1.467	0.000
Programme:18 Development Plan Implementation	13.428	0.216
SubProgramme:02 Resource Mobilization and Budgeting	13.428	0.216
Sub SubProgramme:02 Redressing imbalances and promoting equal opportunit	13.428	0.216
002 Administration, Finance and Planning	12.546	0.216
003 Research, Monitoring and Evaluation	0.883	0.000
Total for the Vote	17.666	0.216

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V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 12 Human Capital Development

SubProgramme: 03 Gender and Social Protection

Sub SubProgramme: 01 Gender and Equity

Department: 001 Compliance and Enforcement

Budget Output: 000039 Policies, Regulations and Standards

PIAP Output: Gender and equity compliance assessments conducted

Programme Intervention: 12040111 Support Gender equality and Equity Responsive Budgeting in all sectors and LGs

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of LGs complying with Gender and equity responsive planning and budgeting	Number	2020/2021	143	100	50	148
Number of MDAs and LGs certified	Number	2020/2021	143	100	50	176
Number of MDAs implementing G&E commitments	Number	2020/2021	20	80	50	40

PIAP Output: Capacity of MDAs and LGs in Gender mainstreaming and gender responsive budgeting is built

Programme Intervention: 12040111 Support Gender equality and Equity Responsive Budgeting in all sectors and LGs

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of LGs supported	Number	2020/2021	100	100	50	148
Number of MDAs with capacity gaps trained in GEB	Number	2020/2021	143	100	50	158

PIAP Output: Gender Management Information System (GMIS) for G & E developed

Programme Intervention: 12040111 Support Gender equality and Equity Responsive Budgeting in all sectors and LGs

VOTE: 124 Equal Opportunities Commission**Sub SubProgramme: 01 Gender and Equity****Department: 001 Compliance and Enforcement****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Gender Management Information System (GMIS) for G & E developed**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
GMIS developed and implemented	Status	2020/2021	Active	Functional	Functional	Functional

Programme: 15 Community Mobilization And Mindset Change**SubProgramme: 03 Civic Education & Mindset change****Sub SubProgramme: 01 Gender and Equity****Department: 002 Education, Training, Information and Communication****Budget Output: 000011 Communication and Public Relations****PIAP Output: National Civic Education Program awareness campaigns conducted****Programme Intervention: 150103 Develop and implement a national civic education programme aimed at improving the level of awareness of roles and responsibilities of families, communities and individual citizens**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of Civic Education programmes conducted	Number	2020/2021	10	15	6	20

Budget Output: 320008 Community Outreach services**PIAP Output: National Civic Education Program awareness campaigns conducted****Programme Intervention: 150103 Develop and implement a national civic education programme aimed at improving the level of awareness of roles and responsibilities of families, communities and individual citizens**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of Civic Education programmes conducted	Number	2020/2021	10	17	8	20

Programme: 16 Governance And Security**SubProgramme: 04 Access to Justice**

VOTE: 124 Equal Opportunities Commission**Sub SubProgramme: 02 Redressing imbalances and promoting equal opportunitites****Department: 001 Legal Services and Investigations****Budget Output: 460051 Complaints Management****PIAP Output: Complaints resolved****Programme Intervention: 160504 Promote equitable access to justice through legal aid services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of complaints resolved by the Tribunal Hearings	Number	2020/2021	4	200	100	16
Number of Pre-Tribunal visits conducted	Number	2020/2021	20	8	4	40

Programme: 18 Development Plan Implementation**SubProgramme: 02 Resource Mobilization and Budgeting****Sub SubProgramme: 02 Redressing imbalances and promoting equal opportunitites****Department: 002 Administration, Finance and Planning****Budget Output: 000014 Administrative and Support Services****PIAP Output: Aligned budgets to Gender and Equity Outcomes****Programme Intervention: 180102 Alignment of budgets to development plans at national and sub-national levels**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	65.7%	72%	54.35%	72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	65%	72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	58.07%	62%	58%	62%

VOTE: 124 Equal Opportunities Commission**Sub SubProgramme: 02 Redressing imbalances and promoting equal opportunitites****Department: 003 Research, Monitoring and Evaluation****Budget Output: 000015 Monitoring and Evaluation****PIAP Output: Aligned budgets to Gender and Equity Outcomes****Programme Intervention: 180102 Alignment of budgets to development plans at national and sub-national levels**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	54.35%	72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	65%	72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	62%	58%	62%

Budget Output: 560005 Information Management**PIAP Output: Aligned budgets to Gender and Equity Outcomes****Programme Intervention: 180102 Alignment of budgets to development plans at national and sub-national levels**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	54.35%	72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	65%	72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	62%	58%	62%

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Sub SubProgramme: 02 Redressing imbalances and promoting equal opportunitites

Project: 1628 Retooling of Equal Opportunities Commission

Budget Output: 000017 Infrastructure Development and Management

PIAP Output: Aligned budgets to Gender and Equity Outcomes

Programme Intervention: 180102 Alignment of budgets to development plans at national and sub-national levels

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.5%			72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%			72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	65.05%			72%

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VI. VOTE NARRATIVE

Vote Challenges

Inadequate funding For the period FY 2021 2022 Out of UGX 35 point 9Bn only UGX14 point 1Bn was approved and released The shortfall in funding was UGX 21 point 8Bn This affected procurement of furniture ICT equipment computers monitoring and regulation of MDAs and Local Government in Gender and Equity compliance

Gender and equity not conducted in specific constituencies programs sectors and votes as required by PFMA 2015

Lack of access to information on government programs by the vulnerable people

The staff structure of the EOC is not yet filled despite the periodic recruitments that were done The wage bill ceiling is still low

The Assessment period for the BFPs and MPSs is too short mainly due to late submission of the plans and budgets by MDAs and LGs

Lack of regional office limits accessibility to EOC services Most vulnerable persons in the rural areas find it hard to register their complaints

The training of MDAs and LGs was halted due to limited funding some districts were left out and need to be covered with comprehensive training

Budget cuts during the financial year further incapacitate the smooth flow of the Commissions activities

Increase in complaints backlog leading to delay in dispensation of social justice has become rampant and this is as a result of underfunding and staffing gap

The recent embargo on travel abroad and workshops or seminars has affected the operations of the Commission

Plans to improve Vote Performance

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Carry out compliance assessment of the 20 Programme BFPs and the National Budget estimates with gender and equity responsive planning budgeting

Carry out assessment of Vote MPSs for FY2024/2025 on gender and equity responsive planning & budgeting

Carry out assessment of annual Local Government Budget Framework Papers for compliance with gender and equity responsive planning & budgeting.

Conduct a tracking on the implementation of interventions and impact of Gender and equity in three key priority programmes of land and natural resources(land), trade and industry and agric-industrialisation (factors of production)

Conduct Country wide engagement with key constituents on matters of compliance with the national provisions. By the departmental overseer

Technical backstopping in 20 LGs On gender and equity issues and G&E P&B.

Produce and disseminate 10th annual report on the state of equal opportunities in Uganda for FY 2021 2022 produced and disseminated

A study on access to social services among youth, older persons, persons with disabilities and children living in slums in major urban centres in Uganda.

Comparative study on PLE and UCE performance disparities in Uganda for the year 2022

Study on emerging issues and follow-up on the recommendations of the previous annual report

Conduct an audit on compliance to equal opportunities in the implementation of extending internet connectivity to the different region of the country project

Study on the role and contribution of the elderly, youth and persons with disabilities to the socio-economic agenda in Uganda

Study on compliance to EO by CSOs and FBOs in Uganda

Investigate and resolve 70% of complaints received from Eastern, Northern, Central and Western regions of Uganda

Conduct 16 Pre-tribunal sessions

Carry out 4 Mobile Legal Clinics in the four regions of the country

Examine 8 Polices and 8 existing laws/bill for compliance with equal opportunities

Receive and register complaints from Youth, women, men, ethnic minorities, PWDS, and older persons from central, western, eastern and northern regions.

Train paralegals in the different regions of the Country

Conduct 40 tribunal sittings and ADR sessions, 20 tribunal sittings at the headquarters and 20 in the selected districts

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

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Table 7.2: NTR Collections (Uganda Shillings Billions)

N / A

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VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

i) Gender and Equity

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	Affirmative action put in place for female, youths and People with Disabilities with regard to accessibility and ownership of resources Conduct research studies on access, participation, ownership and benefit of resources among women, youth persons
Budget Allocation (Billion)	0.070
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	EOC will relay awareness messages for advocacy and networking on HIV/AIDs to youth during outreach programmes in hard to reach areas in Uganda. Develop and translate IEC materials into 5 local languages
Budget Allocation (Billion)	0.090
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	To increase awareness among MDAs and LGs on dangers of misuse of natural resources to the most Vulnerable Communities. The EOC will score MDAs and Local governments that budget and absorb resources allocated to Environment during G&E assessments

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Budget Allocation (Billion)	0.050
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	Develop legal framework to assist the EOC implement its mandate amidst the COVID-19 Pandemic Develop guidelines for working at home Enhance sensitization and practice of SOPs provided by MOH
Budget Allocation (Billion)	0.080
Performance Indicators	Develop legal framework to assist the EOC implement its mandate amidst the COVID-19 Pandemic

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IX. PERSONNEL INFORMATION

Table 9.1: Staff Establishment Analysis

N / A

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Table 9.2: Staff Recruitment Plan

N / A