

# VOTE: 124 Equal Opportunities Commission

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## 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

- 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 mindset 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 2023/24

Prepared launched and disseminated the 10th Annual Report on the State of Equal Opportunities in Uganda for Financial Year 2022 2023 The theme of the Report was Fostering inclusive growth through equitable participation and benefit from Government programme

Produced and disseminated 900 Tshirts 400 Season cards 200 branded diaries 5 Issues Papers on marginalization and discrimination 11th Issue of the Equity Voice online and 400 calendars These materials were disseminated to young persons older persons persons with disabilities women and ethnic minorities The IEC materials enhanced appreciation and visibility on the EOC mandate in line with the NDPIII Programmes and the 7 pillars of PDM

Meetings with media personnel on equitable reporting on issues of Younger Persons Older Persons Persons with Disabilities Women and Ethnic Minorities were conducted The breakfast meetings brought together a total of 150 participants from various media houses including NTV Spark TV NBS TV Sanyuka TV Salam TV BBS TV Bukedde TV Urban TV the New Vision Daily Monitor Bukedde News Paper The East African Nile Post KFM NEXT Radio CBS Radio Capital FM Beat FM Bukede Radio Radio One Akaboozi Ku Biri Radio Simba Karamoja FM Ateker FM Akicha FM and Rock Mambo

Carried out emergency responses to topical concerns and media reports related to vulnerability and inclusive development This was through media publications and on spot visits which enhanced visibility of the Commissions work and Equity responsive reporting

Published 7 newspaper supplements opinions on Embracing former members of the LRA into society Gender and equity as the only ticket to emancipate Ugandans Addressing sectarianism and marginalization in political participation Equitable access to health and other Government development programmes Entry of Somalia into the East African Community Equitable recruitment into the Public Sector and the Impact of Uganda hosted International Conferences on the lives of marginalized people

Conducted TV and radio talk shows focused on the mandate and work of the Commission as well as the need for planners and implementers of services in Government and non Governmental entities to appreciate and embrace inclusive development in line with the NDPIII and the PDM

Ran 3 social media campaigns on Equitable Recruitment for Government Jobs State of Equal Opportunities in Accessing Maternal and Child Care Services Access to Works and Transport Sub Sector and Access to the Special Grant for Persons with Disabilities The campaigns registered wide participation and exchange of ideas by individuals from various walks of life They provided good opportunity for the Commission to be felt and socially interact with Ugandans from academia politics civil societies

Had 2 meetings with the cultural institutions of Buganda and Busoga Meetings were held with the Katikkiro of Buganda and the Deputy Katwiro of Busoga Issues discussed included the need to address exclusion or limited inclusion of marginalized groups in the development programs of the Kingdoms generally inaccessible physical structures at the kingdoms offices increasing dependence rates street beggary poor attitudes towards work sectarianism rampant land grabbing and evictions in Uganda

Organised 1 meeting with IRCU to discuss the role of religious leaders in promoting inclusive development and diversity The meeting aimed at enhancing appreciation and visibility of EOC mandate in line with the NDPIII Programmes and the PDM

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## IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2023/24		2024/25	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2025/26	2026/27	2027/28	2028/29	
<b>Recurrent</b>	Wage	4.761	2.201	4.761	4.999	5.249	5.512	7.163
	Non-Wage	12.904	6.745	15.129	15.432	18.055	20.764	24.916
<b>Devt.</b>	GoU	0.216	0.000	0.216	0.227	0.261	0.287	0.344
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>		<b>17.882</b>	<b>8.946</b>	<b>20.107</b>	<b>20.658</b>	<b>23.565</b>	<b>26.562</b>	<b>32.424</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>17.882</b>	<b>8.946</b>	<b>20.107</b>	<b>20.658</b>	<b>23.565</b>	<b>26.562</b>	<b>32.424</b>
Arrears		0.591	0.591	0.000	0.000	0.000	0.000	0.000
<b>Total Budget</b>		<b>18.472</b>	<b>9.537</b>	<b>20.107</b>	<b>20.658</b>	<b>23.565</b>	<b>26.562</b>	<b>32.424</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>17.882</b>	<b>8.946</b>	<b>20.107</b>	<b>20.658</b>	<b>23.565</b>	<b>26.562</b>	<b>32.424</b>

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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 2024/25	
	Recurrent	Development
<b>Programme:12 Human Capital Development</b>	<b>0.770</b>	<b>0.000</b>
<b>SubProgramme:03 Gender and Social Protection</b>	<b>0.770</b>	<b>0.000</b>
<b>Sub SubProgramme:01 Gender and Equity</b>	<b>0.770</b>	<b>0.000</b>
001 Compliance and Enforcement	0.770	0.000
<b>Programme:15 Community Mobilization And Mindset Change</b>	<b>2.000</b>	<b>0.000</b>
<b>SubProgramme:03 Civic Education &amp; Mindset change</b>	<b>2.000</b>	<b>0.000</b>
<b>Sub SubProgramme:01 Gender and Equity</b>	<b>2.000</b>	<b>0.000</b>
002 Education, Training, Information and Communication	2.000	0.000
<b>Programme:16 Governance And Security</b>	<b>1.467</b>	<b>0.000</b>
<b>SubProgramme:04 Access to Justice</b>	<b>1.467</b>	<b>0.000</b>
<b>Sub SubProgramme:02 Redressing imbalances and promoting equal opportunites</b>	<b>1.467</b>	<b>0.000</b>
001 Legal Services and Investigations	1.467	0.000
<b>Programme:18 Development Plan Implementation</b>	<b>15.653</b>	<b>0.216</b>
<b>SubProgramme:02 Resource Mobilization and Budgeting</b>	<b>15.653</b>	<b>0.216</b>
<b>Sub SubProgramme:02 Redressing imbalances and promoting equal opportunites</b>	<b>15.653</b>	<b>0.216</b>
002 Administration, Finance and Planning	14.771	0.216
003 Research, Monitoring and Evaluation	0.883	0.000
<b>Total for the Vote</b>	<b>19.891</b>	<b>0.216</b>

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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: 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	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of LGs supported	Number	2020/2021	100	148	0	148
Number of MDAs with capacity gaps trained in GEB	Number	2020/2021	143	158		158

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	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of Civic Education programmes conducted	Number	2020/2021	10	20	26	52

Budget Output: 000013 HIV/AIDS Mainstreaming

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

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Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of Civic Education programmes conducted	Number	2023/2024	2			4

**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	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of Civic Education programmes conducted	Number	2020/2021	10	20	26	25

**Programme: 16 Governance And Security****SubProgramme: 04 Access to Justice****Sub SubProgramme: 02 Redressing imbalances and promoting equal opportunities****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	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of complaints resolved by the Tribunal Hearings	Number	2020/2021	4	16	200	200
Number of Pre-Tribunal visits conducted	Number	2020/2021	20	40	21	40

**Programme: 18 Development Plan Implementation****SubProgramme: 02 Resource Mobilization and Budgeting**

**VOTE: 124 Equal Opportunities Commission****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	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	65.7%	72%	57.6%	72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	0	72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	58.07%	62%	0	72%

**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	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	57.6%	72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	0%	72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	62%	0%	72%

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**Sub SubProgramme: 02 Redressing imbalances and promoting equal opportunitites**

**Department: 003 Research, Monitoring and Evaluation**

**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	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	57.6%	72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%	0%	72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	62%	0%	72%

**Project: 1628 Retooling of Equal Opportunities Commission**

**Budget Output: 000003 Facilities and Equipment 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	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage					72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage					72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage					72%



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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	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Proportion of aligned BFPs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.5%	72%		72%
Proportion of aligned MPSs for MDAs aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	68.9%	72%		72%
Proportion of LG Budgets aligned to Gender and Equity Planning and Budgeting requirements.	Percentage	2020/2021	65.05%	72%		72%

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## VI. VOTE NARRATIVE

### Vote Challenges

1 Parliament of Uganda has consistently made recommendations to the Ministry of Finance Planning and Economic Development to increase the EOC budget MTEF ceiling over the years However most of the recommendations have never been put into consideration  
High staff turnover due to a noncompetitive and low remuneration As a result the turnover of the staff has remained high leading to loss of skilled staff

### Plans to improve Vote Performance

Affirmative action put in place for female, youths and People with Disabilities with regard to accessibility and ownership of resources ensured and report compiled  
Assessment Report on Compliance of the Vote Ministerial Policy Statements with Gender and equity for FY 2025/2026 produced and shared and submitted to Ministry of Finance Planning and Economic Development and Parliament of Uganda

Gender and Equity Compliance Assessment Report for FY 2025/2026 for the National Budget Estimates and 20 Programme produced

3 gender and Equity specialized Audits in selected Development Programmes of Human Capital Development, Regional Development and Private Sector Development conducted

Validation meetings for the 3 gender and Equity specialized Audits in selected Development Programmes of Human Capital Development, Regional Development and Private Sector Development were conducted

3 gender and Equity specialized Audit reports in selected Development Programmes of Human Capital Development, Regional Development and Private Sector Development plan implementation disseminated

Joint Tracking exercise on the implementation of the climate change commitments by Local Government and MDAs conducted

4 digital social media campaigns, 20 radio and TV talk shows, monthly press briefings undertaken, 12 supplements/ articles published in newspapers.

Local Government Budget Framework Papers gender and equity compliance Assessment FY 2025/2026 conducted

Local Government Budget Framework Papers gender and equity compliance Assessment Report FY 2025/2026 disseminated

Joint Tracking exercise on the implementation of the Gender and Equity commitments by Local Government conducted.

Capacity of Gender and Equity focal persons on G&E Planning and budgeting conducted

176 Local Governments Consulted

Councils in gender and equity planning and budget in 40 Local Governments orientated

## 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 Projections(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

<b>OBJECTIVE</b>	Female, Youths, People with Disabilities are disadvantaged in issues of access, participation, ownership and benefit of resources
<b>Issue of Concern</b>	Female, Male, Youths, People with Disabilities are disadvantaged in issues of access, participation, ownership and benefit of resources
<b>Planned Interventions</b>	Affirmative action put in place for female, youths and People with Disabilities with regard to accessibility and ownership of resources
<b>Budget Allocation (Billion)</b>	0.030
<b>Performance Indicators</b>	Number of Female, Male, Youths, People with Disabilities reached

### ii) HIV/AIDS

<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>	To reduce discrimination and stigma among people living with HIV/AIDS in hard to reach areas in Uganda
<b>Planned Interventions</b>	EOC will relay awareness messages for advocacy and networking on HIV/AIDS to youth during outreach programmes in hard to reach areas of Ntoroko, Bundibungyo, Buvuma and kalangala. Develop and translate IEC materials into 5 local languages.
<b>Budget Allocation (Billion)</b>	0.050
<b>Performance Indicators</b>	Number of outreach programmes conducted to relay awareness messages Number of IEC materials distributed

### iii) Environment

<b>OBJECTIVE</b>	Lack of 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>	Joint Tracking exercise on the implementation of the climate change commitments by Local Government and MDAs conducted The EOC will score MDAs and Local governments that budget and absorb resources allocated to Environment during G&E assessments

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<b>Budget Allocation (Billion)</b>	0.020
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<b>Performance Indicators</b>	Number of Joint Tracking exercises conducted
	Number of MDAs and Local Government assessed

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### **iv) Covid**

N / A

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## IX. PERSONNEL INFORMATION

**Table 9.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
investigations officer	EOC4	1	1
Assistant Records Officer	EOC5	1	1
Assistant Secretary	EOC4	1	1
Chairperson	EOC1S	1	1
Commissioner Education Training	EOCSE	1	1
Commissioner Legal Services & Investigations	EOC SE	1	1
Commissioner Research, Monitoring & Evaluation	EOC SE	1	1
Commissioner, Compliance and Reporting	EOC1E	1	1
Driver	EOC8	11	11
Economist	EOC4	1	1
Education and Training Officer	EOC4	1	1
Human Resource Officer	EOC4	1	1
Information and Communications Officer	EOC4	1	1
Legal Officer	EOC4	2	2
Member	EOC1S	3	3
Monitoring and Evaluation Officer	EOC4	1	1
Office Attendant	EOC8	4	4
Personal Secretary	EOC4	3	3
Principal Compliance Officer (MDAs)	EOC2	1	1
Principal Compliance Officer (NGOs, Social & Cultural Orgns)	EOC2	1	1
Principal Compliance Officer (Public & Private Enterprises)	EOC2	1	1
Principal Education and Training Officer	EOC2	2	2
Principal Human Resource Officer	EOC2	1	1
Principal Information and Communication Officer	EOC2	1	1

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<b>Title</b>	<b>Salary Scale</b>	<b>Number of Approved Positions</b>	<b>Number of filled Positions</b>
Principal Investigations Officer	EOC2	1	1
Principal Legal Officer	EOC2	1	1
Principal Monitoring and Evaluation Officer	EOC2	1	1
Principal Planner/Economist	EOC2	1	1
Principal Research Officer	EOC2	1	1
Procurement Officer	EOC4	1	1
Receptionist	EOC6	1	1
Records officer	EOC4	1	1
Research Officer	EOC4	1	1
SAS	EOC3	1	1
Secretary EOC	EOC1S	1	1
Senior Accountant	EOC3	1	1
Senior Accounts Assistant	EOC5	1	1
Senior Compliance Officer (MDAs)	EOC3	3	3
Senior Compliance Officer (NGOs, Social& Cultural Orgns)	EOC3	2	2
Senior Compliance Officer (Public & Private Enterprises)	EOC3	2	2
Senior Education officer	EOC3	2	2
Senior Information and Communication Officer	EOC3	1	1
Senior Information Technology Officer	EOC3	1	1
Senior Internal Auditor	EOC3	1	1
senior investigations officer	EOC3	1	1
senior legal officer	EOC3	1	1
Senior Monitoring and Evaluation Officer	EOC3	2	2
Senior Personal Secretary	EOC3	2	2
Senior Procurement Officer	EOC3	1	1
Senior Research officer	EOC3	1	1
Social Worker	EOC4	1	1
Systems Administrator	EOC4	1	1
Tribunal Clerk	EOC5	1	1



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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Under Secretary	EOC 1SE	1	1
Vice Chairperson	EOC1S	1	1

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## **Table 9.2: Staff Recruitment Plan**

N / A