

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 provide social justice to the marginalized and discriminated groups on violations of development, 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 gender and equity responsive planning and budgeting in the allocation and utilization of public resources
 To strengthen and sustain the growth and development of the Equal Opportunities Commission for improved service delivery for all

III. MAJOR ACHIEVEMENTS IN 2025/26

The Commission assessed all 18 Programmes for compliance with Gender and Equity requirements in the FY 2026 2027 Budget Framework Papers BFPs. The overall average compliance level was 61.2 percent, indicating moderate progress in mainstreaming gender and equity considerations. Importantly, all Programme BFPs scored above the minimum benchmark of 50 percent, demonstrating general adherence to Gender and Equity standards.

The Report on the State of Equal Opportunities in Uganda was officially launched on 4th November 2025 at Hotel Africana under the theme Inclusive Service Delivery for Sustainable and Equitable Development. The launch attracted a diverse range of stakeholders, including Civil Society Organisations , District Local Governments, Ministries, Departments and Agencies, Faith-Based Organisations, and political leaders. This broad participation significantly enhanced the visibility, dissemination, and uptake of the report findings, and strengthened stakeholder ownership of the Commissions equal opportunities agenda.

During the reporting period, 40 cases were concluded through judgments, referrals, withdrawals, dismissals, and settlements, contributing to reduction in the case backlog. The planned 10 tribunal circuits, were implemented through multiple sessions per circuit, reflecting the volume and complexity of cases across the respective regions.

4 trainings targeting leaders of special interest groups together with Parish Chiefs on inclusive implementation of the PDM and other government programs conducted for older persons in Soroti City, youth in Iganga and Ssembabule. These brought together a cumulative number of 411 participants, 174 females, 237 Male 24 PWDs, 105 older persons and 157youth and 125 adults. Key emerging issues, Negative cultural mindsets leading to discrimination of women, limited access to knowledge on government programs, lack of specialized medical services for older persons, discrimination of older persons in accessing loan facilities. marginalization of youth in politics and manipulation of youth in politics.

3 TV talk shows conducted on NTV Good Morning NTV programme ,UBC,Good Morning Uganda programme and BABA TV Gangamuka programe,7 Radio talk shows conducted on 88.8 CBS FM Kiriza Oba Ganaprogram, 87.9 Akaboozi FM Kyogereko program, Radio one FM 90 Great Morning program 91.2 Crooze FM and 91.5 Guide Radio FM, 94.4 Pallisa FM and on 97.6 Big FM. The radio 120 jingles and 120dj mentions aired on 91.3 capital FM and on88.8 CBS FM these are on the theme of promotion of inclusivity in election processes.

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IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2025/26		2026/27	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2027/28	2028/29	2029/30	2030/31	
Recurrent	Wage	5.832	2.786	5.832	6.124	6.430	6.752	7.089
	Non-Wage	16.762	8.051	17.862	20.541	24.650	29.579	35.495
Devt.	GoU	0.790	0.000	0.790	0.869	1.043	1.251	1.502
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	23.384	10.837	24.484	27.534	32.123	37.583	44.086	
Total GoU+Ext Fin (MTEF)	23.384	10.837	24.484	27.534	32.123	37.583	44.086	
Arrears	0.229	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	23.613	10.837	24.484	27.534	32.123	37.583	44.086	
Total Vote Budget Excluding Arrears	23.384	10.837	24.484	27.534	32.123	37.583	44.086	

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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 2026/27	
	Recurrent	Development
Programme:12 Human Capital Development	3.952	0.000
Vote Function:01 Gender and Equity	3.952	0.000
001 Compliance and Enforcement	1.952	0.000
002 Education, Training, Information and Communication	2.000	0.000
Programme:16 Governance and Security	2.217	0.000
Vote Function:01 Gender and Equity	1.000	0.000
002 Education, Training, Information and Communication	1.000	0.000
Vote Function:02 Redressing imbalances and promoting equal opportunitites	1.217	0.000
001 Legal Services and Investigations	1.217	0.000
Programme:18 Development Plan Implementation	17.525	0.790
Vote Function:01 Gender and Equity	1.400	0.000
001 Compliance and Enforcement	1.400	0.000
Vote Function:02 Redressing imbalances and promoting equal opportunitites	16.125	0.790
002 Administration, Finance and Planning	14.642	0.790
003 Research, Monitoring and Evaluation	1.483	0.000
Total for the Vote	23.694	0.790

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V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 12 Human Capital Development

Vote Function: 01 Gender and Equity

Department: 001 Compliance and Enforcement

Key Service Area: 000024 Compliance and Enforcement Services

PIAP Output: Gender and equity compliance assessments conducted

Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of MDAs & LGs implementing gender and equity commitments	Number	2023/24	136	140
Percentage of private entities implementing gender and equity guidelines	Percentage	2023/24	0%	35%
Percentage of LGs & MDAs complying with gender and equity responsive planning and budgeting.	Percentage	2023/24	67%	70%

PIAP Output: Gender and Equity in planning and budgeting enhanced

Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of PIAPS with gender and equity mainstreamed	Number	2023/24	0	18
Percentage of MDA & LGs approved plans with Gender and Equity plans	Percentage	2023/24	0%	67%

Department: 002 Education, Training, Information and Communication

Key Service Area: 000011 Communication and Public Relations

PIAP Output: Increased awareness and capacity of community members to participate in and influence national development processes

Programme Intervention: 127111 Promote community mobilization, sensitization and awareness creation for demand and uptake of development initiatives

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Vote Function: 01 Gender and Equity

Department: 002 Education, Training, Information and Communication

Key Service Area: 000011 Communication and Public Relations

PIAP Output: Increased awareness and capacity of community members to participate in and influence national development processes

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of community duty bearers (Civil servants, community leaders, religious leaders, parish chiefs) trained on CMMC	Number	2023/24	123	1000
Number of out of school adholesents reached through community Mobiliation campaings /dialogues on Go back to school	Number	2023/24	7168	1000
Percentage of villages sensitized on the negative social and cultural practices (Teenage pregnancies, child labour, child marriage, children on the move, FGM, VAC, SGBV, etc)	Percentage	2023/24	25%	20%
Proportion of Barazas conducted as percentage of the expected total	Percentage	2023/24	20%	20%

Programme: 16 Governance and Security

Vote Function: 01 Gender and Equity

Department: 002 Education, Training, Information and Communication

Key Service Area: 320008 Community Outreach Services

PIAP Output: Indigenous Minority Communities (IMC's) integrated into national and local planning and development processes

Programme Intervention: 166115 Establish a national framework for mainstreaming and integrating IMC's in government policies and programs

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of activities implemented under the National Action Plan for Indigenous Minority Communities (IMC's)	Percentage	2023/24	0%	40%

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Vote Function: 02 Redressing imbalances and promoting equal opportunities

Department: 001 Legal Services and Investigations

Key Service Area: 460051 Complaints Management

PIAP Output: HRBA Mainstreamed

Programme Intervention: 166111 Integrate HRBA in policies, legislation, plans and programmes

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Percentage of MDAs and LGs trained in gender and equity mainstreaming	Percentage	2023/24	67%	67%
Proportion of MDAs and LGs plans and budgets compliant with HRBA	Percentage	2023/24	0%	67%

PIAP Output: Equity Complaints disposed

Programme Intervention: 166112 Enhance protection of human rights and promotion of equity

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Disposal rate of gender, equality and equity complaints	Percentage	2023/24	50%	60%

Programme: 18 Development Plan Implementation

Vote Function: 01 Gender and Equity

Department: 001 Compliance and Enforcement

Key Service Area: 000024 Compliance and Enforcement Services

PIAP Output: Gender and equity responsive plans

Programme Intervention: 181121 Build capacity in development planning and project formulation at all levels of government.

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of LGs with gender and equity responsive plans	Percentage	2023/24	100%	100%
Proportion of MDAs with gender and equity responsive plans	Percentage	2023/24	43.3	67%

PIAP Output: Gender and Equity responsive Budgets for MDALGs

Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution

VOTE: 124 Equal Opportunities Commission**Vote Function: 01 Gender and Equity****Department: 001 Compliance and Enforcement****Key Service Area: 000024 Compliance and Enforcement Services****PIAP Output: Gender and Equity responsive Budgets for MDALGs**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of programmes, MDAs and LGs with gender and equity responsive budgets	Percentage	2023/24	62%	67%

Vote Function: 02 Redressing imbalances and promoting equal opportunities**Department: 002 Administration, Finance and Planning****Key Service Area: 000001 Audit and Risk Management****PIAP Output: Institutional coordination, management and reporting****Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

Key Service Area: 000004 Finance and Accounting**PIAP Output: Institutional coordination, management and reporting****Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

Key Service Area: 000005 Human Resource Management**PIAP Output: Institutional coordination, management and reporting****Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery**

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Vote Function: 02 Redressing imbalances and promoting equal opportunities

Department: 002 Administration, Finance and Planning

Key Service Area: 000005 Human Resource Management

PIAP Output: Institutional coordination, management and reporting

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

Key Service Area: 000006 Planning and Budgeting services

PIAP Output: Institutional coordination, management and reporting

Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

Key Service Area: 000007 Procurement and Disposal Services

PIAP Output: Institutional coordination, management and reporting

Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

Key Service Area: 000008 Records Management

PIAP Output: Institutional coordination, management and reporting

Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery

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Vote Function: 02 Redressing imbalances and promoting equal opportunities

Department: 002 Administration, Finance and Planning

Key Service Area: 000008 Records Management

PIAP Output: Institutional coordination, management and reporting

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

Key Service Area: 000013 HIV/AIDS Mainstreaming

PIAP Output: Institutional coordination, management and reporting

Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

Key Service Area: 000014 Administrative and Support Services

PIAP Output: Institutional coordination, management and reporting

Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

Key Service Area: 000019 ICT Services

PIAP Output: Institutional coordination, management and reporting

Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery

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Vote Function: 02 Redressing imbalances and promoting equal opportunities

Department: 002 Administration, Finance and Planning

Key Service Area: 000019 ICT Services

PIAP Output: Institutional coordination, management and reporting

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

Department: 003 Research, Monitoring and Evaluation

Key Service Area: 000015 Monitoring and Evaluation

PIAP Output: Gender and Equity responsive Budgets for MDALGs

Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of programmes, MDAs and LGs with gender and equity responsive budgets	Percentage	2023/24	62%	67%

Key Service Area: 000022 Research and Development

PIAP Output: Gender and Equity responsive Budgets for MDALGs

Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of programmes, MDAs and LGs with gender and equity responsive budgets	Percentage	2023/24	62%	67%

Project: 1976 Institutional Development of Equal Opportunities Commission

Key Service Area: 000003 Facilities and Equipment Management

PIAP Output: Institutional coordination, management and reporting

Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery

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Vote Function: 02 Redressing imbalances and promoting equal opportunities

Project: 1976 Institutional Development of Equal Opportunities Commission

Key Service Area: 000003 Facilities and Equipment Management

PIAP Output: Institutional coordination, management and reporting

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of Vote DPI indicators on reported on	Percentage	2023/24	62%	65%
Proportion of Vote DPI indicators on target	Percentage	2023/24	25%	30%

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VI. VOTE NARRATIVE

Vote Challenges

The Commission continues to face limited budget allocations which constrain the implementation of planned activities such as Gender and Equity compliance assessments, investigations of complaints, outreach programmes, and monitoring of Government programmes. The funding gap limits coverage of MDAs and Local Governments and affects the Commissions ability to fully deliver on its mandate.

Many citizens, especially in rural and hard to reach areas, have limited awareness of the Commissions role and complaint mechanisms. This affects reporting of discrimination cases and reduces access to justice for vulnerable and marginalized groups

The Commission faces challenges related to limited transport and operational logistics, which affects field activities such as locus visits, monitoring of Government programmes, investigations, and community outreach across the country.

There is insufficient disaggregated data on inequalities affecting various population groups, including youth, older persons, Persons with Disabilities, and ethnic minorities This limits evidence based decision making and targeted policy interventions

Some MDAs and Local Governments still demonstrate limited compliance with Gender and Equity requirements during planning and budgeting processes This affects the mainstreaming of inclusive priorities in Government programmes and service delivery

Implementation of recommendations issued by the Commission after investigations or compliance assessments is sometimes slow or inadequate, which affects timely resolution of discrimination cases and corrective actions

Plans to improve Vote Performance

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Conduct Gender and Equity compliance assessments for MDAs and Local Governments to evaluate the extent to which their policies, programmes, plans, and budgets address the needs of women, men, youth, older persons, Persons with Disabilities and other marginalized groups This involves reviewing key planning and budgeting documents such as Budget Framework Papers, Ministerial Policy Statements, and work plans using the approved Gender and Equity Assessment Framework

Review sector and local government plans and budgets to ensure alignment with Gender and Equity requirements under the Public Finance Management Act and national development frameworks, with emphasis on promoting inclusive priorities, targets, and resource allocations

Strengthen the capacity of planners, budget officers, and Gender Focal Persons through training and technical support on Gender and Equity Responsive Planning and Budgeting to enhance integration of gender and equity considerations across the planning and budgeting cycle

Register and investigate complaints related to discrimination and denial of equal opportunities reported by individuals or groups across the country, in accordance with the Equal Opportunities Commission Act and established procedures

Conduct locus visits, mediation sessions, and hearings to gather evidence, engage concerned parties, and facilitate resolution of complaints through fair and transparent processes.

Provide legal redress and issue recommendations to duty bearers to address identified violations, promote accountability, and ensure restoration of rights and equal access to opportunities for affected persons

Monitor the implementation of Government programmes and projects, including initiatives such as the Parish Development Model and other national development interventions, to assess their responsiveness to gender and equity considerations

Assess the equity outcomes of these programmes to determine whether they effectively address the needs of vulnerable and marginalized groups, and provide recommendations to relevant duty bearers to improve inclusiveness, accessibility, and equitable service delivery

Conduct community outreach and civic education programmes to raise public awareness on equal opportunities, non discrimination, and the rights of vulnerable and marginalized groups

Collaborate with media, civil society organizations, and other stakeholders to promote inclusive practices, disseminate information, and strengthen public engagement on issues of equality and social justice

Enhance institutional capacity through improved ICT systems, including the development and strengthening of complaints management and case tracking systems to improve service delivery and efficiency

Strengthen research, data collection, and knowledge management systems to generate evidence on inequalities and inform policy recommendations and interventions

Build staff capacity and improve operational infrastructure to support effective implementation of the Commissions mandate and enhance organizational performance

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

VOTE: 124 Equal Opportunities Commission**Table 7.2: NTR Projections(Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2025/26	Projection FY2026/27
142159	Sale of bid documents-From Government Units	0.000	0.010
Total		0.000	0.010

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VIII. PERSONNEL INFORMATION

Table 8.1: Staff Establishment Analysis

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Assistant Records Officer	EOC5	1	0
Commissioner Legal Services & Investigations	EOC SE	1	0
Commissioner Research, Monitoring & Evaluation	EOC SE	1	0
Information and Communications Officer	EOC4	1	0
Legal Officer	EOC4	2	1
Office Attendant	EOC8	4	0
Principal Legal Officer	EOC2	2	0
Principal Planner/Economist	EOC2	1	0
Procurement Officer	EOC4	1	0
Senior Compliance Officer (MDAs)	EOC3	7	5
Senior Education officer	EOC3	2	0
Senior Information and Communication Officer	EOC3	1	0
Senior Monitoring and Evaluation Officer	EOC3	2	1
Senior Research officer	EOC3	1	0

VOTE: 124 Equal Opportunities Commission**Table 8.2: Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2026/27	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
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
Commissioner Research, Monitoring & Evaluation	EOC SE	1	0	1	1	8,061,640	96,739,680
Information and Communications Officer	EOC4	1	0	1	1	3,828,728	45,944,736
Legal Officer	EOC4	2	1	1	1	3,828,728	45,944,736
Office Attendant	EOC8	4	0	4	4	1,003,624	48,173,952
Principal Legal Officer	EOC2	2	0	2	2	6,553,602	157,286,448
Principal Planner/Economist	EOC2	1	0	1	1	6,553,602	78,643,224
Procurement Officer	EOC4	1	0	1	1	3,828,728	45,944,736
Senior Compliance Officer (MDAs)	EOC3	7	5	2	2	5,013,488	120,323,712
Senior Education officer	EOC3	2	0	2	2	5,013,488	120,323,712
Senior Information and Communication 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
Total					20	69,372,300	1,067,565,000