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V1: Summary of Issues in Budget Execution

Table V1.1: Overview of Vote Expenditures (UShs Billion)

		Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% Budget Released	% Budget Spent	% Releases Spent
Recurrent	Wage	5.832	5.832	4.374	3.762	75.0 %	65.0 %	86.0 %
	Non-Wage	16.762	16.762	13.090	11.425	78.0 %	68.2 %	87.3 %
Devt.	GoU	0.790	0.790	0.263	0.000	33.3 %	0.0 %	0.0 %
	Ext Fin.	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
	GoU Total	**23.384**	**23.384**	**17.727**	**15.187**	**75.8 %**	**64.9 %**	**85.7 %**
	Total GoU+Ext Fin (MTEF)	**23.384**	**23.384**	**17.727**	**15.187**	**75.8 %**	**64.9 %**	**85.7 %**
	Arrears	0.229	0.229	0.000	0.000	0.0 %	0.0 %	0.0 %
	Total Budget	**23.613**	**23.613**	**17.727**	**15.187**	**75.1 %**	**64.3 %**	**85.7 %**
	A.I.A Total	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
	Grand Total	**23.613**	**23.613**	**17.727**	**15.187**	**75.1 %**	**64.3 %**	**85.7 %**
	Total Vote Budget Excluding Arrears	**23.384**	**23.384**	**17.727**	**15.187**	**75.8 %**	**64.9 %**	**85.7 %**

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Table V1.2: Releases and Expenditure by Programme and Vote Function*

Billion Uganda Shillings	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% Budget Released	% Budget Spent	%Releases Spent
Programme:12 Human Capital Development	**3.952**	**3.952**	**2.857**	**2.417**	**72.3 %**	**61.2 %**	**84.6%**
Vote Function:01 Gender and Equity	3.952	3.952	2.857	2.417	72.3 %	61.2 %	84.6%
Programme:15 Community Mobilization And Mindset Change	**0.000**		**0.000**	**0.000**	**0.0 %**	**0.0 %**	**0.0%**
Vote Function:01 Gender and Equity	0.000		0.000	0.000	0.0 %	0.0 %	0.0%
Programme:16 Governance and Security	**1.217**	**1.217**	**0.844**	**0.808**	**69.3 %**	**66.3 %**	**95.7%**
Vote Function:01 Gender and Equity	0.000		0.000	0.000	0.0 %	0.0 %	0.0%
Vote Function:02 Redressing imbalances and promoting equal opportunites	1.217	1.217	0.844	0.808	69.3 %	66.3 %	95.7%
Programme:18 Development Plan Implementation	**18.443**	**18.443**	**14.027**	**11.962**	**76.1 %**	**64.9 %**	**85.3%**
Vote Function:01 Gender and Equity	2.200	2.200	1.541	1.087	70.0 %	49.4 %	70.6%
Vote Function:02 Redressing imbalances and promoting equal opportunites	16.243	16.243	12.486	10.875	76.9 %	66.9 %	87.1%
Total for the Vote	**23.613**	**23.613**	**17.727**	**15.187**	**75.1 %**	**64.3 %**	**85.7 %**

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Table V1.3: High Unspent Balances and Over-Expenditure in the Approved Budget (Ushs Bn)

(i) Major unspent balances

Departments , Projects		
Programme:12 Human Capital Development		
Vote Function:01 Gender and Equity		
0.382	Bn Shs	Department : 001 Compliance and Enforcement
	Reason:	The procurement process was ongoing
Items		
0.191	UShs	227001 Travel inland
		Reason:
0.040	UShs	224011 Research Expenses
		Reason:
0.015	UShs	225101 Consultancy Services
		Reason:
0.057	Bn Shs	Department : 002 Education, Training, Information and Communication
	Reason:	The procurement process was ongoing
Items		
0.013	UShs	221011 Printing, Stationery, Photocopying and Binding
		Reason:
0.018	UShs	221009 Welfare and Entertainment
		Reason:
0.005	UShs	221003 Staff Training
		Reason:
0.006	UShs	228002 Maintenance-Transport Equipment
		Reason:
Programme:16 Governance and Security		
Vote Function:02 Redressing imbalances and promoting equal opportunites		
0.037	Bn Shs	Department : 001 Legal Services and Investigations
	Reason:	The procurement process was ongoing
Items		
0.020	UShs	228002 Maintenance-Transport Equipment
		Reason:
0.012	UShs	221009 Welfare and Entertainment
		Reason:

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(i) Major unspent balances

Departments , Projects

Programme:18 Development Plan Implementation

Vote Function:01 Gender and Equity

0.453	Bn Shs	Department : 001 Compliance and Enforcement
	Reason: The Procurement process was still ongoing.	
Items		
0.030	UShs	221001 Advertising and Public Relations
		Reason: The Procurement process was still ongoing.
0.006	UShs	227004 Fuel, Lubricants and Oils
		Reason:
0.039	UShs	228002 Maintenance-Transport Equipment
		Reason:
0.050	UShs	225101 Consultancy Services
		Reason:
0.150	UShs	227001 Travel inland
		Reason:

Vote Function:02 Redressing imbalances and promoting equal opportunites

0.496	Bn Shs	Department : 002 Administration, Finance and Planning
	Reason: The procurement process was ongoing	
Items		
0.267	UShs	212102 Medical expenses (Employees)
		Reason:
0.027	UShs	223001 Property Management Expenses
		Reason:
0.036	UShs	221011 Printing, Stationery, Photocopying and Binding
		Reason:
0.060	UShs	221008 Information and Communication Technology Supplies.
		Reason:
0.051	UShs	228002 Maintenance-Transport Equipment
		Reason:
0.240	Bn Shs	Department : 003 Research, Monitoring and Evaluation
	Reason: NA	
Items		
0.008	UShs	227004 Fuel, Lubricants and Oils

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(i) Major unspent balances

Departments , Projects

Programme:18 Development Plan Implementation

Vote Function:02 Redressing imbalances and promoting equal opportunites

		Reason:
0.028	UShs	228002 Maintenance-Transport Equipment
		Reason:
0.010	UShs	221009 Welfare and Entertainment
		Reason:
0.163	UShs	224011 Research Expenses
		Reason:

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V2: Performance Highlights

Table V2.1: PIAP outputs and output 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: 12512201 Gender and equity compliance assessments conducted			
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
Number of MDAs & LGs implementing gender and equity commitments	Number	176	90
Percentage of LGs & MDAs complying with gender and equity responsive planning and budgeting.	Percentage	70%	70%
Percentage of private entities implementing gender and equity guidelines	Percentage	20%	10%
PIAP Output: 12512202 Gender and Equity in planning and budgeting enhanced			
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
Number of PIAPS with gender and equity mainstreamed	Number	18	18
Percentage of MDA &LGs approved plans with Gender and Equity plans	Percentage	70%	70%
Department:002 Education, Training, Information and Communication			
Key Service Area: 000011 Communication and Public Relations			
PIAP Output: 12711101 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			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
Number of community duty bearers (Civil servants, community leaders, religious leaders, parish chiefs) trained on CMMC	Number	2640	1430
Number of barazas conducted	Number	8	6
Number of youths, women, PWDs and older persons sensitized on business formalization	Number	0	0
Number of blind, deaf, and elderly persons sensitized on business, chattels, civil, intellectual property, insolvency registration services	Number	0	0
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	26%	12%

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Programme:12 Human Capital Development			
Vote Function:01 Gender and Equity			
Department:002 Education, Training, Information and Communication			
Key Service Area: 320008 Community Outreach services			
PIAP Output: 12711302 A national civic education program aimed at improving the level of awareness of rights, duties and responsibilities of individuals, families, communities and citizens developed and implemented			
Programme Intervention: 127113 Develop and Implement a national civic education and adult literacy programmes with emphasis on roles and responsibilities of families, communities and citizens			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
Number of people participating in the civic education program	Number	2000	1310
Number of National Symbols popularised	Number	0	0
Number of MDAs, LGs and community groups	Number	0	0
A national civic education program in place	Text	1	1
Set of National Values for all Ugandans in place	Text	0	0
A Bill presented to cabinet	Text	1	0
Programme:16 Governance and Security			
Vote Function:02 Redressing imbalances and promoting equal opportunites			
Department:001 Legal Services and Investigations			
Key Service Area: 460051 Complaints Management			
PIAP Output: 16611101 HRBA Mainstreamed			
Programme Intervention: 166111 Integrate HRBA in policies, legislation, plans and programmes			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
Proportion of MDAs and LGs plans and budgets compliant with HRBA	Percentage	65%	70%
%ge of municipalities, districts, cities implementing HRBA in PDM and EMYOGA	Percentage	60%	70%
Percentage of MDAs and LGs trained in gender and equity mainstreaming	Percentage	65%	70%
PIAP Output: 16611202 Equity Complaints disposed			
Programme Intervention: 166112 Enhance protection of human rights and promotion of equity			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
Disposal rate of gender, equality and equity complaints	Percentage	70%	58.6%

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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: 18112101 Gender and equity responsive plans			
Programme Intervention: 181121 Build capacity in development planning and project formulation at all levels of government.			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
Proportion of MDAs with gender and equity responsive plans	Percentage	67%	70%
Proportion of LGs with gender and equity responsive plans	Percentage	67%	0
Vote Function:02 Redressing imbalances and promoting equal opportunites			
Department:002 Administration, Finance and Planning			
Key Service Area: 000001 Audit and Risk Management			
PIAP Output: 18511101 Institutional coordination, management and reporting			
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
EOC Gender and Equity score	Percentage	67%	70%
Key Service Area: 000004 Finance and Accounting			
PIAP Output: 18511101 Institutional coordination, management and reporting			
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
EOC Gender and Equity score	Percentage	67%	70%
Key Service Area: 000005 Human Resource Management			
PIAP Output: 18511101 Institutional coordination, management and reporting			
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
EOC Gender and Equity score	Percentage	67%	70%
Key Service Area: 000006 Planning and Budgeting services			
PIAP Output: 18511101 Institutional coordination, management and reporting			
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
EOC Gender and Equity score	Percentage	67%	70%

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Programme:18 Development Plan Implementation

Vote Function:02 Redressing imbalances and promoting equal opportunites

Department:002 Administration, Finance and Planning

Key Service Area: 000007 Procurement and Disposal Services

PIAP Output: 18511101 Institutional coordination, management and reporting

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

PIAP Output Indicators	Indicator Measure	Planned 2025/26	Actuals By END Q 3
EOC Gender and Equity score	Percentage	67%	70%

Key Service Area: 000008 Records Management

PIAP Output: 18511101 Institutional coordination, management and reporting

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

PIAP Output Indicators	Indicator Measure	Planned 2025/26	Actuals By END Q 3
EOC Gender and Equity score	Percentage	67%	70%

Key Service Area: 000013 HIV/AIDS Mainstreaming

PIAP Output: 18511101 Institutional coordination, management and reporting

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

PIAP Output Indicators	Indicator Measure	Planned 2025/26	Actuals By END Q 3
EOC Gender and Equity score	Percentage	67%	70%

Key Service Area: 000014 Administrative and Support Services

PIAP Output: 18511101 Institutional coordination, management and reporting

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

PIAP Output Indicators	Indicator Measure	Planned 2025/26	Actuals By END Q 3
EOC Gender and Equity score	Percentage	67%	70%

Key Service Area: 000019 ICT Services

PIAP Output: 18511101 Institutional coordination, management and reporting

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

PIAP Output Indicators	Indicator Measure	Planned 2025/26	Actuals By END Q 3
EOC Gender and Equity score	Percentage	67%	70%

Department:003 Research, Monitoring and Evaluation

Key Service Area: 000015 Monitoring and Evaluation

PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs

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

PIAP Output Indicators	Indicator Measure	Planned 2025/26	Actuals By END Q 3
Proportion of programmes, MDAs and LGs with gender and equity responsive budgets	Percentage	70%	70%

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Programme:18 Development Plan Implementation			
Vote Function:02 Redressing imbalances and promoting equal opportunites			
Department:003 Research, Monitoring and Evaluation			
Key Service Area: 000022 Research and Development			
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs			
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
Proportion of programmes, MDAs and LGs with gender and equity responsive budgets	Percentage	50%	70%
Project:1976 Institutional Development of Equal Opportunities Commission			
Key Service Area: 000003 Facilities and Equipment Management			
PIAP Output: 18511101 Institutional coordination, management and reporting			
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery			
PIAP Output Indicators	**Indicator Measure**	**Planned 2025/26**	**Actuals By END Q 3**
EOC Gender and Equity score	Percentage	67%	

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Performance highlights for the Quarter

The Commission also assessed 151 votes under the Equal Opportunities Compliance framework. All assessed votes passed, each scoring an average of 50% and above. Overall performance improved from 68% in FY 2025/26 to 70% in FY 2026/27. Through this assessment, the Commission identified key government interventions aimed at equalising opportunities, including scaling up wealth creation initiatives through increased investment in enterprise financing, SME development, youth employment, and women's economic empowerment. The Commission also highlighted persistent national emerging issues that continue to hinder the realization of equal opportunities, undermining inclusive service delivery, vulnerability reduction, and equitable participation in national development

Spot checks on inclusive accessibility were conducted in 10 public institutions across the districts of Kole, Lira City, Amuru, Gulu City, Pakwach, and Nebbi. Key findings revealed inadequate sanitation facilities, limited accessibility infrastructure for Persons with Disabilities (PWDs), lack of sign language interpreters, inadequate maternity spaces, and weak complaint-handling mechanisms.

Under the theme "Beyond the Ballot; Now Opportunities," a youth engagement campaign was conducted with Hannah Arinaitwe as the key influencer. The campaign attracted at least 536 participants, with broad representation across gender and social groups, and featured 11 speakers. Emerging issues included low awareness of reporting mechanisms for discrimination, the digital divide, limited internet access in rural areas, youth disengagement beyond elections, the need for sustained civic education, misinformation risks, and accessibility gaps, particularly the need for more inclusive content for persons with disabilities.

Variances and Challenges

Late disbursement of funds

Late disbursement of funds for Quarter Three field operations adversely affected the timely implementation of planned interventions. Consequently, several field missions, community outreaches, and stakeholder engagements were postponed to subsequent periods due to cash flow constraints, resulting in implementation backlogs and delayed service delivery.

Transport and Logistics Constraints

Implementation during the quarter was further constrained by limited access to reliable transport. Challenges included an inadequate number of functional vehicles, delays in routine vehicle maintenance, and increasing fuel costs. These factors affected timely supervision, monitoring, and follow-up of field activities, particularly in hard-to-reach districts and Local Governments.

Inadequate Staffing Levels

Persistent staffing gaps in some departments and no regional offices continued to place excessive workload on the available officers. This affected the timely preparation of reports, data analysis, coordination of activities, and submission of planned deliverables within the prescribed Quarter Three reporting timelines.

Delayed Feedback from Stakeholders

Engagements with partner MDAs, Local Governments, and Civil Society Organizations (CSOs) were occasionally slowed by delayed responses to official correspondence and requests for information. This affected evidence gathering for reports, coordination of joint interventions, and timely follow-up on policy, compliance, and legislative matters during the quarter.

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V3: Details of Releases and Expenditure

Table V3.1: GoU Releases and Expenditure by Key Service Area*

Billion Uganda Shillings	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
Programme:12 Human Capital Development	**3.952**	**3.952**	**2.857**	**2.417**	**72.3 %**	**61.2 %**	**84.6 %**
Vote Function:01 Gender and Equity	**3.952**	**3.952**	**2.857**	**2.417**	**72.3 %**	**61.2 %**	**84.6 %**
000011 Communication and Public Relations	1.058	1.058	0.539	0.525	51.0 %	49.6 %	97.4 %
000024 Compliance and Enforcement Services	1.952	1.952	1.671	1.289	85.6 %	66.0 %	77.1 %
320008 Community Outreach services	0.942	0.942	0.646	0.603	68.6 %	64.0 %	93.3 %
Programme:16 Governance and Security	**1.217**	**1.217**	**0.844**	**0.808**	**69.3 %**	**66.3 %**	**95.7 %**
Vote Function:02 Redressing imbalances and promoting equal opportunites	**1.217**	**1.217**	**0.844**	**0.808**	**69.3 %**	**66.3 %**	**95.7 %**
460051 Complaints Management	1.217	1.217	0.844	0.808	69.3 %	66.3 %	95.7 %
Programme:18 Development Plan Implementation	**18.443**	**18.443**	**14.027**	**11.962**	**76.1 %**	**64.9 %**	**85.3 %**
Vote Function:01 Gender and Equity	**2.200**	**2.200**	**1.541**	**1.087**	**70.0 %**	**49.4 %**	**70.6 %**
000024 Compliance and Enforcement Services	2.200	2.200	1.541	1.087	70.0 %	49.4 %	70.5 %
Vote Function:02 Redressing imbalances and promoting equal opportunites	**16.243**	**16.243**	**12.486**	**10.875**	**76.9 %**	**66.9 %**	**87.1 %**
000001 Audit and Risk Management	0.028	0.028	0.021	0.021	76.4 %	76.4 %	100.0 %
000003 Facilities and Equipment Management	0.790	0.790	0.263	0.000	33.3 %	0.0 %	0.0 %
000004 Finance and Accounting	0.297	0.297	0.054	0.054	18.0 %	18.0 %	100.0 %
000005 Human Resource Management	10.185	10.185	8.217	7.311	80.7 %	71.8 %	89.0 %
000006 Planning and Budgeting services	0.165	0.165	0.133	0.124	80.8 %	75.3 %	93.2 %
000007 Procurement and Disposal Services	0.012	0.012	0.011	0.009	91.7 %	71.0 %	81.8 %
000008 Records Management	0.004	0.004	0.004	0.003	100.0 %	77.5 %	75.0 %
000013 HIV/AIDS Mainstreaming	0.040	0.040	0.040	0.032	100.0 %	78.8 %	80.0 %
000014 Administrative and Support Services	3.273	3.273	2.576	2.459	78.7 %	75.1 %	95.5 %
000015 Monitoring and Evaluation	0.622	0.622	0.489	0.344	78.7 %	55.2 %	70.3 %
000019 ICT Services	0.268	0.268	0.190	0.125	70.7 %	46.6 %	65.8 %
000022 Research and Development	0.561	0.561	0.488	0.394	87.1 %	70.4 %	80.7 %
Total for the Vote	**23.613**	**23.613**	**17.727**	**15.187**	**75.1 %**	**64.3 %**	**85.7 %**

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Table V3.2: GoU Expenditure by Item

Billion Uganda Shillings	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
211102 Contract Staff Salaries	5.832	5.832	4.374	3.762	75.0 %	64.5 %	86.0 %
211104 Employee Gratuity	2.333	2.333	2.333	2.321	100.0 %	99.5 %	99.5 %
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	2.393	2.393	1.757	1.745	73.4 %	72.9 %	99.3 %
212101 Social Security Contributions	0.583	0.583	0.292	0.286	50.0 %	49.1 %	98.1 %
212102 Medical expenses (Employees)	0.300	0.300	0.300	0.033	100.0 %	11.1 %	11.1 %
221001 Advertising and Public Relations	0.605	0.605	0.375	0.311	61.9 %	51.5 %	83.1 %
221003 Staff Training	1.227	1.227	1.107	0.857	90.2 %	69.9 %	77.4 %
221007 Books, Periodicals & Newspapers	0.003	0.003	0.003	0.003	100.0 %	100.0 %	100.0 %
221008 Information and Communication Technology Supplies.	0.345	0.345	0.255	0.184	73.9 %	53.4 %	72.2 %
221009 Welfare and Entertainment	0.332	0.332	0.281	0.229	84.4 %	68.8 %	81.5 %
221011 Printing, Stationery, Photocopying and Binding	0.497	0.497	0.410	0.348	82.5 %	70.0 %	84.9 %
221016 Systems Recurrent costs	0.010	0.010	0.010	0.010	100.0 %	100.0 %	100.0 %
221017 Membership dues and Subscription fees.	0.008	0.008	0.006	0.006	78.1 %	78.1 %	100.0 %
222001 Information and Communication Technology Services.	0.046	0.046	0.032	0.027	69.6 %	59.4 %	85.4 %
222002 Postage and Courier	0.004	0.004	0.001	0.001	29.5 %	15.5 %	52.5 %
223001 Property Management Expenses	0.068	0.068	0.060	0.033	88.2 %	47.9 %	54.3 %
223003 Rent-Produced Assets-to private entities	2.500	2.500	1.875	1.875	75.0 %	75.0 %	100.0 %
223004 Guard and Security services	0.060	0.060	0.053	0.053	88.1 %	88.1 %	100.0 %
223005 Electricity	0.020	0.020	0.020	0.020	100.0 %	100.0 %	100.0 %
223006 Water	0.006	0.006	0.005	0.004	83.3 %	58.3 %	70.0 %
224011 Research Expenses	1.024	1.024	0.750	0.514	73.3 %	50.2 %	68.4 %
225101 Consultancy Services	0.220	0.220	0.165	0.100	75.2 %	45.7 %	60.7 %
227001 Travel inland	3.670	3.670	2.536	2.160	69.1 %	58.9 %	85.2 %
227004 Fuel, Lubricants and Oils	0.168	0.168	0.134	0.120	79.8 %	71.5 %	89.6 %
228002 Maintenance-Transport Equipment	0.309	0.309	0.307	0.162	99.2 %	52.3 %	52.7 %
273102 Incapacity, death benefits and funeral expenses	0.030	0.030	0.023	0.022	75.0 %	72.8 %	97.1 %
312212 Light Vehicles - Acquisition	0.600	0.600	0.263	0.000	43.9 %	0.0 %	0.0 %
312222 Heavy ICT hardware - Acquisition	0.100	0.100	0.000	0.000	0.0 %	0.0 %	0.0 %
312235 Furniture and Fittings - Acquisition	0.090	0.090	0.000	0.000	0.0 %	0.0 %	0.0 %
352882 Utility Arrears Budgeting	0.229	0.229	0.000	0.000	0.0 %	0.0 %	0.0 %

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Billion Uganda Shillings	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
Total for the Vote	**23.613**	**23.613**	**17.727**	**15.187**	**75.1 %**	**64.3 %**	**85.7 %**

VOTE: 124 Equal Opportunities Commission

Quarter 3

Table V3.3: Releases and Expenditure by Department and Project*

Billion Uganda Shillings	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
Programme:12 Human Capital Development	**3.952**	**3.952**	**2.857**	**2.417**	**72.27 %**	**61.15 %**	**84.61 %**
Vote Function:01 Gender and Equity	**3.952**	**3.952**	**2.857**	**2.417**	**72.27 %**	**61.15 %**	**84.6 %**
Departments							
001 Compliance and Enforcement	1.952	1.952	1.671	1.289	85.6 %	66.0 %	77.1 %
002 Education, Training, Information and Communication	2.000	2.000	1.185	1.128	59.3 %	56.4 %	95.2 %
Development Projects							
N/A							
Programme:15 Community Mobilization And Mindset Change	**0.000**		**0.000**	**0.000**	**0.00 %**	**0.00 %**	**0.00 %**
Vote Function:01 Gender and Equity	**3.952**	**3.952**	**2.857**	**2.417**	**72.27 %**	**61.15 %**	**84.6 %**
Departments							
N/A							
Development Projects							
N/A							
Programme:16 Governance and Security	**1.217**	**1.217**	**0.844**	**0.808**	**69.34 %**	**66.34 %**	**95.67 %**
Vote Function:01 Gender and Equity	**3.952**	**3.952**	**2.857**	**2.417**	**72.27 %**	**61.15 %**	**84.6 %**
Departments							
N/A							
Development Projects							
N/A							
Vote Function:02 Redressing imbalances and promoting equal opportunites	**1.217**	**1.217**	**0.844**	**0.808**	**69.34 %**	**66.34 %**	**95.7 %**
Departments							
001 Legal Services and Investigations	1.217	1.217	0.844	0.808	69.3 %	66.4 %	95.7 %
Development Projects							
N/A							
Programme:18 Development Plan Implementation	**18.443**	**18.443**	**14.027**	**11.962**	**76.05 %**	**64.86 %**	**85.28 %**
Vote Function:01 Gender and Equity	**3.952**	**3.952**	**2.857**	**2.417**	**72.27 %**	**61.15 %**	**84.6 %**
Departments							
001 Compliance and Enforcement	2.200	2.200	1.541	1.087	70.0 %	49.4 %	70.5 %
Development Projects							
N/A							

VOTE: 124 Equal Opportunities Commission

Quarter 3

Billion Uganda Shillings	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
Programme:18 Development Plan Implementation	**18.443**	**18.443**	**14.027**	**11.962**	**76.05 %**	**64.86 %**	**85.28 %**
Vote Function:02 Redressing imbalances and promoting equal opportunites	**1.217**	**1.217**	**0.844**	**0.808**	**69.34 %**	**66.34 %**	**95.7 %**
Departments							
002 Administration, Finance and Planning	14.271	14.271	11.245	10.137	78.8 %	71.0 %	90.1 %
003 Research, Monitoring and Evaluation	1.183	1.183	0.978	0.738	82.7 %	62.4 %	75.5 %
Development Projects							
1976 Institutional Development of Equal Opportunities Commission	0.790	0.790	0.263	0.000	33.3 %	0.0 %	0.0 %
Total for the Vote	**23.613**	**23.613**	**17.727**	**15.187**	**75.1 %**	**64.3 %**	**85.7 %**

VOTE: 124 Equal Opportunities Commission

Quarter 3

Table V3.4: External Financing Releases and Expenditure by Vote Function and Project

VOTE: 124 Equal Opportunities Commission

Quarter 3

Quarter 3: Outputs and Expenditure in the Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Programme:12 Human Capital Development		
Vote Function:01 Gender and Equity		
Departments		
Department:001 Compliance and Enforcement		
Key Service Area:000024 Compliance and Enforcement Services		
PIAP Output: 12512201 Gender and equity compliance assessments conducted		
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation		
Assessment of four Private Sector plans on Compliance with Gender and Equity requirements conducted.	Assessment of four private sector plans was implemented. The selected bodies include; Presidential CEO forum, Uganda National Farmers federation, Uganda Chamber of mines, Tourism development Board. When assessing private sector plans for compliance with gender and equity requirements, a number of recurring gaps and issues are typically observed. Key areas to pay attention to include: i) Limited Gender and Equity Analysis showing absence of disaggregated data (sex, age, disability, location) ii) Inequitable Access to Opportunities. There is limited provisions for inclusive recruitment, retention, and career progression iii) Poor Monitoring and Accountability Mechanisms. There was lack of gender- and equity-sensitive indicators or targets.	This was implemented as planned
PIAP Output: 12512202 Gender and Equity in planning and budgeting enhanced		
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation		
Capacity building of 150 Accounting Officers in Ministries Departments and Agencies on Gender and Equity Planning and Budgeting conducted.	Capacity building of Accounting Officers(AO)in all Ministries, Departments and Agencies was built on gender and equity planning and budgeting. The Commission raised a number of concern including the delayed submission of Ministerial Policy statements for Gender and Equity Assessment, Lack of disaggregated data in their reports among others. Some of the responses from the AOs included; - Limitations of the PBS system including limited characters which limits the information they share in the reports. - Lack of continuous capacity building for Gender Focal Persons in the MDAs.	The target was met
Programme support costs paid.	Programme support costs paid.	This was achieved

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 12512202 Gender and Equity in planning and budgeting enhanced		
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation		
On spot checks for inclusive accessibility for 10 public institutions (Breastfeeding corners, ECDs, religious corners, physical accessibility) conducted.	On spot checks for inclusive accessibility for 10 public institutions were carried out in the district of Kole, Lira City, Amuru, Gulu City, Pakwach and Nebbi. The findings include; i) Inadequate sanitation facilities. ii) Limited PWD accessibility infrastructure. iii) Lack of sign language interpreters. iv) Inadequate maternity space. v) Weak Complaint handling mechanisms.	This was achieved

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
221001 Advertising and Public Relations		37,879.560
221003 Staff Training		238,192.077
221011 Printing, Stationery, Photocopying and Binding		50,000.000
222002 Postage and Courier		182.037
224011 Research Expenses		35,017.963
225101 Consultancy Services		19,999.999
227001 Travel inland		329,607.500
227004 Fuel, Lubricants and Oils		4,837.500
	Total For Budget Output	**715,716.636**
	Wage Recurrent	0.000
	Non Wage Recurrent	715,716.636
	Arrears	0.000
	AIA	0.000
	Total For Department	**715,716.636**
	Wage Recurrent	0.000
	Non Wage Recurrent	715,716.636
	Arrears	0.000
	AIA	0.000

Department:002 Education, Training, Information and Communication

Key Service Area:000011 Communication and Public Relations

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 12711101 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		
3 radio and 2 TV talkshows conducted, 120 jingles and DJ mentions aired in 2 local languages of West Nile region.	10 radio and 1 TV talk shows conducted on88.7 Arua 1 FM, 90.9 Pacis FM. Arua, 91.9 R FM Iganga, 101.6 Hot FM Amolatar, 97.7Unity FM Lira, 104.7Gomba FM, 103.9 Kiboga FM, FM 90 Radio one, FM 94.7 Radio continental Kumi 1 and 93.8 Life FM fort Portal on UBC TV on the topic Behind the Head Lines – Celebrating Justice for Women and Girls in Uganda 1. jingles produced and aired on Arua 1 FM, Arua 2. Pacis FM Arua, 3. R FM Iganga and 97.7Unity FM Lira	
1 social media campaigns conducted to mobilize special interest groups in urban and rural areas to participate in, and benefit from development programs.	A 3-week social media campaign was conducted on the theme "Beyond the Ballot; Now Opportunities" With Hannah Arinaitwe as the key influencer the campaign attracted at least 536 participants with 47.8% Male and 51.8% male and 11 speakers. Emerging issues included- Low awareness of reporting mechanisms on issues of discrimination. 1. Digital divide, Limited access to internet in rural areas. 2. Youth disengagement beyond elections and need for sustained civic education. 3. Misinformation risks, 4. Accessibility gaps: Need for more inclusive content for persons with disabilities.	
50 corporate shirts and 50 embroidered T.shirts produced	Assorted IEC materials including 100 corporate shirts and 100 embroidered polo T-shirts produced and disseminated to EOC staff, MALGs and vulnerable people.	
Emergency response conducted through publishing 2 news paper articles/ supplements , 2 spot visits and holding 2 press briefs	2 newspaper supplements published in commemoration of Liberation Day and Womens' Day 2 press briefs held on theme Duties and responsibilities of citizens in inclusive national development in Lira City, and The role of religion in ensuring equal opportunities on 11th March 2026, at EOC Head Offices	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 12711101 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		
2 forums/barazas on negative social and cultural practices, and promotion of inclusivity in all spheres of life conducted with local communities at subcounty level in Eastern Uganda	3 forums conducted in Lira, Amolatar and in Gomba districts with local communities, local leaders as well as LG and CSOs focusing on negative social and cultural practices, and promotion of inclusivity in programming and service delivery. The forums brought together 420 participants 226 female 194 Male 68 PWDs 63 Older persons 173 youth and 184 Adults. Emerging issues included; Patriarchal norms which limit women participation in leadership, property ownership, and decision-making. Persistence child marriages. Cultural normalization of practices such as child labor, denial of education, and corporal punishment. High rates of defilement and sexuasl abuse Geographical barriers and poor rural infrastructure Gomba's remote parishes, particularly in Kabulasoke, Kyegonza, and Mpenja, are severely isolated due to poorly maintained feeder roads. Inequitable Access to Health Services in Gomba district which lacks a general hospital, forcing residents to travel to Gombe General Hospital	
1 regional breakfast meeting with key media personnel on selected thematic issues conducted in Western region.	A training for the media personnel conducted in Luwero District Head Quarters on the theme "Strengthening Media Partnerships for Inclusive Governance and Equal Opportunities in the Post-Election Period" the training brough together 50 participant 24 female and 26 male. Emerging issues included: Establishing regular engagement platforms between EOC and media practitioners. Encouraging journalists to formally petition relevant authorities on issues of remuneration and welfare.	
2 banners and EOC brochures produced and disseminated	Deferred to quarter 4	
1 issue of the equity voice produced and disseminated	1 issue of the equity voice under draft	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 12711101 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		
2 Training sessions for leaders of special interest groups on inclusive implementation of the PDM and other government programs conducted at parish level in Central Uganda.	2 training sessions conducted for ethnic minorities in Kumi district – Tisai Sub County under the Theme; “Building Capacity for Inclusive Service Delivery and Participation of Ethnic Minority Groups” and for leaders of other special interest groups with together with parish chiefs in Kiboga district , Central Uganda focusing on promoting equal opportunities for all, and affirmative action for the marginalized in planning and service delivery especially inclusive implementation of the PDM and other Government development programmes. The trainings brought together 342 with 127 female, and 215 male; 23 persons with disabilities; 154 youth, 31older persons, 157 adults Some of the emerging issues included, Low awareness on government programmes and access procedures. Limited representation of EMGs in local decision-making structures. Barriers in accessing programmes, including complex processes and unclear guidelines.	

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
221001 Advertising and Public Relations		81,705.001
227001 Travel inland		150,670.000
	Total For Budget Output	**232,375.001**
	Wage Recurrent	0.000
	Non Wage Recurrent	232,375.001
	Arrears	0.000
	AIA	0.000

Key Service Area:320008 Community Outreach services

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 12711302 A national civic education program aimed at improving the level of awareness of rights, duties and responsibilities of individuals, families, communities and citizens developed and implemented		
Programme Intervention: 127113 Develop and Implement a national civic education and adult literacy programmes with emphasis on roles and responsibilities of families, communities and citizens		
	Needs assessment for 4 marginalised groups conducted. A report is being compilation.	
An inclusive civic education training manual on the duties, rights and responsibilities of special interest groups disseminated	Training hand books available for commission approval	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 12711302 A national civic education program aimed at improving the level of awareness of rights, duties and responsibilities of individuals, families, communities and citizens developed and implemented		
Programme Intervention: 127113 Develop and Implement a national civic education and adult literacy programmes with emphasis on roles and responsibilities of families, communities and citizens		
A bill on national civic education reviewed and published	1 Stakeholder meeting conducted, draft policy on Civic education to be presented to EOC Senior Management Meeting, program working group engagements for the strategy to begin in Q4.	
Vulnerable and marginalized people sensitized on promotion of best practices for sustainable environment management.	Vulnerable and marginalized people sensitized on promotion of best practices for sustainable environment management.	
Quarterly allowances paid for 9 substantive staff and duty allowances for 3 Graduate Trainees	Quarter 3 allowances paid for 9 substantive staff and duty allowances for 3 Graduate Trainees	
Contribution made towards quarterly vehicle maintenance	Contribution made towards quarterly vehicle maintenance for Q3	
Contribution made towards imprest for office of Commissioner and fuel to facilitate departmental staff.	Contribution made towards imprest for office of Commissioner and fuel to facilitate departmental staff for Q3	
A training manual on mainstreaming equal opportunities, gender and equity and affirmative action in development processes in line with NDPIV disseminated.	A training manual on mainstreaming equal opportunities, gender and equity and affirmative action in development processes in line with NDPIV developed	
A national equal opportunities symposium highlighting the achievements of Uganda in realization of equal opportunities and inclusive development organized with Parliament and other stakeholders.	Activity to be implemented in Q4	
1 Training session on inclusive leadership conducted for leaders of youth in Northern region	The training session for youth leaders in Kitgum district will be implemented in quarter four	
Staff facilitated to take skills development and competence building courses	Staff facilitated to take skills development and competence building through short courses	
Contribution made towards lunch for 9 substantive staff and 3 Graduate Trainees.	Contribution made towards lunch for 9 substantive staff and 3 Graduate Trainees for Q3	
Contribution made towards internet costs	Contribution made towards internet costs for Q3	
Contribution made towards toner costs	Contribution made towards toner costs for Q3	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 12711302 A national civic education program aimed at improving the level of awareness of rights, duties and responsibilities of individuals, families, communities and citizens developed and implemented		
Programme Intervention: 127113 Develop and Implement a national civic education and adult literacy programmes with emphasis on roles and responsibilities of families, communities and citizens		
1 post commemoration dialogue conducted with women on their role in inclusive development in Commemoration of International Womens Day	The Commission participated in the National Commemoration of the IWD at Kololo Ceremonial grounds. And subsequently held a post IWD dialogue under the theme; "Scaling up investments to accelerate the delivery of Gender Equality in Uganda," was conducted at the Commission Offices at kingdom Kampala. The activity brought together 124 participants including 55 female,69 male,13 older persons,67 Adults,55 youth and 8 PWDs Some of the emerging issues included, Underreporting of sexual harassment cases due to fear of stigma and retaliation. Weak and mistrusted reporting mechanisms within universities. Power imbalances between students and staff enabling exploitation. Inadequate enforcement of institutional policies on sexual harassment. Limited awareness of rights and reporting channels among students.	

Expenditures incurred in the Quarter to deliver outputs		*UShs Thousand*
Item		**Spent**
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		30,250.000
221008 Information and Communication Technology Supplies.		14,660.000
221009 Welfare and Entertainment		11,850.000
221011 Printing, Stationery, Photocopying and Binding		12,220.000
227001 Travel inland		153,289.520
228002 Maintenance-Transport Equipment		13,575.113
	Total For Budget Output	**235,844.633**
	Wage Recurrent	0.000
	Non Wage Recurrent	235,844.633
	Arrears	0.000
	AIA	0.000
	Total For Department	**468,219.634**
	Wage Recurrent	0.000
	Non Wage Recurrent	468,219.634
	Arrears	0.000
	AIA	0.000

Develoment Projects

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
N/A		

Programme:16 Governance and Security

Vote Function:02 Redressing imbalances and promoting equal opportunites

Departments

Department:001 Legal Services and Investigations

Key Service Area:460051 Complaints Management

PIAP Output: 16211101 Policies developed for national socio-economic transformation

Programme Intervention: 162111 Strengthen coordination of the policy and legislative-making processes

Statutory Allowances for 5 Members of the Commission	Statutory Allowances for 5 Members of the Commission paid for Q3	This was achieved
Lunch provided, toner and internet procured and vehicles maintained	Administrative (welfare, lunch and internet, Toner and Vehicle maintenance, 4 voice recorders) provided for Q3	This was achieved
Duty facilitation for Legal Services and Investigations Staff paid.	Duty Facilitation for the Legal Services and Investigations Staff for quarter three were fully paid	Achieved as planned
2 laws and 2 bills examined for compliance with equal opportunities	Review of bills, laws and regulations for EO, AA and inclusion compliance is ongoing. Most resoundingly the Qadhis Courts Bill 2026	Ongoing
1 Mobile Legal Clinics conducted in western Region	The Mobile Legal Clinic was done in Kikuube DLG	Achieved as planned

PIAP Output: 16611101 HRBA Mainstreamed

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

1 Public Inquiry held in eastern region to obtain information relating to Discrimination, Marginalization and Unequal treatment, track Programs accessibility by vulnerable groups so as to make decision under Section 15 of the EOC Act, Cap 7 to relevant bodies.	1 Public Inquiry Conducted in Njeru town council in Buikwe DLG vide GIF versus GM Sugar. The said complaint was brought against the sugar factory workers and their employers.	This was achieved
	Law books and journals purchased and subscription to professional bodies and online research libraries paid	Achieved as planned
Offering psycho-social support, resettlement visits of clients, and administering social welfare	Psycho - Socio support was offered to clients who appeared before the Commission, with a specific target of 15 case files in the quarter.	Achieved as planned
10 paralegals trained in Western region of Uganda	Deferred to Q4	

PIAP Output: 16611202 Equity Complaints disposed

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

70% of complaints received and resolved from Eastern, Northern, Central and Western regions of Uganda through Locus visits, Field visits and desk investigations.	48.38% of the complaints received were investigated and 65 complaints resolved,	
10 Pre-tribunal sessions conducted in all the regions.	10 pre tribunal sessions conducted in central region	This was achieved
200 complaints from Youth, women, men, ethnic minorities, PWDS, and older persons from central, western, eastern and northern regions received and registered	155 cases were received from the 4 regions of Uganda: that is; Eastern (28), Northern (17), Central (82), and Western (28); Male (90), Female (51) and Groups (14)	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 16611202 Equity Complaints disposed		
Programme Intervention: 166112 Enhance protection of human rights and promotion of equity		
10 tribunals and ADR hearing sessions conducted in Central, Northern region, Eastern and Western region of Uganda and 25 complaints resolved	65 cases were resolved and concluded by the commission within the reporting period through 10 tribunal and ADR.	

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		142,882.400
221009 Welfare and Entertainment		12,590.000
221011 Printing, Stationery, Photocopying and Binding		9,564.407
221017 Membership dues and Subscription fees.		1,770.000
227001 Travel inland		95,824.600
228002 Maintenance-Transport Equipment		4,074.692
	Total For Budget Output	**266,706.099**
	Wage Recurrent	0.000
	Non Wage Recurrent	266,706.099
	Arrears	0.000
	AIA	0.000
	Total For Department	**266,706.099**
	Wage Recurrent	0.000
	Non Wage Recurrent	266,706.099
	Arrears	0.000
	AIA	0.000

Develoment Projects

N/A

Programme:18 Development Plan Implementation

Vote Function:01 Gender and Equity

Departments

Department:001 Compliance and Enforcement

Key Service Area:000024 Compliance and Enforcement Services

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 18112101 Gender and equity responsive plans		
Programme Intervention: 181121 Build capacity in development planning and project formulation at all levels of government.		
Capacity building in Gender and Equity Planning and Budgeting for 5 District Local Government councils conducted.	Capacity building of Five district Local Government Councils on gender and equity planning and budgeting was conducted in Wakiso DLG, Mukono DLG, Luweero DLG, Nakasongola DLG and Kayunga DLG. Some of the gender and equity issues highlighted include; i) Inadequate representation of special interest groups in district councils. ii) Inadequate provision of essential medicines for the elderly population iii) Limited availability of Early learning Centres for Children iv) There are high levels of female pupils dropping out of school due to limited knowledge on sexual maturation.	
Capacity building in Gender and Equity Planning and Budgeting for 5 Urban Local Government Councils conducted.	Capacity building of 5 urban Local government council in gender and Equity planning and budgeting conducted in Kira MC, Lugazi MC, Nansana MC, Mukono MC, Njeru MC. The highlighted gender and equity issues include; i. Weak transparency and information-sharing mechanisms among government entities. ii. High dependence on conditional grants iii. Frequent drug stock-outs - Limited supply of essential medicines for NCDs (diabetes, hypertension) iv. Inadequate gender- and disability-friendly sanitation facilities.	
One hundred Stakeholders engaged on Gender and Equity issues in Uganda.	The activity was deferred to the subsequent quarter to allow the Commission to effectively engage with the newly elected leaders upon assumption of office.	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 18112101 Gender and equity responsive plans		
Programme Intervention: 181121 Build capacity in development planning and project formulation at all levels of government.		
Four International Conventions/Treaties audited.	Four conventions were Audited these include; 1. Universal Declaration of Human Rights (UDHR) 1948. 2. International Convention on Civil Political Rights (ICCPR) 1966. 3. Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) 1981 4. United Nations Convention on Rights of Persons with Disabilities 2006. The audit noted the following; 1. None adherence to the commitment by the responsible government agencies to the key Commitments. 2. Most Ministries Department and Agencies do not plan and budget for the obligations highlighted in conventions. 3. Limited awareness of the obligations of which Uganda is a signatory by policy makers. Limited technical capacity to domesticate the obligations and linking the obligations to national priorities.	
	Capacity of 10 Equal Opportunities Commission staff and 60 parish leaders on climate change adaptation in Bugisu sub-region was built. The participants were identified through vulnerability mapping. Some of the gender and equity issues include; i) Inadequate distribution and allocation of resources to problems/ issues without considering the uniqueness of the issue. ii) Political Interference in distribution of the resources. iii) Delayed compensation of persons affected by calamities by OPM leaving households helpless.	
Administrative (welfare, lunch and internet, Toner and Vehicle maintenance) provided	Administrative (welfare, lunch and internet, Toner and Vehicle maintenance) provided for Q3	
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs		
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution		
Duty facilitation for Compliance and Enforcement Staff paid	Duty facilitation for Compliance and Enforcement Staff paid for Q3	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs		
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution		
Assessment of Compliance with Gender and Equity requirements of 150 Vote Ministerial Policy (MPS)Statements conducted.	The Commission assessed 151 Votes. All the assessed votes passed the assessment with an average score of 50% and above. The average performance improved from 68% to 70% in FY 2025/26 and 2026/27 correspondingly. The key findings included; Through Assessment the Commission identified Government key interventions to equalise opportunities among which include scaling up wealth creation efforts by investing heavily in enterprise financing and job creation programmes aimed at boosting SMEs, youth employment, and women's economic empowerment. The Commission also identified a set of national emerging issues that persistently limit the realization of equal opportunities. These issues undermine Uganda's ability to deliver inclusive services, reduce vulnerability, and ensure equitable participation in national development.	
Assessment report on the Compliance with Gender and Equity requirements of 150 Vote Ministerial Policy Statements disseminated.	The dissemination exercise was successfully implemented and the following key issues were raised during the workshop; i. MDAs requested EOC to disseminate all the Gender and equity guidelines and plan to develop the pending guidelines. ii. The EOC-MDA focal persons should endeavour to work closely with respective MDAs in building capacity in areas of deficiency. iii. Eoc to train Planners across Government Agencies. There is need for Communication between MDAs and EOC especially on submission timelines among others	
Assessment report on the Compliance with Gender and Equity Requirements of 150 Vote Ministerial Policy Statements Validated.	The validation activity for the MPS Gender and Equity Assessment Report (FY 2026/27) was successfully conducted with participation from Selected Ministries, Departments and Agencies, external assessors, and CSOs. The Validation workshop reviewed key findings, allocations, gaps, and recommendations. Stakeholders provided input and feedback, which was incorporated into the final report to improve accuracy and credibility. Data gaps and inconsistencies were resolved through consensus and verification, while coordination among MDAs and compliance with gender and equity requirements was strengthened.	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs		
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution		
Gender and Equity requirements in one International Convention/ Treaty enforced.	One International convention enforced with gender and equity requirements under United Nations Convention on Rights of Persons with Disabilities. This was conducted through dialogue with Kampala Capital City Authority (KCCA) and National Union of Disabled Persons in Uganda(NUDIPU). An implementation action plan was agreed and the Commission will quarterly track the progress.	

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		85,410.181
221001 Advertising and Public Relations		1,382.627
221003 Staff Training		179,510.500
221008 Information and Communication Technology Supplies.		19,172.445
221009 Welfare and Entertainment		2,979.154
221011 Printing, Stationery, Photocopying and Binding		24,075.000
224011 Research Expenses		54,729.500
225101 Consultancy Services		25,000.001
227001 Travel inland		104,897.273
228002 Maintenance-Transport Equipment		5,921.004
	Total For Budget Output	**503,077.685**
	Wage Recurrent	0.000
	Non Wage Recurrent	503,077.685
	Arrears	0.000
	AIA	0.000
	Total For Department	**503,077.685**
	Wage Recurrent	0.000
	Non Wage Recurrent	503,077.685
	Arrears	0.000
	AIA	0.000

Develoment Projects

N/A

Vote Function:02 Redressing imbalances and promoting equal opportunites

Departments

Department:002 Administration, Finance and Planning

Key Service Area:000001 Audit and Risk Management

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Report on compliance with procurement regulations produced	Report on compliance with procurement regulations produced	Achieved
Report on special assignment produced.	This was not implemented because there was not special assignment	There was not special assignment
Reports providing assurance to management on the physical existence of EOC activities.	Reports providing assurance to management on the physical existence of EOC activities produced	Achieved
Annual subscription to ICPAU and IIA Uganda Membership renewed.	Annual subscriptions to ICPAU and IIA Uganda paid and ICPAU annual conference attended	Achieved
Internal Audit report prepared and submitted	Internal Audit report for Q2 prepared and submitted.	Achieved

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
227001 Travel inland		5,000.000
	Total For Budget Output	**5,000.000**
	Wage Recurrent	0.000
	Non Wage Recurrent	5,000.000
	Arrears	0.000
	AIA	0.000

Key Service Area:000004 Finance and Accounting

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Quarterly financial statements prepared and submitted	Quarter 3 financial statements prepared and submitted	Achieved
Imprest for all departments paid	Imprest for all departments paid	Achieved
IFMS/HCM costs paid	IFMS /HCM costs paid and the systems were serviced	Achieved

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
221009 Welfare and Entertainment		14,500.000
221016 Systems Recurrent costs		6,000.000
	Total For Budget Output	**20,500.000**
	Wage Recurrent	0.000
	Non Wage Recurrent	20,500.000
	Arrears	0.000
	AIA	0.000

Key Service Area:000005 Human Resource Management

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Salaries for all staffs processed by the 28th of every month	Salaries for 62 staff and 5 commission members processed and paid by 28th every month	Achieved
	Contract gratuity for 59 staff and 5 commission members paid	Achieved
NSSF contribution remitted	NSSF paid for 62 staff and 5 commission member	Achieved as planned
Training, committee meetings held and progress reports submitted.	Training, committee meetings held and progress reports submitted.	Achieved
Induction of newly appointed staff and internship students done	Interns inducted	
Performance management system through coordinating appraisal of staff and coordinating signing of performance agreement and plans implemented.	Performance management system through coordinating appraisal of staff and coordinating signing of performance agreement and plans implemented.	Achieved
Sensitization of Staffs about the Rewards and Sanctions done	This will be done in Q4	
One online review and staff capacity conducted	One online review and staff capacity conducted	Achieved
Medical assistance to staff provided	The commission procured Staff Medical Insurance from Prudential Assurance Limited	Achieved
Duty Facilitation Allowance paid	Duty facilitation allowance paid to 62 staff and 5 commission members for Q3	Achieved

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item	Spent
211102 Contract Staff Salaries	1,449,475.842
211104 Employee Gratuity	1,166,228.920
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	280,500.749
212101 Social Security Contributions	178,271.595
212102 Medical expenses (Employees)	12,016.211
221003 Staff Training	2,250.000
221009 Welfare and Entertainment	2,500.000
Total For Budget Output	**3,091,243.317**
Wage Recurrent	1,449,475.842
Non Wage Recurrent	1,641,767.475
Arrears	0.000
AIA	0.000

Key Service Area:000006 Planning and Budgeting services

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Ministerial Policy Statement prepared and submitted and print 300 copies	Ministerial Policy Statement For FY 2026/2027 prepared and submitted and printed 300 copies	Achieved

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Half year Annual performance assessment reports prepared and submitted to OPM.	Half year Annual performance assessment reports prepared and submitted to OPM.	Achieved
Quarterly monitoring and Evaluation of projects and programmes carried out and reports prepared.	Quarterly monitoring and Evaluation of projects and programmes carried out and reports prepared.	Achieved
Quarterly performance reports prepared and submitted to the MOFPED.	Quarter 2 performance reports prepared and submitted to the MOFPED.	Achieved

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		7,500.000
221011 Printing, Stationery, Photocopying and Binding		10,000.000
227001 Travel inland		16,250.000
273102 Incapacity, death benefits and funeral expenses		7,500.000
	Total For Budget Output	**41,250.000**
	Wage Recurrent	0.000
	Non Wage Recurrent	41,250.000
	Arrears	0.000
	AIA	0.000

Key Service Area:000007 Procurement and Disposal Services

PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Evaluations of procurements coordinated and conducted.	Evaluations of procurements coordinated and conducted	

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		3,018.345
	Total For Budget Output	**3,018.345**
	Wage Recurrent	0.000
	Non Wage Recurrent	3,018.345
	Arrears	0.000
	AIA	0.000

Key Service Area:000008 Records Management

PIAP Output: 18511101 Institutional coordination, management and reporting

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

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
	Total For Budget Output	**0.000**
	Wage Recurrent	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Non Wage Recurrent	0.000
	Arrears	0.000
	AIA	0.000

Key Service Area:000013 HIV/AIDS Mainstreaming

PIAP Output: 18511101 Institutional coordination, management and reporting

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

Quarterly HIV /AIDS awareness campaign conducted through talk shows poster and IEC distributed.	Quarterly HIV /AIDS awareness campaign conducted through talk shows poster and IEC distributed.	

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
221009 Welfare and Entertainment		10,000.001
	Total For Budget Output	**10,000.001**
	Wage Recurrent	0.000
	Non Wage Recurrent	10,000.001
	Arrears	0.000
	AIA	0.000

Key Service Area:000014 Administrative and Support Services

PIAP Output: 18511101 Institutional coordination, management and reporting

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

Repair and maintenance of vehicles done.	Repair and maintenance of vehicles done.	
Repairs and maintenance of machinery and equipment done.	Repairs and maintenance of machinery and equipment done.	
Electricity bills paid	Electricity bills paid	
Guard and security services paid	Guard and security services paid	
Water bills paid	Water bills paid.	
Funeral services to staff and family paid.	Funeral services to staff and family paid.	
Technical support during the Development policies and regulations for improved service delivery done.	Technical support during the Development policies and regulations for improved service delivery done.	
Quarterly cleaning services procured	Quarterly cleaning services procured	
Quarterly office operations done	Quarterly office operations done	

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item	Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	15,849.476
221001 Advertising and Public Relations	24,800.000
221009 Welfare and Entertainment	17,500.000
221011 Printing, Stationery, Photocopying and Binding	31,648.120
223001 Property Management Expenses	12,671.826

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
223003 Rent-Produced Assets-to private entities		624,939.210
223004 Guard and Security services		15,000.000
227001 Travel inland		4,962.247
227004 Fuel, Lubricants and Oils		40,000.000
228002 Maintenance-Transport Equipment		35,700.727
	Total For Budget Output	**823,071.606**
	Wage Recurrent	0.000
	Non Wage Recurrent	823,071.606
	Arrears	0.000
	AIA	0.000

Key Service Area:000019 ICT Services

PIAP Output: 18511101 Institutional coordination, management and reporting

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

Internet Main link procured	Internet Main link procured	
Office supplies(Tonner) procured	Office supplies(Tonner) procured	
Telecommunications services provided	Telecommunications services provided	
IFMS & Internet Back up link procured	IFMS & Internet Back up link procured	
zoom and Antivirus Licenses paid		
ICT Expenses ,Subscriptions Assorted accessories procured.	ICT Expenses ,Subscriptions Assorted accessories procured.	
Maintenance of Management Information done	Maintenance of Management Information done	

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
221003 Staff Training		1,500.000
221008 Information and Communication Technology Supplies.		60,000.000
222001 Information and Communication Technology Services.		10,000.000
	Total For Budget Output	**71,500.000**
	Wage Recurrent	0.000
	Non Wage Recurrent	71,500.000
	Arrears	0.000
	AIA	0.000
	Total For Department	**4,065,583.269**
	Wage Recurrent	1,449,475.842
	Non Wage Recurrent	2,616,107.427
	Arrears	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	AIA	0.000
Department:003 Research, Monitoring and Evaluation		
Key Service Area:000015 Monitoring and Evaluation		
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs		
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution		
	A draft report on the audit of access to agricultural and business development facilities by marginalized groups has been produced. The activity was conducted across 13 project districts, including Kole, Lira, Kumi, Namusindwa, Katakwi, Kamuli, Yumbe, Maracha, Kitgum, Agago, Lamwo, Gulu, and Nebbi. Key findings from the assessment include: • 60% of respondents confirmed that the project provided a variety of high-yielding seed varieties, which have contributed to improved productivity. • The project supported the development of road infrastructure across the implementation districts, enhancing access to markets and reducing transportation costs. Long distances to distribution and research centers remain a significant challenge for beneficiaries.	
Audit Report on the Agricultural Value Chain Development Programme.	The Commission conducted field data collection across 16 districts, including Gulu, Amulata, Oyam, Nakasongola, Bukedea, Sironko, Mayuge, Buikwe, Kiboga, Nakaseke, Luweero, Mityana, Kiruhura, Mbarara, and Mitooma. The report is scheduled for completion in the fourth quarter.	
Quarterly internal M&E report	Quarterly Internal M&E Reports prepared and submitted	
RME Graduate Trainee allowance	RME Graduate trainee departmental staff allowances paid for Q3	
Payment of RME department staff allowance	Departmental staff allowances paid for Q3	
RME administrative welfare	RME administrative welfare(Lunch, Toner, internet and Vehicle maintenance) paid for Q3	
Report on the Micro Scale Irrigation program	Field activities and report writing is planned to be implemented in quarter 4.	Due to late payment of funds

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item	Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	35,651.000
221009 Welfare and Entertainment	5,840.000
222001 Information and Communication Technology Services.	681.550
224011 Research Expenses	60,500.000
227001 Travel inland	70,250.000
Total For Budget Output	**172,922.550**
Wage Recurrent	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Non Wage Recurrent	172,922.550
	Arrears	0.000
	AIA	0.000

Key Service Area:000022 Research and Development

PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs

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

	A dissemination report was produced for the chapter on the impact of decent housing on service delivery, education and access to health in hard to reach areas of 12th annual report on the state of equal opportunities in Uganda. The session was attended by a diverse group of stakeholders, including MDAs, local governments, CSOs, and members of the media.	
	The Commission conducted field data collection across 16 districts, and draft report report is available.	
	The Commission conducted field data collection across 16 districts, and draft report report is available.	
Report on National emerging issues in line with gender and equity	The activity on national emerging issues in line with gender and equity has so far progressed to the stage of problem and topic identification. However, implementation has not yet commenced due to inadequate funds released in Quarter Three, which limited further preparatory activities.	
Report on student's enrollment, retention and completion rate in primary and secondary schools in Uganda	The study on student enrolment, retention, and completion rates in primary and secondary schools in Uganda is still in progress. Data collection to support the report will be conducted in Quarter Four specifically beginning 26th April 2026.	
A study report on the cost of exclusion in Uganda	The study has made strong progress, with a draft report available capturing the main findings. The next steps will focus on refining the analysis, bringing the insights together more clearly, and strengthening the recommendations so they are practical and aligned with policy priorities.	
Policy briefs on various thematic areas in the annual report developed	Draft policy briefs on chapters on the impact of decent housing on service delivery, education and access to health in hard to reach areas of 12th annual report on the state of equal opportunities in Uganda.	

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item	Spent
221011 Printing, Stationery, Photocopying and Binding	2,625.000
222002 Postage and Courier	500.000
224011 Research Expenses	77,740.000
227001 Travel inland	80,502.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Total For Budget Output	**161,367.000**
	Wage Recurrent	0.000
	Non Wage Recurrent	161,367.000
	Arrears	0.000
	AIA	0.000
	Total For Department	**334,289.550**
	Wage Recurrent	0.000
	Non Wage Recurrent	334,289.550
	Arrears	0.000
	AIA	0.000

Develoment Projects

Project:1976 Institutional Development of Equal Opportunities Commission

Key Service Area:000003 Facilities and Equipment Management

PIAP Output: 18511101 Institutional coordination, management and reporting

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

Furniture And Fittings procured	Not done	There was no release of development funds

Expenditures incurred in the Quarter to deliver outputs *UShs Thousand*

Item		Spent
	Total For Budget Output	**0.000**
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000
	Total For Project	**0.000**
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000
	GRAND TOTAL	**6,353,592.873**
	Wage Recurrent	1,449,475.842
	Non Wage Recurrent	4,904,117.031
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Quarter 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
Programme:12 Human Capital Development	
Vote Function:01 Gender and Equity	
Departments	
Department:001 Compliance and Enforcement	
Key Service Area:000024 Compliance and Enforcement Services	
PIAP Output: 12512201 Gender and equity compliance assessments conducted	
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation	
Four Private Sector actors (APEX Bodies) trained on Gender and Equity Planning and Budgeting.	The Commission found it costly to undertake travel to different missionsand therefore agreed to develop a comprehensive Gender and Equity(G&E) guide for missions abroad, which has since been developed andsubsequently, Four private sector actors (APEX Bodies) in the Tourism,Agro-industrialization, Mineral development (including oil and gas), andScience, technology, and innovation. Participants highlighted some key gender and issues that include; i) Women in the tourism sector are largely concentrated in low-paid, informal, and service-oriented roles, with limited opportunities to access higher-value, technical, or decision-making positions. ii) Gender gaps persist in the uptake of productivity-enhancing technologies, extension services, and training crucial for industrial scaling. iii) Tourism bodies lack robust mechanisms to collect and use gender-disaggregated data to inform policy and measure outcomes for women's inclusion.
Assessment of four Private Sector plans on Compliance with Gender and Equity requirements conducted.	Assessment of four private sector plans was implemented. The selected bodies include; Presidential CEO forum, Uganda National Farmers federation, Uganda Chamber of mines, Tourism development Board. When assessing private sector plans for compliance with gender and equity requirements, a number of recurring gaps and issues are typically observed. Key areas to pay attention to include: i) Limited Gender and Equity Analysis showing absence of disaggregated data (sex, age, disability, location) ii) Inequitable Access to Opportunities. There is limited provisions for inclusive recruitment, retention, and career progression iii) Poor Monitoring and Accountability Mechanisms. There was lack of gender- and equity-sensitive indicators or targets.
Private sector actors in four programmes ie Agro-Industrialization, Tourism, Manufacturing and Science Technology and Transfer (ATMS) mapped.	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 12512202 Gender and Equity in planning and budgeting enhanced	
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation	
Eighty (80) Youth trained in Gender and Equity Planning and Budgeting and inclusive development.	The Commission trained 80 youth in Buganda region the training focused on gender and equity. i) Limited access to government programs ii) Lack of working capital iii) Lack of experience after graduation
Five(5) Missions abroad trained on Gender and Equity Planning and Budgeting.	
Gender and Equity commitments in four development Programmes tracked.	
Capacity Building Trainings for District Councils in Nine Districts of Karamoja(Amudat, Napak, Nabilatuk, Karenga, Moroto, Abim ,Nakapiripirit, Kotido, Kaabong) conducted.	Following consultations with Chief Administrative Officers (CAO's) from the targeted districts, it was observed that newly elected district councils will assume office after 13th May 2026. In light of this development, it was agreed that the activity be deferred to mid-May 2026, to enable training of the incoming councillors, thereby ensuring that those entrusted with decision-making responsibilities are equipped with the requisite gender and equity competencies for effective and sustainable outcomes.
Capacity building of 18 programme secretariats on Gender and Equity Planning and Budgeting conducted.	
Capacity building on Gender and Equity Planning and Budgeting for 150 Accounting Officers in MDAs conducted.	Capacity building of Accounting Officers(AO)in all Ministries, Departments and Agencies was built on gender and equity planning and budgeting. The Commission raised a number of concern including the delayed submission of Ministerial Policy statements for Gender and Equity Assessment, Lack of disaggregated data in their reports among others. Some of the responses from the AOs included; - Limitations of the PBS system including limited characters which limits the information they share in the reports. - Lack of continuous capacity building for Gender Focal Persons in the MDAs.
High -level engagement with the MPs from Karamoja sub region conducted.	It was agreed to reschedule the activity to a later period in May 2026 to allow for the activity to benefit incoming Members of parliament, and councillors ensuring that those who will directly influence planning, budgeting, and oversight are equipped with the necessary gender and equity knowledge for improved impact and sustainability.
A training for media personnel and media house owners on gender and equity and service delivery concerns focusing on the Karamoja sub region conducted.	
Programme support costs paid .	Programme support costs paid.
A capacity building learning on inclusive policy and implementation approaches for the Karamoja leaders and ex official MPs facilitated.	
Specific Gender and equity Issue paper and policy Briefs for service delivery gaps and areas of improvements in the Karamoja sub region produced.	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 12512202 Gender and Equity in planning and budgeting enhanced	
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation	
On spot checks for inclusive accessibility for 40 public institutions (Breastfeeding corners, ECDs, religious corners, physical accessibility) conducted.	The Commission carried out on-spot checks in Buganda Eastern and Northern region for inclusive accessibility for 30 public institutions including tax parks, Primary and secondary schools, government hospitals. Some of the issues identified include; There's no legal requirement in the Employment Act (2006) that all workplaces must provide breastfeeding facilities. ii) There is no standard policy requiring prayer rooms or religious corners in Ugandan public institution iv) Inadequate maternity space. v) Weak Complaint handling mechanisms.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item	Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	5,400.000
221001 Advertising and Public Relations	79,665.365
221003 Staff Training	484,094.449
221008 Information and Communication Technology Supplies.	4,225.000
221011 Printing, Stationery, Photocopying and Binding	132,725.000
222002 Postage and Courier	182.037
224011 Research Expenses	104,766.875
225101 Consultancy Services	39,999.999
227001 Travel inland	429,554.375
227004 Fuel, Lubricants and Oils	8,337.500
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	165,818.181
221001 Advertising and Public Relations	16,982.627
221003 Staff Training	352,929.250
221008 Information and Communication Technology Supplies.	47,797.445
221009 Welfare and Entertainment	12,979.154
221011 Printing, Stationery, Photocopying and Binding	72,149.999
224011 Research Expenses	126,537.000
225101 Consultancy Services	60,500.000
227001 Travel inland	210,722.423
228002 Maintenance-Transport Equipment	20,921.004
Total For Budget Output	**1,288,950.600**
Wage Recurrent	0.000
Non Wage Recurrent	1,288,950.600
Arrears	0.000
AIA	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	Total For Department	**1,288,950.600**
	Wage Recurrent	0.000
	Non Wage Recurrent	1,288,950.600
	Arrears	0.000
	AIA	0.000

Department:002 Education, Training, Information and Communication

Key Service Area:000011 Communication and Public Relations

PIAP Output: 12711101 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

Electronic media engaged for sub-regional public awareness campaigns through conducting 12 radio and 8 TV talk shows, 480 jingles and DJ mentions in 8 regional local languages.	17 radio and 4 TV talk shows conducted on88.7 Arua 1 FM, 90.9 Pacis FM. Arua, 91.9 R FM Iganga, 101.6 Hot FM Amolatar, 97.7Unity FM Lira, 104.7Gomba FM, 103.9 Kiboga FM, FM 90 Radio one, FM 94.7 Radio continental Kumi 1 and 93.8 Life FM fort Portal,NTV Good Morning NTV programme , UBC Good Morning Uganda programme and BABA TV Gangamukaprograme, on UBC TV on the topic Behind the Head Lines – Celebrating Justice for Women and Girls in Uganda 1. jingles produced and aired on Arua 1 FM, Arua 2. Pacis FM Arua, 3. R FM Iganga and 97.7Unity FM Lira
4 social media campaigns conducted to mobilize special interest groups in urban and rural areas to participate in, and benefit from development programs.	3 social media campaigns conducted on inclusive electoral processes. The campaigns cumulatively reached a total number of 1025 participants including journalists, political analysts, civil society organizations and members of the general public including A 3-week social media campaign was conducted on the theme “Beyond the Ballot; Now Opportunities”
Assorted IEC materials including 100 corporate shirts and 100 embroidered polo T-shirts produced and disseminated to EOC staff, MALGs and vulnerable people.	Assorted IEC materials including 100 corporate shirts and 100 embroidered polo T-shirts produced and disseminated to EOC staff, MALGs and vulnerable people.
Emergency response conducted through publishing 8 news paper article/ supplements conducting 8 spot visits and holding 8 press briefs	Emergency response conducted though publishing 3 newspaper supplement during commemoration of independence day, Liberation Day and Womens’ Day, and International day for persons with disabilities. 4 press briefs held during implementation of field activities in Kasese and Masindi and theme Duties and responsibilities of citizens in inclusive national development in Lira City, and The role of religion in ensuring equal opportunities on 11th March 2026, at EOC Head Offices. 1 spot visit conducted to assess the impact of floods on business people of down town Kampala.
8 forums/barazas on negative social and cultural practices, and promotion of inclusivity in all spheres of life conducted with local communities at at subcounty level in select sub-regions of Uganda.	7 forums conducted in Busia DLG and in Nakalama, Kigulu county,Iganga DLG, and with local communities in Masindi, in Lira, Amolatar and in Gomba districts and Pallisa DLG. These focused on “Understanding and Respecting Diverse Cultural Practices and on elimination of negative social and cultural practices, and promotion of inclusivity in all spheres of life” The forums brought together a total of 859 participants.
2 engagements conducted with education stakeholders at national and local government level to promote inclusion of children with special needs	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 12711101 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	
4 regional breakfast meetings with key media personnel on selected thematic issues conducted.	3 Breakfast meetings conducted with media in Buyende district Kidera Town Council and in Kabale at the District Headquarters Offices and Luwero District . These engagements brought together Total participants 150 participants; 80 male and 70 female
EOC annual calendars for the year 2026, branded diaries and seasons cards produced and disseminated	Produced and disseminated 500 copies of the 2026 annual calendar, 200diaries, 500 copies of a Seasons Card
Assorted IEC materials including 8 banners and EOC brochures produced and disseminated	4 pull-up banners, 2000 copies of the EOC brochure
Assorted IEC materials including 4 issues of the equity voice produced	300 copies of the 12th and 13th issues of the equity voice produced and disseminated
8 Training sessions for leaders of special interest groups on inclusive implementation of the PDM and other government programs conducted at parish level.	6 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 and in Kumi district – Tisai Sub County under the Theme; “Building Capacity for Inclusive Service Delivery and Participation of Ethnic Minority Groups” and for leaders of other special interest groups with together with parish chiefs in Kiboga district , Central Uganda focusing .
2 engagements with relevant stakeholders at national and local government levels as well as ethnic minorities conducted	2 stakeholder engagements conducted at EOC head offices Kampala witheducation stakeholders at national level and in in Kasese with leaders of ethnic minority groups and regional stakeholders working with ethnic minority groups in Rwenzori sub-region. These brought together a total of154 participants including 90 male and 64 female, 22 PWDS, 45 youth and25 older persons key emerging issues included, fast tracking the policy on inclusive education and need for more engage more stakeholders.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item	Spent
221001 Advertising and Public Relations	163,595.001
221009 Welfare and Entertainment	4,500.000
221011 Printing, Stationery, Photocopying and Binding	7,000.000
227001 Travel inland	349,675.775
Total For Budget Output	**524,770.776**
Wage Recurrent	0.000
Non Wage Recurrent	524,770.776
Arrears	0.000
AIA	0.000

Key Service Area:320008 Community Outreach services

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 12711302 A national civic education program aimed at improving the level of awareness of rights, duties and responsibilities of individuals, families, communities and citizens developed and implemented	
Programme Intervention: 127113 Develop and Implement a national civic education and adult literacy programmes with emphasis on roles and responsibilities of families, communities and citizens	
A needs assessment on the level of awareness of rights, duties and responsibilities as individuals conducted for 4 special interest groups	Needs assessment for 4 marginalised groups conducted. A report is being compilation.
An inclusive civic education training manual on the duties, rights and responsibilities of special interest groups developed	Training hand books available for commission approval
A bill on national civic education drafted	1 Stakeholder meeting conducted, draft policy on Civic education to be presented to EOC Senior Management Meeting, program working group engagements for the strategy to begin in Q4.
Vulnerable and marginalized people sensitized on promotion of best practices for sustainable environment management.	A Sensitization of Vulnerable and marginalized people on promotion of best practices for sustainable environment management conducted in Mbale city, bringing together 119 participants including female:54, Male:65, PWDs:6, Youth 40, Older persons 20 and 59 adults.
Quarterly allowances paid for 9 substantive staff and duty allowances for 3 Graduate Trainees	Q1, Q2 and Q3 allowances for 9 substantive staff and duty allowances for 3 Graduate Trainees paid
A pre-commemoration awareness campaign on the need to mainstream equal opportunities in the implementation of HIV/AIDS, TB and Malaria services conducted.	1 dialogue and awareness campaign conducted on the need to mainstream equal opportunities in the implementation of HIV/AIDS, TB and Malaria services.
Contribution made towards quarterly vehicle maintenance.	Contribution made towards quarterly vehicle maintenance for Q1, 2 &3
Contribution made towards imprest for office of Commissioner and fuel to facilitate departmental staff across 4 quarters.	Contribution made towards imprest for office of Commissioner and fuel to facilitate departmental staff for Q1,2&3
2 pre commemoration dialogues conducted with older persons and persons with disabilities in preparation for the commemoration of the International Day of Older Persons and International Day for Persons with Disabilities	3 dialogues conducted for older persons and persons with disabilities inMubende DLG, for IMGs at Ndere cultural center and for youth inKayunga. These brought together 573 participants; 323 male and 250female. Key emerging issues included; Indigenous minority groups (IMGs) lackingdedicated seats or voice in local and national government, Erosion ofindigenous languages, Poor health service delivery in remote areas, Need for esteem building for persons with disabilities to freely participatein, and access mainstream empowerment interventions, need for Allpolitical actors to mainstream disability concerns in their manifestos and campaigns, need for development of a disability manifesto going forward, all local governments to embrace disability as a cross-cutting issue of human rights and development, all disability categories to be effectively mobilized to participate in the electioneering and voting.
A training manual on mainstreaming equal opportunities, gender and equity and affirmative action in development processes in line with NDPIV developed	Copy of the training manual is available and to be disseminated in Q4
A national equal opportunities symposium highlighting the achievements of Uganda in realization of equal opportunities and inclusive development organized with Parliament and other stakeholders.	Activity to be implemented in Q4
4 Training sessions on inclusive leadership conducted for leaders of youth and ethnic minority groups at sub regional level	1 engagement conducted in Kasese with leaders of ethnic minority groups and regional stakeholders working with ethnic minority groups in Rwenzori sub-region

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 12711302 A national civic education program aimed at improving the level of awareness of rights, duties and responsibilities of individuals, families, communities and citizens developed and implemented	
Programme Intervention: 127113 Develop and Implement a national civic education and adult literacy programmes with emphasis on roles and responsibilities of families, communities and citizens	
A post-commemoration dialogue with Workers Union conducted for International Labour Day	NA
Staff facilitated to take skills development and competence building courses	Staff facilitated to take skills development and competence building through short courses
Contribution made towards lunch for 9 substantive staff and 3 Graduate Trainees.	Contribution made towards lunch for 9 substantive staff and 3 Graduate Trainees for three quarters
Contribution made towards internet costs	Contribution made towards internet costs for three quarters
Contribution made towards toner costs	Contribution made towards toner costs for three quarters
1 post commemoration dialogue with women on their role in inclusive development in Commemoration of International Womens Day conducted	The Commission participated in the National Commemoration of the IWD at Kololo Ceremonial grounds. And subsequently held a post IWD dialogue under the theme; "Scaling up investments to accelerate the delivery of Gender Equality in Uganda," was conducted at the Commission Offices at kingdom Kampala. The activity brought together 124 participants including 55 female,69 male,13 older persons,67 Adults,55 youth and 8 PWDs Some of the emerging issues included, Underreporting of sexual harassment cases due to fear of stigma and retaliation. Weak and mistrusted reporting mechanisms within universities. Power imbalances between students and staff enabling exploitation. Inadequate enforcement of institutional policies on sexual harassment. Limited awareness of rights and reporting channels among students.
2 pre commemoration dialogues conducted with youth and ethnic minority groups in preparation for International Youth Day and International Day of Worlds Indigenous People	NA

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		110,368.627
221003 Staff Training		1,500.000
221008 Information and Communication Technology Supplies.		22,160.000
221009 Welfare and Entertainment		24,850.001
221011 Printing, Stationery, Photocopying and Binding		23,400.000
227001 Travel inland		400,705.000
228002 Maintenance-Transport Equipment		20,325.113
	Total For Budget Output	**603,308.741**
	Wage Recurrent	0.000
	Non Wage Recurrent	603,308.741
	Arrears	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	AIA	0.000
	Total For Department	**1,128,079.517**
	Wage Recurrent	0.000
	Non Wage Recurrent	1,128,079.517
	Arrears	0.000
	AIA	0.000

Development Projects

N/A

Programme:16 Governance and Security

Vote Function:02 Redressing imbalances and promoting equal opportunites

Departments

Department:001 Legal Services and Investigations

Key Service Area:460051 Complaints Management

PIAP Output: 16211101 Policies developed for national socio-economic transformation

Programme Intervention: 162111 Strengthen coordination of the policy and legislative-making processes

Statutory Allowances for 5 Members of the Commission paid	Statutory Allowances for 5 Members of the Commission paid for Q 1, 2 &3
Administrative (welfare, lunch and internet, Toner and Vehicle maintenance, 4 voice recorders) provided	Administrative (welfare, lunch and internet, Toner and Vehicle maintenance, 4 voice recorders) provided for quarter 1, 2 and 3
Duty Facilitation for the Legal Services and Investigations Staff for all quarters paid	Duty Facilitation for the Legal Services and Investigations Staff for quarter one, two and three were fully paid
16 (8 Policies and 8 existing laws/bills) examined for compliance with Equal Opportunities	8 (2 laws/3 bills, 2 regulations and 1 policy) were reviewed that is: the Local government Act Cap. 243. Parliamentary Elections Act Cap.177,National Drug and Health Products Authority Bill, 2025, the HIV Prevention and Control Bill, NRM Election Regulations, the Election of Special Interest groups regulations and the Early Childhood Education policy.
4 Mobile Legal Clinics carried out in the four regions of the country	3 mobile Legal clinics were carried out in Buikwe, Kikuube and Iganga DLGs
1 training report produced in training of technical staff of legal services and members of the commission in the areas of investigations, compilation of files, collection of files and custody of physical evidence.	Training of technical staff of legal services and members of the commission in the areas of investigations, compilation of files, collection of files and custody of physical evidence conducted

PIAP Output: 16611101 HRBA Mainstreamed

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

04 Public Inquiries Held in Central, Western, Eastern and Northern Regions to obtain information relating to discrimination, marginalization and unequal treatment, track programs accessibility by vulnerable groups so as to make decisions.	3 Public Inquiries held in the Eastern, central and northern regions
Law books and journals purchased and subscription to professional bodies and online research libraries paid	Law books and journals purchased and subscription to professional bodies and online research libraries paid

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 16611101 HRBA Mainstreamed	
Programme Intervention: 166111 Integrate HRBA in policies, legislation, plans and programmes	
psycho-social support offered, resettlement visits of clients done, and social welfare administered	3 Psycho-social support, resettlement visits of clients, and social welfare administered
40 paralegals trained in eastern, Northern, Central and western regions of Uganda	10 Paralegals were trained in the Northern region district of Kitgum
PIAP Output: 16611202 Equity Complaints disposed	
Programme Intervention: 166112 Enhance protection of human rights and promotion of equity	
70% of complaints received from Eastern, Northern, Central and Western regions of Uganda are investigated and resolved	68.56% of the complaints received were investigated from Eastern, Northern, Central and Western regions of Uganda are investigated and 142 complaints resolved
40 Pre-tribunal sessions conducted in all regions	30 pre-tribunal sessions conducted in Jinja city and Kaliro DLG in the eastern region and central region
800 complaints from Youth, women, men, ethnic minorities, PWDS, and older persons from central, western, eastern and northern regions received and registered	448 cases from Youth, women, men, ethnic minorities, PWDS, and older persons from central, western, eastern and northern regions received and registered
40 tribunals and ADR hearing sessions conducted in Central, Northern, Eastern and Western regions of Uganda and 100 cases resolved	142 complaints were concluded through Judgments, Referrals, withdrawal, dismissals, and settlements which contributed to the reduction of case backlog. These administered through 30 tribunals

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs

UShs Thousand

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		378,625.000
221001 Advertising and Public Relations		19,480.000
221003 Staff Training		10,400.000
221007 Books, Periodicals & Newspapers		3,000.000
221008 Information and Communication Technology Supplies.		2,000.000
221009 Welfare and Entertainment		31,755.000
221011 Printing, Stationery, Photocopying and Binding		26,164.407
221017 Membership dues and Subscription fees.		6,250.000
227001 Travel inland		320,064.200
228002 Maintenance-Transport Equipment		9,892.800
	Total For Budget Output	**807,631.407**
	Wage Recurrent	0.000
	Non Wage Recurrent	807,631.407
	Arrears	0.000
	AIA	0.000
	Total For Department	**807,631.407**
	Wage Recurrent	0.000
	Non Wage Recurrent	807,631.407
	Arrears	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
AIA	0.000
Development Projects	
N/A	
Programme:18 Development Plan Implementation	
Vote Function:01 Gender and Equity	
Departments	
Department:001 Compliance and Enforcement	
Key Service Area:000024 Compliance and Enforcement Services	
PIAP Output: 18112101 Gender and equity responsive plans	
Programme Intervention: 181121 Build capacity in development planning and project formulation at all levels of government.	
Capacity building on Gender and Equity Planning and Budgeting for 20 District Local Government Councils conducted.	The Commission trained council members on Gender and Equity planning and budgeting in 10 District Local Governments in the Northern region and Central region; The key gender and equity issues identified include; i) Poor road infrastructure limiting access to markets, schools, and health services affecting women, older persons, and persons with disabilities most. ii) Stigma and exclusion of women and girls with disabilities. iii) Public infrastructure and services not disability-friendly
Capacity building on Gender and Equity Planning and Budgeting for 20 Urban Local Governments councils conducted.	The Commission carried out capacity building training in gender and equity planning and budgeting for councillors in 15 Urban Local. Governments in the Eastern, Northern and Central region of Uganda. The key issues raised include. i) Political interference undermines the development of Gender and Equity-responsive planning and budgeting, as political priorities often conflict with evidence-based planning needs. ii) Lack of refresher training for districts councils to strengthen their capacity in addressing Gender and Equity issues effectively. iii. Frequent drug stock-outs - Limited supply of essential medicines for NCDs (diabetes, hypertension) iv. Inadequate gender- and disability-friendly sanitation facilities.
One High-level dialogue (100 participants) to unpack the National budget conducted.	
Capacity building on Gender and Equity Planning and Budgeting for three(3) Parliamentary Committees conducted.	
Fifty (50)Equal Opportunities Commission Staff trained on Gender and Equity Planning and Budgeting Assessment.	
One hundred Stakeholders engaged on Gender and Equity issues in Uganda.	The activity was deferred to the subsequent quarter to allow the Commission to effectively engage with the newly elected leaders upon assumption of office.
Audit tool and assessment guideline for International convention/Treaties developed.	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 18112101 Gender and equity responsive plans	
Programme Intervention: 181121 Build capacity in development planning and project formulation at all levels of government.	
Four International Conventions/Treaties audited.	Four conventions were Audited these include; 1. Universal Declaration of Human Rights (UDHR) 1948. 2. International Convention on Civil Political Rights (ICCPR) 1966. 3. Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) 1981 4. United Nations Convention on Rights of Persons with Disabilities 2006. The audit noted the following; 1. None adherence to the commitment by the responsible government agencies to the key Commitments. 2. Most Ministries Department and Agencies do not plan and budget for the obligations highlighted in conventions. 3. Limited awareness of the obligations of which Uganda is a signatory by policy makers. Limited technical capacity to domesticate the obligations and linking the obligations to national priorities.
Capacity building of 10 Equal Opportunities Commission Staff and 60 selected leaders at Parish level on Climate change adaptation conducted	Capacity of 10 Equal Opportunities Commission staff and 60 parish leaders on climate change adaptation in Bugisu sub-region was built. The participants were identified through vulnerability mapping. Some of the gender and equity issues include; i) Inadequate distribution and allocation of resources to problems/ issues without considering the uniqueness of the issue. ii) Political Interference in distribution of the resources. iii) Delayed compensation of persons affected by calamities by OPM leaving households helpless.
Gender and Equity Management Information System (GEMIS) upgraded with private sector assessment module.	
Capacity building on Gender and Equity Planning and Budgeting for 50 Chief Administrative Officers conducted.	The Commission trained Chief Administrative Officers from 50 LocalGovernment on Gender and Equity Planning and Budgeting. Theparticipants raised gender and equity issues including; i) Most districts have weak use of sex- and age-disaggregated datato inform planning. ii) Limited shelters, counsellors, and legal aid services at district level. iii) Balancing competing demands with limited resources while meeting equity requirements. iv) Inadequate funding for assistive devices and accessibility adaptations.
Administrative (welfare, lunch and internet, Toner and Vehicle maintenance) provided	Administrative (welfare, lunch and internet, Toner and Vehicle maintenance) provided for three quarters
A Study on Emerging contemporary economic issue conducted	NA
EOC Statistical Abstract FY 2025/2026 developed	EOC Statistical Abstract FY 2025/2026 developed

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs	
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution	
Duty facilitation for Compliance and Enforcement Staff paid	Duty facilitation for Compliance and Enforcement Staff paid for three quarters
Assessment report on the Compliance with Gender and Equity requirements of 176 Local Government Programme Budget Framework Papers validated.	NA
Assessment of 176 Local Government Budget Framework Papers on compliance with Gender and Equity requirements conducted	NA
Assessment report on the Compliance with Gender and Equity requirements of 176 Local Government Programme Budget Framework Papers disseminated.	NA
Assessment report on the Compliance with Gender and Equity requirements of the National and 18 Programme Budget Framework Papers disseminated.	Assessment report on the Compliance with Gender and Equity requirements of the National and 18 Programme Budget Framework Papers disseminated.
Assessment of Compliance with gender and equity requirements of 150 Vote Ministerial Policy Statements conducted.	The Commission assessed 151 Votes. All the assessed votes passed the assessment with an average score of 50% and above. The average performance improved from 68% to 70% in FY 2025/26 and 2026/27 correspondingly. The key findings included; Through Assessment the Commission identified Government key interventions to equalise opportunities among which include scaling up wealth creation efforts by investing heavily in enterprise financing and job creation programmes aimed at boosting SMEs, youth employment, and women's economic empowerment. The Commission also identified a set of national emerging issues that persistently limit the realization of equal opportunities. These issues undermine Uganda's ability to deliver inclusive services, reduce vulnerability, and ensure equitable participation in national development.
Assessment report on the Compliance with Gender and Equity requirements of 150 Vote Ministerial Policy Statements disseminated.	The dissemination exercise was successfully implemented and the following key issues were raised during the workshop; i. MDAs requested EOC to disseminate all the Gender and equity guidelines and plan to develop the pending guidelines. ii. The EOC-MDA focal persons should endeavour to work closely with respective MDAs in building capacity in areas of deficiency. iii. Eoc to train Planners across Government Agencies. There is need for Communication between MDAs and EOC especially on submission timelines among others
One Gender and Equity Guideline for Assessing the Local Government Budget Framework Papers (BFPs) developed.	NA
One Gender and Equity Guideline for Assessing Programme Budget Framework Papers (BFPs) validated	NA
One Gender and Equity Guideline for Assessing Vote Ministerial Policy Statements developed	NA

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs	
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution	
Assessment of the National and 18 Programme Budget Frame Papers (BFPs) with Gender and Equity requirements conducted.	NA
Assessment report on the Compliance with Gender and Equity requirements of the National and 18 Programme Budget Framework Papers validated.	Assessment report on the Compliance with Gender and Equity requirements of the National and 18 Programme Budget Framework Papers validated.
Assessment report on the Compliance with Gender and Equity Requirements of 150 Vote Ministerial Policy Statements Validated.	The validation activity for the MPS Gender and Equity Assessment Report (FY 2026/27) was successfully conducted with participation from Selected Ministries, Departments and Agencies, external assessors, and CSOs. The Validation workshop reviewed key findings, allocations, gaps, and recommendations. Stakeholders provided input and feedback, which was incorporated into the final report to improve accuracy and credibility. Data gaps and inconsistencies were resolved through consensus and verification, while coordination among MDAs and compliance with gender and equity requirements was strengthened.
One Gender and Equity Guideline for Assessing the Local Government Budget Framework Papers (BFPs)validated.	NA
One Gender and Equity Guideline for Assessing Programme Budget Framework Papers developed.	NA
One Gender and Equity Guideline for Assessing Vote Ministerial Policy Statement validated	NA
Gender and Equity requirements in four International conventions and treaties enforced.	One International convention enforced with gender and equity requirements under United Nations Convention on Rights of Persons with Disabilities. This was conducted through dialogue with Kampala Capital City Authority (KCCA) and National Union of Disabled Persons in Uganda(NUDIPU). An implementation action plan was agreed and the Commission will quarterly track the progress.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item	Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	5,400.000
221001 Advertising and Public Relations	79,665.365
221003 Staff Training	484,094.449
221008 Information and Communication Technology Supplies.	4,225.000
221011 Printing, Stationery, Photocopying and Binding	132,725.000
222002 Postage and Courier	182.037
224011 Research Expenses	104,766.875
225101 Consultancy Services	39,999.999
227001 Travel inland	429,554.375

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Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
227004 Fuel, Lubricants and Oils		8,337.500
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		165,818.181
221001 Advertising and Public Relations		16,982.627
221003 Staff Training		352,929.250
221008 Information and Communication Technology Supplies.		47,797.445
221009 Welfare and Entertainment		12,979.154
221011 Printing, Stationery, Photocopying and Binding		72,149.999
224011 Research Expenses		126,537.000
225101 Consultancy Services		60,500.000
227001 Travel inland		210,722.423
228002 Maintenance-Transport Equipment		20,921.004
	Total For Budget Output	**1,087,337.083**
	Wage Recurrent	0.000
	Non Wage Recurrent	1,087,337.083
	Arrears	0.000
	AIA	0.000
	Total For Department	**1,087,337.083**
	Wage Recurrent	0.000
	Non Wage Recurrent	1,087,337.083
	Arrears	0.000
	AIA	0.000

Development Projects

N/A

Vote Function:02 Redressing imbalances and promoting equal opportunites

Departments

Department:002 Administration, Finance and Planning

Key Service Area:000001 Audit and Risk Management

PIAP Output: 18511101 Institutional coordination, management and reporting

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

1 sensitization meeting on financial compliance and accountability (for all EOC staff) held	NA
Reports on compliance with procurement regulations	Report on compliance with procurement regulations produced
Report on implementation of planned activities.	This was not implemented because there was not special assignment

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 18511101 Institutional coordination, management and reporting	
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery	
Reports providing assurance to management on the physical existence of EOC activities.	Reports providing assurance to management on the physical existence of EOC activities produced
ICPAU and IIA Uganda Membership renewed.	Annual subscriptions to ICPAU and IIA Uganda paid and ICPAU annual conference attended
4 Internal Audit reports prepared	Internal Audit report for Q4, Q1 and Q2 prepared and submitted.
Audit report on fleet management and asset management to ensure compliance with set guidelines and safe custody of Assets	NA
One report on special assignment produced.	NA
Reports on the status of accountability of funds.	NA
Four conferences attended i.e. Economic Forum, Annual ICPAU conference, Financial Management Conference and National Audit Conference all for Capacity Development Program(CPD).	NA

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		8,000.000
227001 Travel inland		13,000.000
	Total For Budget Output	**21,000.000**
	Wage Recurrent	0.000
	Non Wage Recurrent	21,000.000
	Arrears	0.000
	AIA	0.000

Key Service Area:000004 Finance and Accounting

PIAP Output: 18511101 Institutional coordination, management and reporting	
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery	
Quarterly financial statements prepared and submitted	Financial statements for three quarters prepared and submitted
Imprest for all departments paid	Imprest for all departments paid for three quarters
IFMS /HCM costs paid	IFMS /HCM costs paid and the systems were serviced

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
221009 Welfare and Entertainment		43,500.000
221016 Systems Recurrent costs		10,000.000
	Total For Budget Output	**53,500.000**
	Wage Recurrent	0.000
	Non Wage Recurrent	53,500.000
	Arrears	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
AIA	0.000
Key Service Area:000005 Human Resource Management	
PIAP Output: 18511101 Institutional coordination, management and reporting	
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery	
Salaries for all staffs processed by the 28th of every month.	Salaries for 62 staff and 5 commission members processed and paid by 28th every month for q1, q2 and q3
Gratuity to all staff paid.	Contract gratuity for 59 staff and 5 commission members paid fully
End of year reviews organised	An end of year review engagement organized, enabled the Commission to reflect on its achievements, share success stories and future plans
NSSF contribution remitted	NSSF paid for 62 staff and 5 commission member for q1, q2 &q3
Training, committee meetings held and progress reports submitted.	Training, committee meetings held and progress reports submitted.
Induction of newly appointed staff and internship students done	Interns inducted
Performance management system through coordinating appraisal of staff and coordinating signing of performance agreement and plans implemented.	Performance management system through coordinating appraisal of staff and coordinating signing of performance agreement and plans implemented.
Sensitization of Staffs about the Rewards and Sanctions done	This will be done in Q4
EOC client charter reviewed	EOC client charter reviewed
One online review and staff capacity conducted	One online review and staff capacity conducted
Medical assistance to staff provided	The commission procured Staff Medical Insurance from Prudential Assurance Limited
Duty facilitation allowances paid	Duty facilitation allowance paid to 62 staff and 5 commission members for Q1 , Q2 and Q3

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item	Spent
211102 Contract Staff Salaries	3,761,996.369
211104 Employee Gratuity	2,321,390.879
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	891,550.395
212101 Social Security Contributions	286,116.147
212102 Medical expenses (Employees)	33,439.000
221003 Staff Training	6,750.000
221009 Welfare and Entertainment	10,000.000
Total For Budget Output	**7,311,242.790**
Wage Recurrent	3,761,996.369
Non Wage Recurrent	3,549,246.421
Arrears	0.000
AIA	0.000

Key Service Area:000006 Planning and Budgeting services

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 18511101 Institutional coordination, management and reporting	
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery	
Ministerial Policy Statement prepared and submitted and print 300 copies	Ministerial Policy Statement For FY 2026/2027 prepared and submitted and printed 300 copies
Half year Annual performance assessment reports prepared and submitted to OPM.	Half year Annual performance assessment reports prepared and submitted to OPM.
BFP prepared and submitted to MOFPED by 15th November every year	BFP FY 2026/2027 prepared and submitted to MOFPED
Quarterly monitoring and Evaluation of projects and programmes carried out and reports prepared.	Quarterly monitoring and Evaluation of projects and programmes carried out and reports prepared.
Quarterly performance reports prepared and submitted to the MOFPED.	Quarter 4 FY 2024/2025 and Q1 & Q2 FY2025/2026 performance reports prepared and submitted to the MOFPED.
EOC strategic development plan iv prepared.	EOC strategic development plan iv prepared.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		23,000.000
221011 Printing, Stationery, Photocopying and Binding		23,363.000
227001 Travel inland		56,000.000
273102 Incapacity, death benefits and funeral expenses		21,854.000
	Total For Budget Output	**124,217.000**
	Wage Recurrent	0.000
	Non Wage Recurrent	124,217.000
	Arrears	0.000
	AIA	0.000

Key Service Area:000007 Procurement and Disposal Services

PIAP Output: 18511101 Institutional coordination, management and reporting	
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery	
Procurements prepared and submitted to contract committee for approval.	NA
EOC staff trained in EGP system.	Evaluations of procurements coordinated and conducted.
Due diligence conducted	Due diligence conducted
Evaluations of procurements coordinated and conducted.	Evaluations of procurements coordinated and conducted

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		8,518.345
	Total For Budget Output	**8,518.345**
	Wage Recurrent	0.000
	Non Wage Recurrent	8,518.345
	Arrears	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
AIA	0.000

Key Service Area:000008 Records Management

PIAP Output: 18511101 Institutional coordination, management and reporting

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

Maintenance appraisal and retention of schedule of records conducted.	Maintenance appraisal and retention of schedule of records conducted.
Training of EOC staff in file user management best practices done.	Training of EOC staff in file user management best practices done.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
221009 Welfare and Entertainment		3,100.000
	Total For Budget Output	**3,100.000**
	Wage Recurrent	0.000
	Non Wage Recurrent	3,100.000
	Arrears	0.000
	AIA	0.000

Key Service Area:000013 HIV/AIDS Mainstreaming

PIAP Output: 18511101 Institutional coordination, management and reporting

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

Quarterly HIV /AIDS awareness campaign conducted through talk shows poster and IEC distributed.	Quarterly HIV /AIDS awareness campaign conducted through talk shows poster and IEC distributed.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
221009 Welfare and Entertainment		31,525.425
	Total For Budget Output	**31,525.425**
	Wage Recurrent	0.000
	Non Wage Recurrent	31,525.425
	Arrears	0.000
	AIA	0.000

Key Service Area:000014 Administrative and Support Services

PIAP Output: 18511101 Institutional coordination, management and reporting

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

Repair and maintenance of vehicles done.	Repair and maintenance of vehicles done.
Digitalised number plates for vehicles done.	Digitalised number plates for vehicles done.
Repairs and maintenance of machinery and equipment done.	Repairs and maintenance of machinery and equipment done.
Rent for EOC offices paid.	Rent for EOC offices paid.
Electricity bills paid	Electricity bills paid

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 18511101 Institutional coordination, management and reporting	
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery	
Guard and security services paid	Guard and security services paid
Water bills paid.	Water bills paid.
Funeral services to staff and family paid.	Funeral services to staff and family paid.
Coordination of some activities for 13th Annual Report on the state of Equal opportunities in Uganda done and report printed.	Coordination of some activities for 13th Annual Report on the state of Equal opportunities in Uganda done and report printed.
Technical support during the Development policies and regulations for improved service delivery done.	Technical support during the Development policies and regulations for improved service delivery done.
Quartery cleaning services procured	Quarterly cleaning services procured
Quarterly office operations done	Quarterly office operations done

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		57,550.321
221001 Advertising and Public Relations		31,475.000
221009 Welfare and Entertainment		60,500.000
221011 Printing, Stationery, Photocopying and Binding		60,658.120
223001 Property Management Expenses		32,598.031
223003 Rent-Produced Assets-to private entities		1,874,817.630
223004 Guard and Security services		52,889.999
223005 Electricity		20,000.000
223006 Water		3,500.000
227001 Travel inland		54,042.465
227004 Fuel, Lubricants and Oils		112,000.000
228002 Maintenance-Transport Equipment		98,519.647
	Total For Budget Output	**2,458,551.213**
	Wage Recurrent	0.000
	Non Wage Recurrent	2,458,551.213
	Arrears	0.000
	AIA	0.000

Key Service Area:000019 ICT Services

PIAP Output: 18511101 Institutional coordination, management and reporting	
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery	
Internet Main link procured	Internet Main link procured
Computer Service Repairs and maintenance procured	Computer Service Repairs and maintenance procured
Training and Certification in Cyber Security (CISM Certification) conducted	Training and Certification in Cyber Security (CISM Certification)conducted

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 18511101 Institutional coordination, management and reporting	
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery	
Office supplies(Tonner) procured	Office supplies(Tonner) procured
Telecommunications services provided	Telecommunications services provided
IFMS & Internet Back up link procured	IFMS & Internet Back up link procured
zoom and Antivirus Licenses paid	NA
ICT Expenses ,Subscriptions Assorted accessories procured.	ICT Expenses ,Subscriptions Assorted accessories procured.
Maintenance of Management Information done	Maintenance of Management Information done

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item	Spent
221003 Staff Training	1,500.000
221008 Information and Communication Technology Supplies.	108,000.000
222001 Information and Communication Technology Services.	15,500.000
Total For Budget Output	**125,000.000**
Wage Recurrent	0.000
Non Wage Recurrent	125,000.000
Arrears	0.000
AIA	0.000
Total For Department	**10,136,654.773**
Wage Recurrent	3,761,996.369
Non Wage Recurrent	6,374,658.404
Arrears	0.000
AIA	0.000

Department:003 Research, Monitoring and Evaluation

Key Service Area:000015 Monitoring and Evaluation

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs	
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution	
Audit report on access to agriculture and business development facilities by the marginalized groups	A draft report on the audit of access to agricultural and business development facilities by marginalized groups has been produced. The activity was conducted across 13 project districts, including Kole, Lira, Kumi, Namusindwa, Katakwi, Kamuli, Yumbe, Maracha, Kitgum, Agago, Lamwo, Gulu, and Nebbi. Key findings from the assessment include: • 60% of respondents confirmed that the project provided a variety of high-yielding seed varieties, which have contributed to improved productivity. • The project supported the development of road infrastructure across the implementation districts, enhancing access to markets and reducing transportation costs. Long distances to distribution and research centers remain a significant challenge for beneficiaries.
Monitoring reports on implementation of EOC recommendations in the Annual Report on State of Equal Opportunities in Uganda.	NA
Audit Report on the Agricultural Value Chain Development Programme.	The Commission conducted field data collection across 16 districts, including Gulu, Amulata, Oyam, Nakasongola, Bukedea, Sironko, Mayuge, Buikwe, Kiboga, Nakaseke, Luweero, Mityana, Kiruhura, Mbarara, and Mitooma. The report is scheduled for completion in the fourth quarter.
Quarterly Internal M&E Reports	Quarter 4, 1 and 2 Internal M&E Reports prepared and submitted
RME Graduate trainee departmental staff allowances	RME Graduate trainee departmental staff allowances for three quarters
Departmental staff allowances paid	Departmental staff allowances paid for three quarters
RME administrative welfare(Lunch, Toner, internet and Vehicle maintenance) paid	RME administrative welfare(Lunch, Toner, internet and Vehicle maintenance) paid for three quarters
Report on Micro Scale Irrigation Program	Field activities and report writing is planned to be implemented in quarter 4.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item	Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	96,302.000
221009 Welfare and Entertainment	5,840.000
222001 Information and Communication Technology Services.	11,831.550
224011 Research Expenses	91,000.000
227001 Travel inland	126,565.300
228002 Maintenance-Transport Equipment	12,000.000
Total For Budget Output	**343,538.850**
Wage Recurrent	0.000
Non Wage Recurrent	343,538.850
Arrears	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
AIA	0.000
Key Service Area:000022 Research and Development	
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs	
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution	
One Annual Report on State of Equal Opportunities in Uganda FY 2024/2025 produced and disseminated	The report 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 CSOs, DLGs, MDAs, FBOs, and political leaders, enhancing visibility and uptake of the report findings.
Dissemination report on annual report findings	A dissemination report was produced for the chapter on the impact of decent housing on service delivery, education and access to health in hard to reach areas of 12th annual report on the state of equal opportunities in Uganda. The session was attended by a diverse group of stakeholders, including MDAs, local governments, CSOs, and members of the media.
Report on cost of Rationalization of government Agencies in Uganda	The Commission conducted field data collection across 16 districts, and draft report report is available.
Report on access to health services (Role of health insurance in promoting equitable access to health services in North East Central and Western Uganda)	The Commission conducted field data collection across 16 districts, and draft report report is available.
Report on National emerging issues in line with gender and equity	The activity on national emerging issues in line with gender and equity has so far progressed to the stage of problem and topic identification. However, implementation has not yet commenced due to inadequate funds released in Quarter Three, which limited further preparatory activities.
Report on students enrollment retention and completion rate in primary and secondary schools in Uganda	The study on student enrolment, retention, and completion rates in primary and secondary schools in Uganda is still in progress. Data collection to support the report will be conducted in Quarter Four specifically beginning 26th April 2026.
A study report on the cost of exclusion in Uganda	The study has made strong progress, with a draft report available capturing the main findings. The next steps will focus on refining the analysis, bringing the insights together more clearly, and strengthening the recommendations so they are practical and aligned with policy priorities.
Policy briefs on various thematic areas in the annual report developed	Draft policy briefs on chapters on the impact of decent housing on service delivery, education and access to health in hard to reach areas of 12th annual report on the state of equal opportunities in Uganda.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
221011 Printing, Stationery, Photocopying and Binding		2,625.000
222002 Postage and Courier		500.000
224011 Research Expenses		191,371.700
227001 Travel inland		199,905.000
	Total For Budget Output	**394,401.700**
	Wage Recurrent	0.000
	Non Wage Recurrent	394,401.700

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	Arrears	0.000
	AIA	0.000
	Total For Department	**737,940.550**
	Wage Recurrent	0.000
	Non Wage Recurrent	737,940.550
	Arrears	0.000
	AIA	0.000

Development Projects

Project:1976 Institutional Development of Equal Opportunities Commission

Key Service Area:000003 Facilities and Equipment Management

PIAP Output: 18511101 Institutional coordination, management and reporting

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

Furniture and Fittings procured	Not done
LAN upgraded maintained and CCTV system Installed	NA
The specialized vehicle for the chairperson procured	procurement process is ongoing.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs *UShs Thousand*

Item		Spent
	Total For Budget Output	**0.000**
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000
	Total For Project	**0.000**
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000
	GRAND TOTAL	**15,186,593.930**
	Wage Recurrent	3,761,996.369
	Non Wage Recurrent	11,424,597.561
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000

VOTE: 124 Equal Opportunities Commission

Quarter 3

Quarter 4: Revised Workplan

Annual Plans	Quarter's Plan	Revised Plans
Programme:12 Human Capital Development		
Vote Function:01 Gender and Equity		
Departments		
Department:001 Compliance and Enforcement		
Key Service Area:000024 Compliance and Enforcement Services		
PIAP Output: 12512201 Gender and equity compliance assessments conducted		
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation		
Four Private Sector actors (APEX Bodies) trained on Gender and Equity Planning and Budgeting.	NA	
Assessment of four Private Sector plans on Compliance with Gender and Equity requirements conducted.	NA	
Private sector actors in four programmes ie Agro-Industrialization, Tourism, Manufacturing and Science Technology and Transfer (ATMS) mapped.	NA	
PIAP Output: 12512202 Gender and Equity in planning and budgeting enhanced		
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation		
Eighty (80) Youth trained in Gender and Equity Planning and Budgeting and inclusive development.	NA	
Five(5) Missions abroad trained on Gender and Equity Planning and Budgeting.	NA	
Gender and Equity commitments in four development Programmes tracked.	NA	
Capacity Building Trainings for District Councils in Nine Districts of Karamoja(Amudat, Napak, Nabilatuk, Karenga, Moroto, Abim ,Nakapiripirit, Kotido, Kaabong) conducted.	NA	
Capacity building of 18 programme secretariats on Gender and Equity Planning and Budgeting conducted.	Capacity building of 18 programme secretariats on Gender and Equity Planning and Budgeting conducted.	Capacity building of 18 programme secretariats on Gender and Equity Planning and Budgeting conducted.
Capacity building on Gender and Equity Planning and Budgeting for 150 Accounting Officers in MDAs conducted.	NA	
High -level engagement with the MPs from Karamoja sub region conducted.	NA	
A training for media personnel and media house owners on gender and equity and service delivery concerns focusing on the Karamoja sub region conducted.	NA	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:000024 Compliance and Enforcement Services		
PIAP Output: 12512202 Gender and Equity in planning and budgeting enhanced		
Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation		
Programme support costs paid .	NA	
A capacity building learning on inclusive policy and implementation approaches for the Karamoja leaders and ex official MPs facilitated.	NA	
Specific Gender and equity Issue paper and policy Briefs for service delivery gaps and areas of improvements in the Karamoja sub region produced.	NA	
On spot checks for inclusive accessibility for 40 public institutions (Breastfeeding corners, ECDs, religious corners, physical accessibility) conducted.	On spot checks for inclusive accessibility for 10 public institutions (Breastfeeding corners, ECDs, religious corners, physical accessibility) conducted.	On spot checks for inclusive accessibility for 10 public institutions (Breastfeeding corners, ECDs, religious corners, physical accessibility) conducted.
Department:002 Education, Training, Information and Communication		
Key Service Area:000011 Communication and Public Relations		
PIAP Output: 12711101 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		
Electronic media engaged for sub-regional public awareness campaigns through conducting 12 radio and 8 TV talk shows, 480 jingles and DJ mentions in 8 regional local languages.	3 radio and 2 TV talkshows conducted, 120 jingles and DJ mentions aired in 2 local languages of Western Uganda.	3 radio and 2 TV talkshows conducted, 120 jingles and DJ mentions aired in 2 local languages of Western Uganda.
4 social media campaigns conducted to mobilize special interest groups in urban and rural areas to participate in, and benefit from development programs.	1 social media campaigns conducted to mobilize special interest groups in urban and rural areas to participate in, and benefit from development programs.	1 social media campaigns conducted to mobilize special interest groups in urban and rural areas to participate in, and benefit from development programs.
Assorted IEC materials including 100 corporate shirts and 100 embroidered polo T-shirts produced and disseminated to EOC staff, MALGs and vulnerable people.	NA	
Emergency response conducted through publishing 8 news paper article/ supplements conducting 8 spot visits and holding 8 press briefs	Emergency response conducted through publishing 2 news paper articles/ supplements , 2 spot visits and holding 2 press briefs	Emergency response conducted through publishing 2 news paper articles/ supplements , 2 spot visits and holding 2 press briefs
8 forums/barazas on negative social and cultural practices, and promotion of inclusivity in all spheres of life conducted with local communities at at subcounty level in select sub-regions of Uganda.	2 forums/barazas on negative social and cultural practices, and promotion of inclusivity in all spheres of life conducted with local communities at at subcounty level	2 forums/barazas on negative social and cultural practices, and promotion of inclusivity in all spheres of life conducted with local communities at at subcounty level
2 engagements conducted with education stakeholders at national and local government level to promote inclusion of children with special needs	1 engagements conducted with education stakeholders at national and local government level to promote inclusion of children with special needs	1 engagements conducted with education stakeholders at national and local government level to promote inclusion of children with special needs

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:000011 Communication and Public Relations		
PIAP Output: 12711101 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		
4 regional breakfast meetings with key media personnel on selected thematic issues conducted.	1 regional breakfast meeting with key media personnel on selected thematic issues conducted in Central region.	1 regional breakfast meeting with key media personnel on selected thematic issues conducted in Central region.
EOC annual calendars for the year 2026, branded diaries and seasons cards produced and disseminated	NA	
Assorted IEC materials including 8 banners and EOC brochures produced and disseminated	2 banners and EOC brochures produced and disseminated	2 banners and EOC brochures produced and disseminated
Assorted IEC materials including 4 issues of the equity voice produced	1 issue of the equity voice produced and disseminated	1 issue of the equity voice produced and disseminated
8 Training sessions for leaders of special interest groups on inclusive implementation of the PDM and other government programs conducted at parish level.	2 Training sessions for leaders of special interest groups on inclusive implementation of the PDM and other government programs conducted at parish level in Western Uganda.	2 Training sessions for leaders of special interest groups on inclusive implementation of the PDM and other government programs conducted at parish level in Western Uganda.
2 engagements with relevant stakeholders at national and local government levels as well as ethnic minorities conducted	1 engagement conducted with relevant stakeholders at national and local government levels to discuss solutions to challenges affecting ethnic minorities.	1 engagement conducted with relevant stakeholders at national and local government levels to discuss solutions to challenges affecting ethnic minorities.
Key Service Area:320008 Community Outreach services		
PIAP Output: 12711302 A national civic education program aimed at improving the level of awareness of rights, duties and responsibilities of individuals, families, communities and citizens developed and implemented		
Programme Intervention: 127113 Develop and Implement a national civic education and adult literacy programmes with emphasis on roles and responsibilities of families, communities and citizens		
A needs assessment on the level of awareness of rights, duties and responsibilities as individuals conducted for 4 special interest groups	NA	
An inclusive civic education training manual on the duties, rights and responsibilities of special interest groups developed	NA	
A bill on national civic education drafted	A bill on national civic education presented to Parliament	A bill on national civic education presented to Parliament
Vulnerable and marginalized people sensitized on promotion of best practices for sustainable environment management.	Vulnerable and marginalized people sensitized on promotion of best practices for sustainable environment management.	Vulnerable and marginalized people sensitized on promotion of best practices for sustainable environment management.
Quarterly allowances paid for 9 substantive staff and duty allowances for 3 Graduate Trainees	Quarterly allowances paid for 9 substantive staff and duty allowances for 3 Graduate Trainees	Quarterly allowances paid for 9 substantive staff and duty allowances for 3 Graduate Trainees
A pre-commemoration awareness campaign on the need to mainstream equal opportunities in the implementation of HIV/AIDS, TB and Malaria services conducted.	NA	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:320008 Community Outreach services		
PIAP Output: 12711302 A national civic education program aimed at improving the level of awareness of rights, duties and responsibilities of individuals, families, communities and citizens developed and implemented		
Programme Intervention: 127113 Develop and Implement a national civic education and adult literacy programmes with emphasis on roles and responsibilities of families, communities and citizens		
Contribution made towards quarterly vehicle maintenance.	Contribution made towards quarterly vehicle maintenance	Contribution made towards quarterly vehicle maintenance
Contribution made towards imprest for office of Commissioner and fuel to facilitate departmental staff across 4 quarters.	Contribution towards implest for office of Commissioner and fuel to facilitate departmental staff made for the quarter.	Contribution towards implest for office of Commissioner and fuel to facilitate departmental staff made for the quarter.
2 pre commemoration dialogues conducted with older persons and persons with disabilities in preparation for the commemoration of the International Day of Older Persons and International Day for Persons with Disabilities	NA	
A training manual on mainstreaming equal opportunities, gender and equity and affirmative action in development processes in line with NDPIV developed	NA	
A national equal opportunities symposium highlighting the achievements of Uganda in realization of equal opportunities and inclusive development organized with Parliament and other stakeholders.	NA	
4 Training sessions on inclusive leadership conducted for leaders of youth and ethnic minority groups at sub regional level	1 Training session on inclusive leadership conducted for leaders of ethnic minority groups in Rwenzori region.	1 Training session on inclusive leadership conducted for leaders of ethnic minority groups in Rwenzori region.
A post-commemoration dialogue with Workers Union conducted for International Labour Day	A post-commemoration dialogue with Workers Union conducted for International Labour Day	A post-commemoration dialogue with Workers Union conducted for International Labour Day
Staff facilitated to take skills development and competence building courses	NA	
Contribution made towards lunch for 9 substantive staff and 3 Graduate Trainees.	Contribution made towards lunch for 9 substantive staff and 3 Graduate Trainees.	Contribution made towards lunch for 9 substantive staff and 3 Graduate Trainees.
Contribution made towards internet costs	Contribution made towards internet costs	Contribution made towards internet costs
Contribution made towards toner costs	Contribution made towards toner costs	Contribution made towards toner costs
1 post commemoration dialogue with women on their role in inclusive development in Commemoration of International Womens Day conducted	NA	
2 pre commemoration dialogues conducted with youth and ethnic minority groups in preparation for International Youth Day and International Day of Worlds Indigenous People	NA	

Develoment Projects

N/A

Programme:16 Governance and Security

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Plans	Quarter's Plan	Revised Plans
Vote Function:02 Redressing imbalances and promoting equal opportunites		
Departments		
Department:001 Legal Services and Investigations		
Key Service Area:460051 Complaints Management		
PIAP Output: 16211101 Policies developed for national socio-economic transformation		
Programme Intervention: 162111 Strengthen coordination of the policy and legislative-making processes		
Statutory Allowances for 5 Members of the Commission paid	Statutory Allowances for 5 Members of the Commission	Statutory Allowances for 5 Members of the Commission
Administrative (welfare, lunch and internet, Toner and Vehicle maintenance, 4 voice recorders) provided	Lunch provided, toner and internet procured and vehicles maintained	Lunch provided, toner and internet procured and vehicles maintained
Duty Facilitation for the Legal Services and Investigations Staff for all quarters paid	Duty facilitation for Legal Services and Investigations Staff paid.	Duty facilitation for Legal Services and Investigations Staff paid.
16 (8 Policies and 8 existing laws/bills) examined for compliance with Equal Opportunities	2 laws and 2 bills examined for compliance with equal opportunities	2 laws and 2 bills examined for compliance with equal opportunities
4 Mobile Legal Clinics carried out in the four regions of the country	1 Mobile Legal Clinics conducted in Eastern region.	1 Mobile Legal Clinics conducted in Eastern region.
1 training report produced in training of technical staff of legal services and members of the commission in the areas of investigations, compilation of files, collection of files and custody of physical evidence.	NA	
PIAP Output: 16611101 HRBA Mainstreamed		
Programme Intervention: 166111 Integrate HRBA in policies, legislation, plans and programmes		
04 Public Inquiries Held in Central, Western, Eastern and Northern Regions to obtain information relating to discrimination, marginalization and unequal treatment, track programs accessibility by vulnerable groups so as to make decisions.	1 Public Inquiry held in northern region to obtain information relating to Discrimination, Marginalization and Unequal treatment, track Programs accessibility by vulnerable groups so as to make decision under Section 15 of the EOC Act, Cap 7 to relevant bodies.	1 Public Inquiry held in northern region to obtain information relating to Discrimination, Marginalization and Unequal treatment, track Programs accessibility by vulnerable groups so as to make decision under Section 15 of the EOC Act, Cap 7 to relevant bodies.
Law books and journals purchased and subscription to professional bodies and online research libraries paid	NA	
psycho-social support offered, resettlement visits of clients done, and social welfare administered	Offering psycho-social support, resettlement visits of clients, and administering social welfare	Offering psycho-social support, resettlement visits of clients, and administering social welfare
40 paralegals trained in eastern, Northern, Central and western regions of Uganda	10 paralegals trained in Central region of Uganda	10 paralegals trained in Central region of Uganda
PIAP Output: 16611202 Equity Complaints disposed		
Programme Intervention: 166112 Enhance protection of human rights and promotion of equity		
70% of complaints received from Eastern, Northern, Central and Western regions of Uganda are investigated and resolved	70% of complaints received and resolved from Eastern, Northern, Central and Western regions of Uganda through Locus visits, Field visits and desk investigations.	70% of complaints received and resolved from Eastern, Northern, Central and Western regions of Uganda through Locus visits, Field visits and desk investigations.
40 Pre-tribunal sessions conducted in all regions	10 Pre-tribunal sessions conducted in all the regions.	10 Pre-tribunal sessions conducted in all the regions.

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:460051 Complaints Management		
PIAP Output: 16611202 Equity Complaints disposed		
Programme Intervention: 166112 Enhance protection of human rights and promotion of equity		
800 complaints from Youth, women, men, ethnic minorities, PWDS, and older persons from central, western, eastern and northern regions received and registered	200 complaints from Youth, women, men, ethnic minorities, PWDS, and older persons from central, western, eastern and northern regions received and registered	200 complaints from Youth, women, men, ethnic minorities, PWDS, and older persons from central, western, eastern and northern regions received and registered
40 tribunals and ADR hearing sessions conducted in Central, Northern, Eastern and Western regions of Uganda and 100 cases resolved	10 tribunals and ADR hearing sessions conducted in Central, Northern region, Eastern and Western region of Uganda and 25 complaints resolved	10 tribunals and ADR hearing sessions conducted in Central, Northern region, Eastern and Western region of Uganda and 25 complaints resolved
Develoment Projects		
N/A		
Programme:18 Development Plan Implementation		
Vote Function:01 Gender and Equity		
Departments		
Department:001 Compliance and Enforcement		
Key Service Area:000024 Compliance and Enforcement Services		
PIAP Output: 18112101 Gender and equity responsive plans		
Programme Intervention: 181121 Build capacity in development planning and project formulation at all levels of government.		
Capacity building on Gender and Equity Planning and Budgeting for 20 District Local Government Councils conducted.	Capacity building in Gender and Equity Planning and Budgeting for 5 District Local Government councils conducted.	Capacity building in Gender and Equity Planning and Budgeting for 5 District Local Government councils conducted.
Capacity building on Gender and Equity Planning and Budgeting for 20 Urban Local Governments councils conducted.	Capacity building in Gender and Equity Planning and Budgeting for 5 Urban Local Government Councils conducted.	Capacity building in Gender and Equity Planning and Budgeting for 5 Urban Local Government Councils conducted.
One High-level dialogue (100 participants) to unpack the National budget conducted.	NA	
Capacity building on Gender and Equity Planning and Budgeting for three(3) Parliamentary Committees conducted.		
Fifty (50)Equal Opportunities Commission Staff trained on Gender and Equity Planning and Budgeting Assessment.	NA	
One hundred Stakeholders engaged on Gender and Equity issues in Uganda.	NA	
Audit tool and assessment guideline for International convention/Treaties developed.	NA	
Four International Conventions/Treaties audited.	NA	
Capacity building of 10 Equal Opportunities Commission Staff and 60 selected leaders at Parish level on Climate change adaptation conducted		

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:000024 Compliance and Enforcement Services		
PIAP Output: 18112101 Gender and equity responsive plans		
Programme Intervention: 181121 Build capacity in development planning and project formulation at all levels of government.		
Gender and Equity Management Information System (GEMIS) upgraded with private sector assessment module.	NA	
Capacity building on Gender and Equity Planning and Budgeting for 50 Chief Administrative Officers conducted.	NA	
Administrative (welfare, lunch and internet, Toner and Vehicle maintenance) provided	Administrative (welfare, lunch and internet, Toner and Vehicle maintenance) provided	Administrative (welfare, lunch and internet, Toner and Vehicle maintenance) provided
A Study on Emerging contemporary economic issue conducted		
EOC Statistical Abstract FY 2025/2026 developed	NA	
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs		
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution		
Duty facilitation for Compliance and Enforcement Staff paid	Duty facilitation for Compliance and Enforcement Staff paid	Duty facilitation for Compliance and Enforcement Staff paid
Assessment report on the Compliance with Gender and Equity requirements of 176 Local Government Programme Budget Framework Papers validated.	Assessment report on the Compliance with Gender and Equity requirements of 176 Local Government Programme Budget Framework Papers validated.	Assessment report on the Compliance with Gender and Equity requirements of 176 Local Government Programme Budget Framework Papers validated.
Assessment of 176 Local Government Budget Framework Papers on compliance with Gender and Equity requirements conducted	Assessment of 176 Local Government Budget Framework Papers on compliance with Gender and Equity requirements conducted.	Assessment of 176 Local Government Budget Framework Papers on compliance with Gender and Equity requirements conducted.
Assessment report on the Compliance with Gender and Equity requirements of 176 Local Government Programme Budget Framework Papers disseminated.	Assessment report on the Compliance with Gender and Equity requirements of 176 Local Government Programme Budget Framework Papers disseminated.	Assessment report on the Compliance with Gender and Equity requirements of 176 Local Government Programme Budget Framework Papers disseminated.
Assessment report on the Compliance with Gender and Equity requirements of the National and 18 Programme Budget Framework Papers disseminated.	NA	
Assessment of Compliance with gender and equity requirements of 150 Vote Ministerial Policy Statements conducted.	NA	
Assessment report on the Compliance with Gender and Equity requirements of 150 Vote Ministerial Policy Statements disseminated.	NA	

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:000024 Compliance and Enforcement Services		
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs		
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution		
One Gender and Equity Guideline for Assessing the Local Government Budget Framework Papers (BFPs) developed.	NA	
One Gender and Equity Guideline for Assessing Programme Budget Framework Papers (BFPs) validated	NA	
One Gender and Equity Guideline for Assessing Vote Ministerial Policy Statements developed	NA	
Assessment of the National and 18 Programme Budget Frame Papers (BFPs) with Gender and Equity requirements conducted.	NA	
Assessment report on the Compliance with Gender and Equity requirements of the National and 18 Programme Budget Framework Papers validated.	NA	
Assessment report on the Compliance with Gender and Equity Requirements of 150 Vote Ministerial Policy Statements Validated.	NA	
One Gender and Equity Guideline for Assessing the Local Government Budget Framework Papers (BFPs)validated.	NA	
One Gender and Equity Guideline for Assessing Programme Budget Framework Papers developed.	NA	
One Gender and Equity Guideline for Assessing Vote Ministerial Policy Statement validated	NA	
Gender and Equity requirements in four International conventions and treaties enforced.	Gender and Equity requirements in one International Convention/ Treaty enforced.	Gender and Equity requirements in one International Convention/ Treaty enforced.
Develoment Projects		
N/A		
Vote Function:02 Redressing imbalances and promoting equal opportunites		
Departments		
Department:002 Administration, Finance and Planning		

VOTE: 124 Equal Opportunities Commission

Quarter 3

Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:000001 Audit and Risk Management		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
1 sensitization meeting on financial compliance and accountability (for all EOC staff) held	NA	
Reports on compliance with procurement regulations	Report on compliance with procurement regulations produced	Report on compliance with procurement regulations produced
Report on implementation of planned activities.	Report on special assignment produced.	Report on special assignment produced.
Reports providing assurance to management on the physical existence of EOC activities.	Reports providing assurance to management on the physical existence of EOC activities.	Reports providing assurance to management on the physical existence of EOC activities.
ICPAU and IIA Uganda Membership renewed.	NA	
4 Internal Audit reports prepared	Internal Audit report prepared and submitted	Internal Audit report prepared and submitted
Audit report on fleet management and asset management to ensure compliance with set guidelines and safe custody of Assets	One audit report on fleet management and asset management to ensure compliance with set guidelines and safe custody of Assets	One audit report on fleet management and asset management to ensure compliance with set guidelines and safe custody of Assets
One report on special assignment produced.	NA	
Reports on the status of accountability of funds.	One reports on the status of accountability of funds.	One reports on the status of accountability of funds.
Four conferences attended i.e. Economic Forum, Annual ICPAU conference, Financial Management Conference and National Audit Conference all for Capacity Development Program(CPD).	Four conferences attended i.e. Economic Forum, Annual ICPAU conference, Financial Management Conference and National Audit Conference all for Capacity Development Program(CPD).	Four conferences attended i.e. Economic Forum, Annual ICPAU conference, Financial Management Conference and National Audit Conference all for Capacity Development Program(CPD).
Key Service Area:000004 Finance and Accounting		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Quarterly financial statements prepared and submitted	Quarterly financial statements prepared and submitted	Quarterly financial statements prepared and submitted
Imprest for all departments paid	Imprest for all departments paid	Imprest for all departments paid
IFMS /HCM costs paid	IFMS/HCM costs paid	IFMS/HCM costs paid
Key Service Area:000005 Human Resource Management		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Salaries for all staffs processed by the 28th of every month.	Salaries for all staffs processed by the 28th of every month	Salaries for all staffs processed by the 28th of every month
Gratuity to all staff paid.	Gratuity to all staff paid.	Gratuity to all staff paid.
End of year reviews organised	NA	
NSSF contribution remitted	NSSF contribution remitted	NSSF contribution remitted
Training, committee meetings held and progress reports submitted.	Training, committee meetings held and progress reports submitted.	Training, committee meetings held and progress reports submitted.
Induction of newly appointed staff and internship students done	Induction of newly appointed staff and internship students done	Induction of newly appointed staff and internship students done

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Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:000005 Human Resource Management		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Performance management system through coordinating appraisal of staff and coordinating signing of performance agreement and plans implemented.	Performance management system through coordinating appraisal of staff and coordinating signing of performance agreement and plans implemented.	Performance management system through coordinating appraisal of staff and coordinating signing of performance agreement and plans implemented.
Sensitization of Staffs about the Rewards and Sanctions done	Sensitization of Staffs about the Rewards and Sanctions done	Sensitization of Staffs about the Rewards and Sanctions done
EOC client charter reviewed	NA	
One online review and staff capacity conducted	NA	
Medical assistance to staff provided	NA	
Duty facilitation allowances paid	Duty Facilitation Allowance paid	Duty Facilitation Allowance paid
Key Service Area:000006 Planning and Budgeting services		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Ministerial Policy Statement prepared and submitted and print 300 copies	NA	
Half year Annual performance assessment reports prepared and submitted to OPM.	NA	
BFP prepared and submitted to MOFPED by 15th November every year	NA	
Quarterly monitoring and Evaluation of projects and programmes carried out and reports prepared.	Quarterly monitoring and Evaluation of projects and programmes carried out and reports prepared.	Quarterly monitoring and Evaluation of projects and programmes carried out and reports prepared.
Quarterly performance reports prepared and submitted to the MOFPED.	Quarterly performance reports prepared and submitted to the MOFPED.	Quarterly performance reports prepared and submitted to the MOFPED.
EOC strategic development plan iv prepared.	NA	
Key Service Area:000007 Procurement and Disposal Services		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Procurements prepared and submitted to contract committee for approval.	NA	
EOC staff trained in EGP system.	NA	
Due diligence conducted	NA	
Evaluations of procurements coordinated and conducted.	Evaluations of procurements coordinated and conducted.	Evaluations of procurements coordinated and conducted.
Key Service Area:000008 Records Management		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Maintenance appraisal and retention of schedule of records conducted.	Maintenance appraisal and retention of schedule of records conducted.	Maintenance appraisal and retention of schedule of records conducted.

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Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:000008 Records Management		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Training of EOC staff in file user management best practices done.	Training of EOC staff in file user management best practices done.	Training of EOC staff in file user management best practices done.
Key Service Area:000013 HIV/AIDS Mainstreaming		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Quarterly HIV /AIDS awareness campaign conducted through talk shows poster and IEC distributed.	Quarterly HIV /AIDS awareness campaign conducted through talk shows poster and IEC distributed.	Quarterly HIV /AIDS awareness campaign conducted through talk shows poster and IEC distributed.
Key Service Area:000014 Administrative and Support Services		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Repair and maintenance of vehicles done.	Repair and maintenance of vehicles done.	Repair and maintenance of vehicles done.
Digitalised number plates for vehicles done.	NA	
Repairs and maintenance of machinery and equipment done.	Repairs and maintenance of machinery and equipment done.	Repairs and maintenance of machinery and equipment done.
Rent for EOC offices paid.	Rent for EOC offices paid.	Rent for EOC offices paid.
Electricity bills paid	Electricity bills paid	Electricity bills paid
Guard and security services paid	Guard and security services paid	Guard and security services paid
Water bills paid.	Water bills paid	Water bills paid
Funeral services to staff and family paid.	Funeral services to staff and family paid.	Funeral services to staff and family paid.
Coordination of some activities for 13th Annual Report on the state of Equal opportunities in Uganda done and report printed.	NA	
Technical support during the Development policies and regulations for improved service delivery done.	Technical support during the Development policies and regulations for improved service delivery done.	Technical support during the Development policies and regulations for improved service delivery done.
Quartery cleaning services procured	Quarterly cleaning services procured	Quarterly cleaning services procured
Quarterly office operations done	Quarterly office operations done	Quarterly office operations done
Key Service Area:000019 ICT Services		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Internet Main link procured	Internet Main link procured	Internet Main link procured
Computer Service Repairs and maintenance procured	Computer Service Repairs and maintenance procured	Computer Service Repairs and maintenance procured
Training and Certification in Cyber Security (CISM Certification) conducted	NA	
Office supplies(Tonner) procured	Office supplies(Tonner) procured	Office supplies(Tonner) procured
Telecommunications services provided	Telecommunications services provided	Telecommunications services provided

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Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:000019 ICT Services		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
IFMS & Internet Back up link procured	IFMS & Internet Back up link procured	IFMS & Internet Back up link procured
zoom and Antivirus Licenses paid	zoom and Antivirus Licenses paid	zoom and Antivirus Licenses paid
ICT Expenses ,Subscriptions Assorted accessories procured.	ICT Expenses ,Subscriptions Assorted accessories procured.	ICT Expenses ,Subscriptions Assorted accessories procured.
Maintenance of Management Information done	Maintenance of Management Information done	Maintenance of Management Information done
Department:003 Research, Monitoring and Evaluation		
Key Service Area:000015 Monitoring and Evaluation		
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs		
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution		
Audit report on access to agriculture and business development facilities by the marginalized groups	NA	
Monitoring reports on implementation of EOC recommendations in the Annual Report on State of Equal Opportunities in Uganda.	Report on implementation of EOC recommendations in the Annual Reports on the State of Equal Opportunities in Uganda	Report on implementation of EOC recommendations in the Annual Reports on the State of Equal Opportunities in Uganda
Audit Report on the Agricultural Value Chain Development Programme.	NA	
Quarterly Internal M&E Reports	Quarterly internal M&E report	Quarterly internal M&E report
RME Graduate trainee departmental staff allowances	RME Graduate Trainee allowance	RME Graduate Trainee allowance
Departmental staff allowances paid	Payment of RME department staff allowance	Payment of RME department staff allowance
RME administrative welfare(Lunch, Toner, internet and Vehicle maintenance) paid	RME administrative welfare	RME administrative welfare
Report on Micro Scale Irrigation Program	NA	
Key Service Area:000022 Research and Development		
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs		
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution		
One Annual Report on State of Equal Opportunities in Uganda FY 2024/2025 produced and disseminated	NA	
Dissemination report on annual report findings	NA	
Report on cost of Rationalization of government Agencies in Uganda	NA	

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Annual Plans	Quarter's Plan	Revised Plans
Key Service Area:000022 Research and Development		
PIAP Output: 18311102 Gender and Equity responsive Budgets for MDALGs		
Programme Intervention: 183111 Strengthen alignment of MDALGs budgets to NDP priorities during budget preparation and execution		
Report on access to health services (Role of health insurance in promoting equitable access to health services in North East Central and Western Uganda)	NA	
Report on National emerging issues in line with gender and equity	NA	
Report on students enrollment retention and completion rate in primary and secondary schools in Uganda	NA	
A study report on the cost of exclusion in Uganda	NA	
Policy briefs on various thematic areas in the annual report developed	Policy briefs on various thematic areas in the annual report developed	Policy briefs on various thematic areas in the annual report developed

Develoment Projects

Project:1976 Institutional Development of Equal Opportunities Commission		
Key Service Area:000003 Facilities and Equipment Management		
PIAP Output: 18511101 Institutional coordination, management and reporting		
Programme Intervention: 185111 Strengthen the programme institutions for effective and efficient service delivery		
Furniture and Fittings procured	NA	
LAN upgraded maintained and CCTV system Installed	LAN upgraded maintained and CCTV system Installed	LAN upgraded maintained and CCTV system Installed
The specialized vehicle for the chairperson procured	NA	

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V4: NTR Collections and Off Budget Expenditure

Table 4.1: NTR Collections (Billions)

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Table 4.2: Off-Budget Expenditure By Department and Project