

VOTE: 018 Ministry of Gender, Labour and Social Development

V1: VOTE OVERVIEW

i) Vote Strategic Objectives

To transform communities and enhance productivity in a safe and secure environment based on inclusiveness and mutual respect

ii) Snapshot of Medium Term Budget Allocations

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

<i>Billion Uganda Shillings</i>		FY2022/23 Proposed Budget	MTEF Budget Projections			
			2023/24	2024/25	2025/26	2026/27
Recurrent	Wage	3.588	3.588	3.588	3.588	3.376
	Non Wage	199.527	199.527	199.027	199.527	199.027
Devt.	GoU	7.487	7.487	7.487	7.487	7.487
	ExtFin	0.000	0.000	0.000	0.000	0.000
GoU Total		210.602	210.602	210.102	210.602	209.890
Total GoU+Ext Fin (MTEF)		210.602	210.602	210.102	210.602	209.890
<i>A.I.A Total</i>		0	0.000	0.000	0.000	0.000
Grand Total		210.602	210.602	210.102	210.602	209.890

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

<i>Billion Uganda Shillings</i>	2022/23	MTEF Budget Projection			
	Proposed Budget	2023/24	2024/25	2025/26	2026/27
12 HUMAN CAPITAL DEVELOPMENT					
03 Gender and social protection	151.319	168.319	168.319	168.319	168.319
04 Labour and Employment services	26.771	9.770	9.770	9.770	9.770
Total for the Programme	178.089	178.089	178.089	178.089	178.089
15 COMMUNITY MOBILIZATION AND MINDSET CHANGE					
01 Administration, Planning and support services	21.050	21.294	20.794	21.261	20.550
02 Community Mobilisation, Culture and Empowerment	6.479	6.235	6.235	6.268	6.268
Total for the Programme	27.529	27.529	27.029	27.529	26.817
16 GOVERNANCE AND SECURITY					
04 Labour and Employment services	4.983	4.983	4.983	4.983	4.983
Total for the Programme	4.983	4.983	4.983	4.983	4.983
Total for the Vote: 018	210.602	210.602	210.102	210.602	209.890

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V2: MEDIUM TERM BUDGET ALLOCATIONS BY DEPARTMENT AND PROJECT

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

<i>Billion Uganda Shillings</i>	2022/23	MTEF Budget Projection			
	Proposed Budget	2023/24	2024/25	2025/26	2026/27
Programme: 12 HUMAN CAPITAL DEVELOPMENT					
Sub-SubProgramme: 03 Gender and social protection					
<i>Recurrent</i>					
001 Equity and Rights	0.458	1.220	1.220	1.220	1.220
002 Gender and Women Affairs	13.247	27.220	27.220	27.220	27.220
003 Youth and Children	4.601	4.378	4.378	4.378	4.378
004 Disability and Elderly	133.012	135.501	135.501	135.501	135.501
<i>Development</i>					
N / A					
Total for the Sub-SubProgramme	151.319	168.319	168.319	168.319	168.319
Sub-SubProgramme: 04 Labour and Employment services					
<i>Recurrent</i>					
001 Employment services	1.390	1.250	1.250	1.250	1.250
002 Labour and Industrial relations	23.101	3.820	4.700	4.700	4.700
003 Occupational Health and safety	2.280	4.700	3.820	3.820	3.820
<i>Development</i>					
N / A					
Total for the Sub-SubProgramme	26.771	9.770	9.770	9.770	9.770
Total for the Programme	178.089	178.089	178.089	178.089	178.089
Programme: 15 COMMUNITY MOBILIZATION AND MINDSET CHANGE					
Sub-SubProgramme: 01 Administration, Planning and support services					
<i>Recurrent</i>					
001 Finance and Administration	8.400	8.500	8.500	8.500	8.500
002 Human Resource Management	3.917	3.917	3.582	3.779	3.526
003 Internal Audit	0.095	0.339	0.174	0.445	0.057
004 Policy and Planning	1.150	1.050	1.050	1.050	0.980
<i>Development</i>					

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1627 Retooling of Ministry of Gender, Labour and Social Development and its Institutions.	7.487	7.487	7.487	7.487	7.487
Total for the Sub-SubProgramme	21.050	21.294	20.794	21.261	20.550
Sub-SubProgramme: 02 Community Mobilisation, Culture and Empowermen					
<i>Recurrent</i>					
001 Community Development and Literacy	1.243	1.183	1.183	1.183	1.183
002 Culture and Family Affairs	5.236	5.052	5.052	5.085	5.085
<i>Development</i>					
N / A					
Total for the Sub-SubProgramme	6.479	6.235	6.235	6.268	6.268
Total for the Programme	27.529	27.529	27.029	27.529	26.817
Programme: 16 GOVERNANCE AND SECURITY					
Sub-SubProgramme: 04 Labour and Employment services					
<i>Recurrent</i>					
002 Labour and Industrial relations	4.983	4.983	4.983	4.983	4.983
<i>Development</i>					
N / A					
Total for the Sub-SubProgramme	4.983	4.983	4.983	4.983	4.983
Total for the Programme	4.983	4.983	4.983	4.983	4.983
Total for the Vote: 018	210.602	210.602	210.102	210.602	209.890

V3: VOTE MEDIUM TERM PLANS

Planned Outputs for FY2022/23 and Medium Term Plans

Plan FY2022/23	MEDIUM TERM PLANS
Programme Intervention: 12030106 Improving Occupational Safety and Health (OSH) management	

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<ol style="list-style-type: none"> 1. Occupational Safety and Health (OSH) Act, 2006 reviewed, 2. OSH Manual on Occupational diseases developed and gazzeted, 3. 100 copies of OSH Guidelines on Safety and Health at construction sites disseminated, 4. 1,400 workplaces inspected on compliance to Occupational Safety and Health across the country, 5. 1,200 workplaces registered across the country, 6. 900 statutory equipment and plants certified across the country, 7. Capacity building of 150 employers and workers on OSH management undertaken across the country, 8. Capacity building of 50 Labour Officers on OSH management undertaken across the country, 9. World Day for Safety and Health commemorated on 28th April 2022, 10. 10 occupational accidents investigated, 11. 150 workplaces inspected on Chemical Safety and Security, 12. Chemical safety and security status report prepared, 13. Use and handling of Hazardous chemicals Regulations developed, 14. 400 samples from 40 agricultural farms collected and analyzed, 15. Sensitization and awareness campaigns on chemical safety and security conducted on major media platforms. 	<ol style="list-style-type: none"> 1. Conduct inspection of workplaces on compliance to Occupational Safety and Health standards and safe chemical handling 2. Undertake Research on chemical poisoning in agriculture 3. Undertake Registration of work places across the country, 4. Certify and examine Statutory equipment and plants across the country, 5. Enhance Capacity of stakeholders on Occupational Safety and Health management and safe chemical handling 6. Enhance advocacy on safety and health (World Day for Safety and Health commemorated on 28th April every year) 7. Undertake investigation of Occupational accidents 8. Establish Two (2) regional OSH centers 9. 10 specialized machinery and equipment procured, 10. Review and enforce OSH regulations. They include -Coordination of implementation of OSH Act, regulations and policies undertaken, -Three (3) Occupational Safety and Health Regulations for inspection of workplaces reviewed /developed, -Four (4) Occupational Safety and Health guidelines developed 11. Health surveillance of workers exposed to hazardous work environment undertaken in 80 workplaces and workers monitored on health exposure limits, 12. 1,500 infrastructure projects and workplaces monitored for compliance to social safeguards standards, 13. One (1) Occupational Safety and Health(OSH) Analytical laboratory constructed & equipped
<p>Programme Intervention: 12030111 Promote delivery of disability friendly health services including physical accessibility and appropriate equipment</p>	
<p>-Disability Information Management System operationalized to support disability inclusive planning -Assistive devices in the National and six (6) Regional Referral Hospitals inspected to assess their functionality for serving the needs of Persons with Disabilities</p>	<p>-Assistive devices in the Hospitals inspected to assess their functionality for serving the needs of Persons with Disabilities -Operationalize the Disability Information Management System to support disability inclusive planning</p>
<p>Programme Intervention: 12040103 Expand livelihood support, public works, and labour market programs to promote green and resilient growth</p>	
<ol style="list-style-type: none"> 1. Six (6) sub-regional Uganda Green Incubation Centers-Songhai model centres established 2. Jua-kali needs assessment in four (4) sub- regions conducted 3. 1,000 business tool kits and green technology to jua-kali groups of women and youth procured 4. Jua-kali Management Information System upgraded and operationalized 5. National Green Skills Action Plan developed 6. National Green Jobs Steering Committee and 45 Steering Committees in Districts, Cities and Municipalities established and oriented 7. Green Skills Needs Assessment in four (4) sub-regions conducted 8. National Guidelines and Standards on Accessibility of Green Incubation Centers and Common- User Productivity Facilities developed 9. Youth Training and Mentorship in UGIP Manual developed and disseminated 	<ol style="list-style-type: none"> 1. Establish sub-regional Uganda Green Incubation Centres-Songhai model centres 2. Conduct Jua Kali needs assessment 3. Provide business startup toolkits and green technology to jua kali women and youth 4. Upgrade and operationalize Jua-Kali Management Information System 5. Implement Uganda National Green Jobs Creation Strategy and Plan
<p>Programme Intervention: 12040104 Expand scope and coverage of care, support and social protection services of the most vulnerable groups and disaster-prone communities</p>	

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<ul style="list-style-type: none"> -1,600 PWD enterprises provided with special grant for income generation reaching 24,000 beneficiaries -358,420 senior citizens benefitted from the SAGE programme -Capacity building of 100 youth with disabilities on vocational skills to enhance their effective participation in the Parish Development Model undertaken -Capacity building of 65 Local Government Council Members for Older persons and PWDs on monitoring and reporting on inclusion of older persons and PWDs undertaken -Capacity building of Child and Family Protection Police Officers on enforcement of the PWD Act 2020 undertaken in 73 Districts -1,500 Children rescued, rehabilitated and resettled from the streets of urban centres - Kampala, Iganga, Mbale, Jinja and Lira -12 Ministry institutions empowered to provide comprehensive services to vulnerable children and marginalized youth -Standard guidelines on child rights responsive planning and budgeting developed and disseminated -89 Local Governments assessed on performance in fulfilling children rights -Capacity building of 1,580 Youth in non-formal vocational and life skills at youth skills centres undertaken -Youth service work curriculum developed -National Youth Service Scheme developed -240 Transformational youth champions identified in 20 district to create a critical mass required to effect mind-set change in country -210 Social Care and support institutions registered and inspected nationwide on compliance to the existing frameworks -Social Registry for shock responsive social protection designed -Capacity building of six (6) Local Governments on Human Rights Based Approaches to programming conducted -National Action plan on Business and Human rights developed -National Guideline for inclusion of the poor and natural resource dependent communities developed -Technical Guidance on Sector specific Equity and social inclusion provided to 20 LGs and MDAs -Equity and Social inclusion monitoring and inspection to 32 Local Governments conducted 	<ul style="list-style-type: none"> -Capacity building of 176 Local Government Council Members for Older persons and PWDs on monitoring and reporting on inclusion of older persons and PWDs undertaken -PWD enterprises provided with special grant for income generation -Senior citizens benefitted from the SAGE programme -Capacity building of youth with disabilities on vocational skills to enhance their effective participation in the national development -National Action plan on Business and Human rights disseminated to Local Governments -National Guideline for inclusion of the poor and natural resource dependent communities implemented
<p>Programme Intervention: 12040106 Implement the Uganda Gender Policy Action Plan</p>	
<ul style="list-style-type: none"> -5,000 copies of the Gender Policy and Gender Mainstreaming Guidelines printed and disseminated in 60 Local Governments -International Women Day commemorated on 8th March, 2022 -16 days of Activism Campaign against GBV undertaken from 25th November- 10 December, 2022 	<ul style="list-style-type: none"> -Disseminate the Gender Policy and Gender Mainstreaming Guidelines in all LGs and MDAs, -Commemorate the International Women's Day on 8th March, every year -Strengthen advocacy campaigns against GBV (16 days of Activism Campaign against GBV undertaken from 25th November- 10 December) every year
<p>Programme Intervention: 12040107 Promote Women's economic empowerment, leadership and participation in decision making through investment in entrepreneurship programs, business centres</p>	

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<ul style="list-style-type: none"> -Capacity building of 68 women groups on value addition conducted -Political and Technical support supervision on the women enterprise fund implementation provided to Local Governments/ Municipalities -Capacity building of 20 LGs and 10 MDAs with capacity gaps on Gender and Equity Budgeting conducted -Technical backstopping on Gender and Equity mainstreaming conducted in 20 LGs -Capacity building of 100 stakeholders (LG and CSO staff) on National GBV data base Management conducted in 20 Local Governments -Technical support supervision on compliance with GBV Shelter Guidelines, 2020 conducted in 18 GBV Shelters -Uganda Gender Policy and National Action Plan disseminated in 30 LGs and 10 MDAs 	<ul style="list-style-type: none"> -Uganda Gender Policy and National Action Plan disseminated in 120 LGs -Capacity building of stakeholders on National GBV data base Management conducted in 100 Local Governments, -Capacity building of LGs and MDAs with capacity gaps on Gender and Equity Budgeting conducted, -Women groups supported with Women Enterprise Fund -Women groups supported with Capacity & Skills Development funds -Capacity building of women groups on value addition conducted -Political and Technical support supervision on the women enterprise fund implementation provided to Local Governments/ Municipalities -Technical support supervision on compliance with GBV Shelter Guidelines, 2020 conducted in GBV Shelters, -Technical backstopping on Gender and Equity mainstreaming conducted in LGs
<p>Programme Intervention: 12050103 Establish a functional labour market</p>	
<ul style="list-style-type: none"> -Medical Arbitration Board and Labour Advisory Board operationalized -600 cases of Labour complaints and disputes handled -50 Government Workers Compensated of injuries and diseases -40 private sector workers assessed for compensation of injuries and diseases -960 workplaces inspected on compliance to labour standards -Labour Returns and Statistics MIS developed -200 Child Labour Inspections conducted -Annual Labour Union returns and collective bargaining agreements for 49 Labour unions verified/registered -Coordination of the National Taskforce on Labour Productivity Enhancement strengthened -Digital Job matching tool piloted in five (5) districts , -Labour Market Information System operationalized, -National Employment Council operationalized, -Sensitization of 250 stakeholders (50 (internal) and 200 (External) Private Recruitment Agencies on compliance with the Labour laws undertaken, -Negotiation and conclusion of Bi-lateral Labour Agreements for Kuwait, Oman, Israel, Turkey and Bahrain undertaken, -Operational Manual for Labour Attaches developed, -Psychosocial support and reintegration for 60 migrant & returnee workers provided -40 private recruitment agencies inspected on adherence to labour standards, -216 external recruitment agencies inspected on safe labour migration, -40 Pre-departure orientation and training centers inspected and monitored, -36,000 Migrant workers cleared for safe labour migration, 	<ul style="list-style-type: none"> -Workplaces inspected on compliance to labour standards -Cases of Labour complaints and disputes handled -Annual Labour Union returns and collective bargaining agreements for Labour unions verified/registered -Labour Market Information System operationalized, -Medical Arbitration Board and Labour Advisory Board operationalized -Child Labour Inspections conducted -Government Workers Compensated of injuries and diseases -Private sector workers assessed for compensation of injuries and diseases -Migrant workers cleared for safe Labour migration, -Labour Returns and Statistics MIS operationalized -Coordination of the National Taskforce on Labour Productivity Enhancement strengthened -National Employment Council operationalized, -Sensitization of stakeholders on compliance with the Labour laws undertaken, -Monitoring of the migrant workers on their the terms and conditions of work undertaken, -Operational Manual for Labour Attaches developed, -Psychosocial support and reintegration for 60 migrant & returnee workers provided -Private recruitment agencies inspected on adherence to labour standards, -External recruitment agencies inspected on safe labour migration, -Pre-departure orientation and training centers inspected and monitored,
<p>Programme Intervention: 150104 Implement the 15 Household model for social economic empowerment</p>	
<ol style="list-style-type: none"> 1. 30 District Local Governments oriented on Village cluster model targeting the Departments of Production, Commercial services, Water and Sanitation among others 2. Adult Learning and Education systems building assessment and diagnosis conducted in 20 districts 	<ol style="list-style-type: none"> 1. Orientation on Village cluster model rolled out to 175 Districts 2. Adult Learning and Education systems building assessment and diagnosis conducted in 120 districts
<p>Programme Intervention: 150105 Review and implement a comprehensive community mobilization (CMM) strategy</p>	

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<p>1. Draft Community Mobilization and Empowerment Strategy (CMES) 2006 reviewed</p> <p>2. ICOLEW Guidelines finalized and disseminated to 175 District/City and Municipal Councils</p>	<p>1. CME Strategy operationalized</p> <p>2. ICOLEW Guidelines disseminated to all Higher and Lower Local Governments</p>
<p>Programme Intervention: 150301 Conduct awareness campaigns and enforce laws enacted against negative and/or harmful religious, traditional/cultural practices and beliefs.</p>	
<p>1. Uganda National Arts and Culture Festival (UGAFEST) 2022 conducted</p> <p>2. Capacity building of State and non State actors to harmonize approaches in the advocacy and implementation of policies against negative and/or harmful religious, traditional and cultural practices and beliefs conducted in 20 districts</p> <p>3. Monitoring and technical support backstopping on the implementation of the National Culture priority interventions and family guidelines provided to 30 LGs</p> <p>4. Collaboration with regional networks (EAC) in cultural heritage promotion and development strengthened through attending four (4) regional meetings</p> <p>5. 14 Cultural Leaders supported with monthly emoluments to mobilize communities for uptake of government programmes</p> <p>6. International Day for the family commemorated on 15th May, 2022</p> <p>7. World Culture Day commemorated on 21st May, 2022</p> <p>8. Uganda National Cultural Center supported with subvention</p>	<p>1. Uganda National Arts and Culture Festival (UGAFEST) conducted</p> <p>2. Monitoring and technical support backstopping on the implementation of the National Culture priority interventions and family guidelines provided to all LGs</p> <p>3. Capacity building of State and non State actors to harmonize approaches in the advocacy and implementation of policies against negative and/or harmful religious, traditional and cultural practices and beliefs conducted country wide</p> <p>4. Collaboration with regional networks (EAC) in cultural heritage promotion and development strengthened through attending four (4) regional meetings</p> <p>5. International Day for the family commemorated on 15th May, every year</p> <p>6. 16 Cultural Leaders supported with monthly emoluments to mobilize communities for uptake of government programmes</p> <p>7. World Culture Day commemorated on 21st May, every year</p> <p>8. Uganda National Cultural Center supported with subvention</p>
<p>Programme Intervention: 150401 Equip and operationalize Community Mobilization and Empowerment (CME) institutions/structures of central, local government and non-state actors for effective citizen mobilization and dissemination of information to guide and shape the mindsets/attitudes of the population</p>	

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<p>1. Capacity building of 60 District Community Development Officers on scorecard methodology undertaken</p> <p>2. Community Mobilization and Mindset Change Programme Budget Framework Paper (BFP) for FY2023/24 prepared and submitted to MoFPED</p> <p>3. Vote Budget Framework Paper on Human Capital Development Programme FY2023/24 prepared</p> <p>4. One (1) Community Mobilization and Mindset Change Programme Review organized.</p> <p>5. Four (4) CMMC Programme Working Group meetings held.</p> <p>6. Ministerial Policy Statement (MPS) for FY2023/24 prepared and submitted to relevant stakeholders</p> <p>7. Financial Year Statement FY2022/23 prepared and submitted to MoFPED</p> <p>8. Six (6) Management and Inspection reports for FY2019/20 (National Women Council, National Youth Council, National Children Authority, National Library of Uganda, National Council for Older Persons, Uganda National Cultural Centre) produced.</p> <p>9. Four (4) Internal Audit Reports produced</p> <p>10. Internal Assurance services for consultancies, procurements provided</p> <p>11. Staff in Ministry institutions guided on code of conduct</p> <p>12. Four (4) Ministry institutions rehabilitated and equipped</p> <p>13. 485 pensioners paid</p> <p>14. Re-validation of pensioners conducted</p> <p>15. Support supervision to ministry institutions on adherence to public service standards conducted</p> <p>16. Team building and wellness exercises conducted</p> <p>17. Workplace HIV/Policy disseminated to ministry institutions on adherence to public service standards conducted</p> <p>18. Rent for office accommodation and utilities paid</p>	<p>1. Score card methodology rolled out to 175 District Local Governments</p> <p>2. Community Mobilization and Mindset Change Programme Budget Framework Paper (BFP) for FY2024/25, 2025/26, 2026/27 prepared and submitted to MoFPED</p> <p>3. Vote Budget Framework Paper on Human Capital Development Programme FY2024/25, 2025/26, 2026/27 prepared</p> <p>4. One (1) Community Mobilization and Mindset Change Programme Review organized.</p> <p>5. Four (4) CMMC Programme Working Group meetings held.</p> <p>6. Ministerial Policy Statement (MPS) for FY2024/25, 2025/26, 2026/27 prepared and submitted to relevant stakeholders</p> <p>7. Financial Year Statement FY2024/25, 2025/26, 2026/27 prepared and submitted to MoFPED</p> <p>8. Six (6) Management and Inspection reports for National Women Council, National Youth Council, National Children Authority, National Library of Uganda, National Council for Older Persons, Uganda National Cultural Centre produced.</p> <p>9. Four (4) Internal Audit Reports produced</p> <p>10. Internal Assurance services for consultancies, procurements provided</p> <p>11. Staff in Ministry institutions guided on code of conduct</p> <p>12. Four (4) Ministry institutions rehabilitated and equipped</p> <p>13. Pensioners paid</p> <p>14. Re-validation of pensioners conducted</p> <p>15. Support supervision to ministry institutions on adherence to public service standards conducted</p> <p>16. Team building and wellness exercises conducted</p> <p>17. Workplace HIV/Policy disseminated to ministry institutions on adherence to public service standards conducted</p> <p>18. Rent for office accommodation and utilities paid</p>
<p>Programme Intervention: 150402 Establish and operationalize Community Development Management Information System (CDMIS) at parish and sub-county level.</p>	
<p>1. Integrated community Learning for wealth creation Management Information System (IMIS) functionalized</p>	<p>1. Community Development Management Information System (CDMIS) established and operationalized</p>
<p>Programme Intervention: 160603 Review and enact appropriate legislation</p>	
<p>- Sensitization and Raising Awareness of Industrial Court conducted</p> <p>-540 Labour cases administered</p> <p>-Capacity of Judges, Registrar and staff of Industrial Court built</p> <p>-15 contract staff salaries paid</p>	<p>- Sensitization and Raising Awareness of Industrial Court conducted</p> <p>-1,620 Labour cases administered</p> <p>-Capacity of Judges, Registrar and staff of Industrial Court built</p> <p>-Contract staff salaries paid</p>

V4: Highlights of Vote Projected Performance

Table V4.1: Budget Outputs and Indicators

Sub SubProgramme:	02 Community Mobilisation, Culture and Empowermen			
Department:	002 Culture and Family Affairs			
Budget Output:	440014 Advocacy and networking			
PIAP Output:	International networks for export for cultural goods & services established			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023

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				Target
No. of companies exporting cultural goods & services	Number	2020	5	10
No. of companies exporting cultural goods & services	Number	2020	5	15
Sub SubProgramme:	03 Gender and social protection			
Department:	001 Equity and Rights			
Budget Output:	000039 Policies, Regulations and Standards			
PIAP Output:	Assistive technologies & devices produced locally			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No of assistive devices	Percentage	2020	10	15%
PIAP Output:	National Male Involvement Strategies in promotion of gender equality implemented			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No. of Social behavioural change communication conducted	Percentage	2020	8	12%
Number of Districts where the strategy has been implemented	Percentage	2020	20	30%
PIAP Output:	Policy and legal framework on social protection strengthened/developed			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of laws, policies, frameworks on social protection, care and support developed/reviewed	Percentage	2020	2	2%
PIAP Output:	Uganda Gender Policy reviewed			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Uganda Gender Policy in place	Percentage	2020	1	100%
PIAP Output:	Women entrepreneurship Programme strengthened			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Proportion of women entrepreneurs empowered under UWEP	Percentage	2020	44%	45%
PIAP Output:	Women participation in development processes increased			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target

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Number of business women profiled	Percentage	2020	20	25%
Number of women benefiting from the Household Model for Socio-economic empowerment	Percentage	2020	20	30%
Number of women representations in decision making structures at all levels	Percentage	2020	35	37%
Number of women skilled under the Programme	Percentage	2020	5	8%
Number of women trained on leadership skills	Percentage	2020	4	8%
Budget Output:	320146 Support to special interest Groups			
PIAP Output:	Social care programs implemented			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Alternative care framework in place	Percentage	2020	0%	1%
Functional social care and support system in place	Percentage	2020	0%	1%
No of Social care and support institutions constructed	Percentage	2020	1%	0%
No of Social care and support institutions equipped	Percentage	2020	1%	1%
No of Social care and support institutions rehabilitated	Percentage	2020	1%	1%
No of vulnerable persons provided with comprehensive care and support services	Percentage	2020	1%	2%
No. of Social Care Institutions provided food to feed the vulnerable	Percentage	2020	5%	%%
Number of children rescued, rehabilitated and resettled from the streets	Percentage	2020	1%	2%
Number of Social Care and support institutions registered and inspected	Percentage	2020	1	1%
PIAP Output:	Tailored non-formal vocational, entrepreneurial and life skills training provided to out of school youth			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of Youth trained	Percentage	2020	2	5%
PIAP Output:	Youth Venture Capital Fund strengthened			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of beneficiaries accessing the Youth Venture Capital Fund	Percentage		0	5%

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Department:	002 Gender and Women Affairs			
Budget Output:	000039 Policies, Regulations and Standards			
PIAP Output:	Assistive technologies & devices produced locally			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No of assistive devices	Percentage	2020	5	7%
PIAP Output:	National Male Involvement Strategies in promotion of gender equality implemented			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No. of Social behavioural change communication conducted	Percentage	2020	5	8%
Number of Districts where the strategy has been implemented	Percentage	2020	9	39%
PIAP Output:	Policy and legal framework on social protection strengthened/developed			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of laws, policies, frameworks on social protection, care and support developed/reviewed	Percentage	2020	1	1%
PIAP Output:	Uganda Gender Policy reviewed			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Uganda Gender Policy in place	Percentage	2020	1	1%
PIAP Output:	Women entrepreneurship Programme strengthened			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Proportion of women entrepreneurs empowered under UWEP	Percentage	2020	5%	8%
PIAP Output:	Women participation in development processes increased			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of business women profiled	Percentage	2020	15%	20%
Number of women benefiting from the Household Model for Socio-economic empowerment	Percentage	2020	5%	10%
Number of women representations in decision making structures at all levels	Percentage	2020	30%	32%

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Number of women skilled under the Programme	Percentage	2020	20%	22%
Number of women trained on leadership skills	Percentage	2020	5%	8%
Budget Output:	320142 Enhance Women participation in development			
PIAP Output:	Communication strategy on women for women's participation in decision making in place			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Communication strategy women participation in decision making in place	Percentage	2020	0	1%
PIAP Output:	Women participation in development processes increased			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of business women profiled	Percentage	2020	20	25%
Number of women benefiting from the Household Model for Socio-economic empowerment	Percentage	2020	20	25%
Number of women representations in decision making structures at all levels	Percentage	2020	20	25%
Number of women skilled under the Programme	Percentage	2020	20	25%
Number of women trained on leadership skills	Percentage	2020	20	25%
Budget Output:	320145 Response to Gender based violence			
PIAP Output:	Gender Based Violence prevention and response system strengthened			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
% of victims/ survivors reporting GBV	Percentage	2020	15	25%
GBV Case monitoring programme in place	Percentage	2020	5	8%
No. of functional GBV Shelters, for coordinated survivor service delivery	Percentage	2020	17	17%
No. of GBV Victims supported	Percentage	2020	5	10%
No. of MDASs and LGs mainstreaming GBV in their policies, plans and programmes	Percentage	2020	20	25%
No. of GBV victims provided psychological support	Percentage	2020	5	8%
No. of persons sensitized on positive social norms and attitudes	Percentage	2020	15	20%

VOTE: 018 Ministry of Gender, Labour and Social Development

Department:	003 Youth and Children			
Budget Output:	000039 Policies, Regulations and Standards			
PIAP Output:	Assistive technologies & devices produced locally			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No of assistive devices	Percentage	2020	5%	8%
PIAP Output:	National Male Involvement Strategies in promotion of gender equality implemented			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No. of Social behavioural change communication conducted	Percentage	2020	15	18%
Number of Districts where the strategy has been implemented	Percentage	2020	80	100%
PIAP Output:	Policy and legal framework on social protection strengthened/developed			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of laws, policies, frameworks on social protection, care and support developed/reviewed	Percentage	2020	1	2%
PIAP Output:	Uganda Gender Policy reviewed			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Uganda Gender Policy in place	Percentage	2020	1%	1%
PIAP Output:	Women entrepreneurship Programme strengthened			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Proportion of women entrepreneurs empowered under UWEP	Percentage	2020	18%	20%
Budget Output:	320141 Empowerment and protection			
PIAP Output:	Adult disability benefits provided			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No. of eligible adults accessing disability benefit (*000s)	Percentage	2020	20	30%
PIAP Output:	Youth livelihood Programme strengthened			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target

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Proportion of eligible youth accessing revolving funds under YLP	Percentage	2020	15	20%
Number of beneficiaries accessing youth friendly credit facilities	Percentage	2020	20	25%
Number of Youth Groups trained and mentored	Percentage	2020	25	30%
Budget Output:	320146 Support to special interest groups			
PIAP Output:	Social care programs implemented			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Alternative care framework in place	Percentage	2020	1	1%
Functional social care and support system in place	Percentage	22020	1	2%
No of Social care and support institutions constructed	Percentage	2020	2	3%
No of Social care and support institutions equipped	Percentage	2020	2	3%
No of Social care and support institutions rehabilitated	Percentage	2020	2	3%
No of vulnerable persons provided with comprehensive care and support services	Percentage	2020	10	25%
No. of Social Care Institutions provided food to feed the vulnerable	Percentage	2020	1	2%
Number of children rescued, rehabilitated and resettled from the streets	Percentage	2020	20	25%
PIAP Output:	Tailored non-formal vocational, entrepreneurial and life skills training provided to out of school youth			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of Youth trained	Percentage	2020	25	25%
PIAP Output:	Youth Venture Capital Fund strengthened			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of beneficiaries accessing the Youth Venture Capital Fund	Percentage	2020	20	25%
Department:	004 Disability and Elderly			
Budget Output:	000039 Policies, Regulations and Standards			
PIAP Output:	Assistive technologies & devices produced locally			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023

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				Target
No of assistive devices	Percentage	2020	5%	8%
PIAP Output: National Male Involvement Strategies in promotion of gender equality implemented				
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No. of Social behavioural change communication conducted	Percentage	2020	5%	8%
Number of Districts where the strategy has been implemented	Percentage	2020	50%	80%
PIAP Output: Policy and legal framework on social protection strengthened/developed				
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of laws, policies, frameworks on social protection, care and support developed/reviewed	Percentage	2020	1	1%
PIAP Output: Uganda Gender Policy reviewed				
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Uganda Gender Policy in place	Percentage	2020	1	1%
PIAP Output: Women entrepreneurship Programme strengthened				
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Proportion of women entrepreneurs empowered under UWEP	Percentage	2020	18%	20%
Sub SubProgramme: 04 Labour and Employment services				
Department: 001 Employment services				
Budget Output: 000039 Policies, Regulations and Standards				
PIAP Output: Labour market information system established				
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Functional web-based Labour Market Information System (LMIS) in place	Percentage	2020	1	1%
Budget Output: 320140 Decent & productive employment				
PIAP Output: Decent & productive employment increased				
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target

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No of migrant workers provided with counseling	Number	2020		290
No. of BLAs & MoUs Negotiated, signed & implemented with destination countries for expansion of external decent employment opportunities	Number	2020		2
No. of Labour attachees deployed	Number	2020	0	2
No. of national job centres established & operationalised	Number	2020	0	4
Number of awareness campaigns on safe labour migration to increase uptake of decent employment abroad	Number	2020	1	4
Relief mechanisms for vulnerable workers affected by COVID-19 pandemic in place	Text	2020	0	1
Department:	002 Labour and Industrial relations			
Budget Output:	000039 Policies, Regulations and Standards			
PIAP Output:	Labour & employment laws, regulations, guidelines reviewed			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of laws, regulations and guidelines reviewed	Number	2020	1	1
PIAP Output:	Labour market information system established			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Functional web-based Labour Market Information System (LMIS) in place	Percentage	2020	1	1%
Budget Output:	320140 Decent & productive employment			
PIAP Output:	Decent & productive employment increased			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
No of migrant workers provided with counseling	Number	2020		4
No. of BLAs & MoUs Negotiated, signed & implemented with destination countries for expansion of external decent employment opportunities	Number	2020	2	2
No. of Labour attachees deployed	Number	2020	0	1
No. of national job centres established & operationalised	Number	2020	0	4

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Relief mechanisms for vulnerable workers affected by COVID-19 pandemic in place	Text	2020	0	1
Budget Output:	320143 Industrial Peace and harmony			
PIAP Output:	Industrial peace and harmony created			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
National Labour Institute in place	Percentage	2020	0	1%
No of eligible workers accessing timely compensation	Percentage	2020		80%
No of Labour Officers trained	Percentage	2020		65%
No of Labour Offices rehabilitated and equipped	Percentage	2020		40%
No of workers trained	Percentage	2020		3000%
No. of labour unions & employers' organisations trained in collective bargaining and negotiations	Percentage	2020		12%
No. of Labour Unions registered	Percentage	2020		12%
Number of labour complaints and disputes registered and settled	Percentage	2020		3400%
Budget Output:	460132 Arbitration of Labour Disputes (Industrial Court)			
PIAP Output:	Labour & employment laws, regulations, guidelines reviewed			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Number of laws, regulations and guidelines reviewed	Number	2020	1	2

V5: VOTE CROSS CUTTING ISSUES

i) Gender and Equity

OBJECTIVE	Prevalence rate of GBV reduced to 44% from 51%.
Issue of Concern	(i) Inadequate integration of Gender and equity issues in District Development Plans (ii) Gender Based Violence in infrastructure projects (iii) Vulnerability of Special Interest groups in oil and gas
Planned Interventions	(i) Mainstream gender and Equity in oil and gas QHSSE Systems and Standards (ii) Strengthening Social Safety and Health Safeguards in infrastructure projects (iii) Develop Gender Workplace Policy for the Industrial Court
Budget Allocation (Billion)	0.2
Performance Indicators	Prevalence rate of GBV reduced to 44% from 51%.

ii) HIV/AIDS

VOTE: 018 Ministry of Gender, Labour and Social Development

OBJECTIVE	To reduce discrimination and stigma of workers living with HIV and Aids at workplaces
Issue of Concern	Workers with HIV and AIDs are often discriminated and stigmatized
Planned Interventions	Promote Community-based mindset change and behavioral change strategies for HIV/AIDS awareness, prevention and Psycho-social support
Budget Allocation (Billion)	0.03
Performance Indicators	No of workplaces with functional workplace HIV/AIDs Policy - 100
OBJECTIVE	To reduce the prevalence rate among women
Issue of Concern	Knowledge gap on Sexual Reproductive Health
Planned Interventions	Integrating Sexual Reproductive in Community Based Interventions
Budget Allocation (Billion)	0.3
Performance Indicators	Number of Youth friendly service points established - 200
OBJECTIVE	To reduce discrimination and stigma of vulnerable people including children, PWDS, Youth in Ministry Institutions living with HIV and AIDS
Issue of Concern	Enforcement of HIV Workplace Policy
Planned Interventions	(i) Fast-track development of the Ministry HIV Policy in line with the National Policy. (ii) Mainstream the National HIV Policy in workplace inspection
Budget Allocation (Billion)	0.1
Performance Indicators	No of workplaces with functional workplace HIV/AIDs Policy - 135

iii) Environment

OBJECTIVE	To reduce stock pollutants in Public offices
Issue of Concern	(i) Environmental pollution from workplaces (ii) Extensive use of paper in Court
Planned Interventions	(i) Monitor industrial waste and emission control measures during Occupational safety and health inspection of workplaces (ii) Digitize the Court
Budget Allocation (Billion)	1
Performance Indicators	(i) Number of stakeholders trained on OSH Standards; (ii) Number of workplaces inspected on safety and health;

iv) Covid

OBJECTIVE	Prevalence rate of GBV reduced to 44% from 51%
Issue of Concern	High incidence of Gender Based Violence (GBV)
Planned Interventions	Conduct community dialogue on Gender Based Violence
Budget Allocation (Billion)	0.3
Performance Indicators	Prevalence rate of GBV reduced to 44% from 51%.