

# **VOTE: 106 Uganda Human Rights Commission (UHRC)**

## **I. VOTE MISSION STATEMENT**

To protect and promote fundamental human rights and freedoms of all persons in Uganda for sustainable development

## **II. STRATEGIC OBJECTIVE**

- 1 To adequately inform and empower citizens to participate in governance
- 2 To enhance access to Justice for victims of Human Rights Violations
- 3 Improve compliance to Human Rights standards and reporting requirements
- 4 Enhance functionality of the Commission

## **III. MAJOR ACHIEVEMENTS IN 2021/22**

### **1 Complaints Management**

Management processes monitored in Jinja and Arua Regional offices

Served and delivered 75 hearing notices and letters

Facilitated 11 lawyers to attend Continuing Legal Education trainings organized by Uganda Law Society which trainings are a requirement for Lawyers to amass points that are a requirement for the annual accreditation of lawyers to practice their profession

Conducted 8 mobile complaints handling clinics by two Regional offices where 279 people were able to lodge complaints of human rights violations

HURIS effectiveness monitored in Gulu soroti and Moroto Regional offices

Quick remedies provided to 14 vulnerable women and children through Mediation

### **2 Research and civic education**

Conducted a national E dialogue broadcast live on NTV Uganda for 2hours on 17th December 2021 under the theme Enhancing the protection and promotion of rights of vulnerable persons

16 community baraza conducted and 34 trading centers reached through road shows

Reviewed and updated the existing draft civic education policy with 35 key stake holders

Engaged 1796 vulnerable persons through 30 dialogues for vulnerable persons who gained knowledge on the concept of human rights

Research policy developed through 4 consultative meetings with 63 participants

Automated four Regional Office libraries through capture of all the information materials therein in the online Open Access Catalogue using the KOHA library management software

### **3 Monitoring and Inspections**

Inspected 100 places of detention in the regions of for human rights compliance

68 key stake holders engaged on the human rights situation in the country

### **4 Finance and Administration**

106 staff acquired skills and knowledge on different capacity building programs to ensure effective service delivery

500 Institutional radio messages on the International Human Rights Day theme aired out on 8 radio stations and 2 TV stations

A total of 80 community baraza were conducted within 11 field offices

Conducted Monitoring and Evaluation in 5 regional offices and 5 field offices

02 press statements issued on the twin bombings in Kampala in which UHRC condemned the act and calling for speedy investigations and redress for the victims

A total of 40 media stakeholders from various print and electronic media houses were engaged to utilize their platforms to further disseminate the

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UHRC position to the wider public

Recruited 22 volunteer staff with contracts to fill the staffing gaps in the regional and head office

Provided 70 UHRC staff with new identification tags

Research policy developed through 4 consultative meetings with 63 participants

Operational costs for 12 field offices fully paid

39 vehicles and 45 motorcycles maintained and repaired quarterly

220 staff salaries allowances social security contribution and bi annual gratuity paid

Utilities and property expenses for head office and 10 regional offices paid quarterly

Recurrent monthly costs for head office and 10 regional offices

UHRC web server configured and maintained

Internet Bandwidth and data bundles provided for head office and 12 regional offices

10 Digital Online banners on the theme of International Human Rights Day produced and distributed on various social media platforms and enhanced by hired social media influencers

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## IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

		MTEF Budget Projections				
		2022/23 Proposed Budget	2023/24	2024/25	2025/26	2026/27
<b>Recurrent</b>	Wage	7.595	7.595	7.595	7.595	7.595
	Non-Wage	11.446	11.649	11.649	11.649	11.649
<b>Devt.</b>	GoU	0.631	0.631	0.631	0.631	0.631
	Ext Fin.	0.000	0.000	0.000	0.000	0.000
	<b>GoU Total</b>	<b>19.672</b>	<b>19.875</b>	<b>19.875</b>	<b>19.875</b>	<b>19.875</b>
	<b>Total GoU+Ext Fin (MTEF)</b>	<b>19.672</b>	<b>19.875</b>	<b>19.875</b>	<b>19.875</b>	<b>19.875</b>
	<b>Arrears</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
	<b>Total Budget</b>	<b>19.672</b>	<b>19.875</b>	<b>19.875</b>	<b>19.875</b>	<b>19.875</b>
	<b>Total Vote Budget Excluding</b>	<b>19.672</b>	<b>19.875</b>	<b>19.875</b>	<b>19.875</b>	<b>19.875</b>

**VOTE: 106 Uganda Human Rights Commission (UHRC)****Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)**

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2022/23	
	Recurrent	Development
<b>Programme:16 GOVERNANCE AND SECURITY</b>	<b>19.041</b>	<b>0.631</b>
<b>SubProgramme:01 Institutional Coordination</b>	<b>18.050</b>	<b>0.631</b>
<b>Sub SubProgramme:01 General Administration and Support Services</b>	<b>18.050</b>	<b>0.631</b>
001 Finance and Administration	18.050	0.631
<b>SubProgramme:04 Access to Justice</b>	<b>0.445</b>	<b>0.000</b>
<b>Sub SubProgramme:02 Protection and Promotion of Human Rights</b>	<b>0.445</b>	<b>0.000</b>
001 Complaints Investigations and Legal Services	0.181	0.000
002 Monitoring and Inspections	0.264	0.000
<b>SubProgramme:06 Democratic Processes</b>	<b>0.545</b>	<b>0.000</b>
<b>Sub SubProgramme:02 Protection and Promotion of Human Rights</b>	<b>0.545</b>	<b>0.000</b>
003 Research Education and Documentation	0.545	0.000
<b>Total for the Vote</b>	<b>19.041</b>	<b>0.631</b>

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## V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

<b>Programme: 16 GOVERNANCE AND SECURITY</b>				
<b>SubProgramme: 01 Institutional Coordination</b>				
<b>Sub SubProgramme: 01 General Administration and Support Services</b>				
<b>Department: 001 Finance and Administration</b>				
<b>Budget Output: 000001 Audit and Risk Management</b>				
<b>PIAP Output: Internal audit undertaken</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No of Internal Audit reports	Number	2017/18	4	4
No. of audit reports produced	Number	2017/18	4	4
No. of Internal Audit Reports prepared	Number	2017/18	4	4
<b>Budget Output: 000011 Communication and Public Relations</b>				
<b>PIAP Output: Visibility of the Commission enhanced</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Institutional visibility promoted	Text	2017/18	4	4
<b>Budget Output: 000033 Support to Regional Offices</b>				
<b>PIAP Output: Regional and field office management</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Functionality of regional and field offices	Text	2017/18	22	23
<b>SubProgramme: 04 Access to Justice</b>				

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<b>Sub SubProgramme: 02 Protection and Promotion of Human Rights</b>				
<b>Department: 002 Monitoring and Inspections</b>				
<b>Budget Output: 000023 Inspection and Monitoring</b>				
<b>PIAP Output: Annual state of human rights report produced</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Annual state of human rights report presented to Parliament on time	Text	2017/18	June	April
Number of braille copies of the Annual state of the human rights report produced and disseminated	Number	2017/18	250	0
Number of copies of Annual report produced and disseminated	Number	2017/18	2500	2000
Number of copies of special/complementary reports on the status of implementation of UHRC recommendations of the previous Annual state of Human Rights reports	Number	2017/18	0	0
Number of popular version copies of the Annual state of the human rights report produced and disseminated	Number	2017/18	250	0
<b>SubProgramme: 06 Democratic Processes</b>				
<b>Sub SubProgramme: 02 Protection and Promotion of Human Rights</b>				
<b>Department: 003 Research Education and Documentation</b>				
<b>Budget Output: 000034 Education and Skills Development</b>				
<b>PIAP Output: Sensitisation and mobilisation programs undertaken</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Dedicated App commissioned and upgraded regularly	Text	2017/18	0	0

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<b>Sub SubProgramme: 02 Protection and Promotion of Human Rights</b>				
<b>Department: 003 Research Education and Documentation</b>				
<b>Budget Output: 000034 Education and Skills Development</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Number of duty bearers provided with human rights knowledge	Number	2017/18	0	600
Number of radio talk shows on human rights conducted	Number	2017/18	214	0
Number of social media live streaming events conducted	Number	2017/18	5	5
Number of spot messages on human rights aired out	Number	2017/18	7885	150

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### **VI. VOTE NARRATIVE**

#### **Vote Challenges**

Parliament of Uganda has consistently made recommendations to the Ministry of Finance, Planning and Economic Development to increase the UHRC budget (MTEF ceiling) over the years. However, most of the recommendations have never been put into consideration.

High case backlog as well as inadequate funds to conduct investigations of alleged human rights violations.

High staff turnover due to a noncompetitive and low remuneration

Inadequate and old tools of operations especially transport equipment to perform the mandate and functions of the Commission

The Commission has only two civic education vans which are inadequate to serve the entire country to cause a meaningful impact on civic education

Inadequate financial resources to satisfactorily implement UHRC functions.

#### **Plans to improve Vote Performance**

Undertake annual performance assessments

The Commission has considered an MTEF allocation to investigation of alleged human rights violations to reduce the high case backlog at investigation level

Strengthen quarterly and annual budget performance reviews

Strengthen the utilization of Monitoring and Evaluation findings

Cascading the program planning approach in the Commission

### **VII. Off Budget Support**

#### **Table 7.1: Off Budget Support by Project and Department**

N / A



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### VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

#### i) Gender and Equity

<b>OBJECTIVE</b>	To increase awareness on gender and equity
<b>Issue of Concern</b>	Knowledge and education are key factors for the full and effective participation of the youth in governance
<b>Planned Interventions</b>	Youth mindset community programs focusing on rights and responsibilities
<b>Budget Allocation (Billion)</b>	0.018
<b>Performance Indicators</b>	Number of youth sensitized on rights and responsibilities

#### ii) HIV/AIDS

<b>OBJECTIVE</b>	To mainstream HIV/AIDS issues in all UHRC programmes for effective service delivery
<b>Issue of Concern</b>	Awareness, prevention, care and treatment of HIV/AIDS
<b>Planned Interventions</b>	1. UHRCs HIV and AIDs policy disseminated to staff in 4 regional offices 2. Review of the HIV/AIDs Act
<b>Budget Allocation (Billion)</b>	0.007
<b>Performance Indicators</b>	Number of regional offices with UHRC HIV and AIDs policy disseminated

#### iii) Environment

<b>OBJECTIVE</b>	To provide guidance to city leaders on how to apply a human rights based approach (HRBA) when assessing, planning and monitoring initiatives related to environment and climate.
<b>Issue of Concern</b>	Environmental concerns represent a considerable measure of danger to the well-being of people
<b>Planned Interventions</b>	Training of 20 new city leaders in the 10 new cities of Uganda on HRBA
<b>Budget Allocation (Billion)</b>	0.030
<b>Performance Indicators</b>	Number of new city leaders trained on HRBA

#### iv) Covid

<b>OBJECTIVE</b>	To curb the spread of Covid 19
<b>Issue of Concern</b>	Covid 19 is highly infectious and can spread from person to person when an infected person exhales, talks, vocalizes, sneezes, or coughs and is highly transmissible and can be spread by people who have no symptoms
<b>Planned Interventions</b>	Provision of personal protective equipment for Covid 19
<b>Budget Allocation (Billion)</b>	0.003
<b>Performance Indicators</b>	Number of staff provided with skills and personal protective equipment

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## IX. PERSONNEL INFORMATION

**Table 9.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Public Affairs Manager	HRC-3	1	1
Accountant-Projects	HRC-5-1	1	1
Accountant, G.O.U	HRC-5-1	1	1
Administrative Assistant	HRC-7	13	10
Assistant Accountant	HRC-6	14	11
Assistant Administrator	HRC-5-2	8	8
Assistant Planner	HRC-6	1	1
Assistant Procurement Officer	HRC-6	1	1
Assistant Records Officer	HRC-6	1	1
Chairperson	HR-SS	1	1
Commission Planner	HRC-2(L)	1	1
Commissioner	HR-SS	6	3
Director Finance and Administration	HRC-2(U)	1	1
Director Monitoring and Inspection	HRC-2(U)	1	1
Director Regional Service	HRC-2(U)	1	0
Director Research Education and Documentation	HRC-2(U)	1	1
Director, Complaints Inspection and Legal services	HRC-2(U)	1	1
Driver	HRC-10-1	30	30
Gate attendant	HRC-10-2	1	1
Human Resource Manager	HRC-2(L)	1	1
Human Resource Officer	HRC-5-1	1	1
Human Rights Officer- Education	HRC-5	27	25
Human Rights Officer- Investigations	HRC-5	14	13
Human Rights Officer- Legal	HRC-5	17	17
Human Rights Officer/Librarian	HRC-5	1	1
Internal Auditor	HRC-5	1	1
Office Assistant	HRC-10-2	16	13

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Office Supretendant	HRC-5	1	1
Process Server	HRC-9	2	2
Procurement Officer	HRC-5-1	1	1
Public Affairs Officer	HRC-5	1	1
Receptionist	HRC-9	1	1
Regional Human Rights Officer	HRC-3	12	7
Secretary to the Commission	HR-C1	1	1
Senior Accountant- G.O.U	HRC-4	1	1
Senior Accountant- Projects	HRC-4	1	1
Senior Assistant Administrator	HRC-4	1	0
Senior HRO/ Librarian	HRC-4	1	1
Senior Human Resource Officer	HRC-4	1	1
Senior Human Rights Officer	HRC-4	14	11
Senior Human Rights Officer-Registrar	HRC-4	1	1
Senior Human Rights Officer/Editor	HRC-4	1	1
Senior Internal Auditor	HRC-2(L)	1	1
Senior Procurement Officer	HRC-3	1	0
Senior Records Officer	HRC-4	1	1
Statistician	HRC-5	1	1
Systems Manager	HRC-3	1	1
Systems Officer	HRC-5-1	1	1
Transport Assistant	HRC-8	1	0
Transport Officer	HRC-5	1	1
Tribunal Clerk/Process Server	HRC-6	1	1
Website Maintainance Officer	HRC-5-1	2	2

**VOTE: 106 Uganda Human Rights Commission (UHRC)****Table 9.2: Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2022/23	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Administrative Assistant	HRC-7	13	10	3	3	1,817,897	65,444,292
Assistant Accountant	HRC-6	14	11	3	3	2,118,966	76,282,776
Commissioner	HR-SS	6	3	3	3	7,443,529	267,967,044
Director Regional Service	HRC-2(U)	1	0	1	1	3,873,716	46,484,592
Human Rights Officer- Education	HRC-5	27	25	2	2	0	0
Human Rights Officer- Investigations	HRC-5	14	13	1	1	0	0
Office Assistant	HRC-10-2	16	13	3	3	1,062,656	38,255,616
Regional Human Rights Officer	HRC-3	12	7	5	5	0	0
Senior Assistant Administrator	HRC-4	1	0	1	1	0	0
Senior Human Rights Officer	HRC-4	14	11	3	3	3,316,174	119,382,264
Senior Procurement Officer	HRC-3	1	0	1	1	3,619,493	43,433,916
Transport Assistant	HRC-8	1	0	1	1	1,479,849	17,758,188
<b>Total</b>					<b>27</b>	<b>24,732,280</b>	<b>675,008,688</b>