

Vote: 124 Equal Opportunities Commission

Vote Summary

VI: Vote Overview

This section sets out the Vote Mission, Strategic Objectives, and provides a description of the vote's services

(i) Snapshot of Medium Term Budget Allocations

Table V1 below summarises the Medium Term Budget allocations for the Vote:

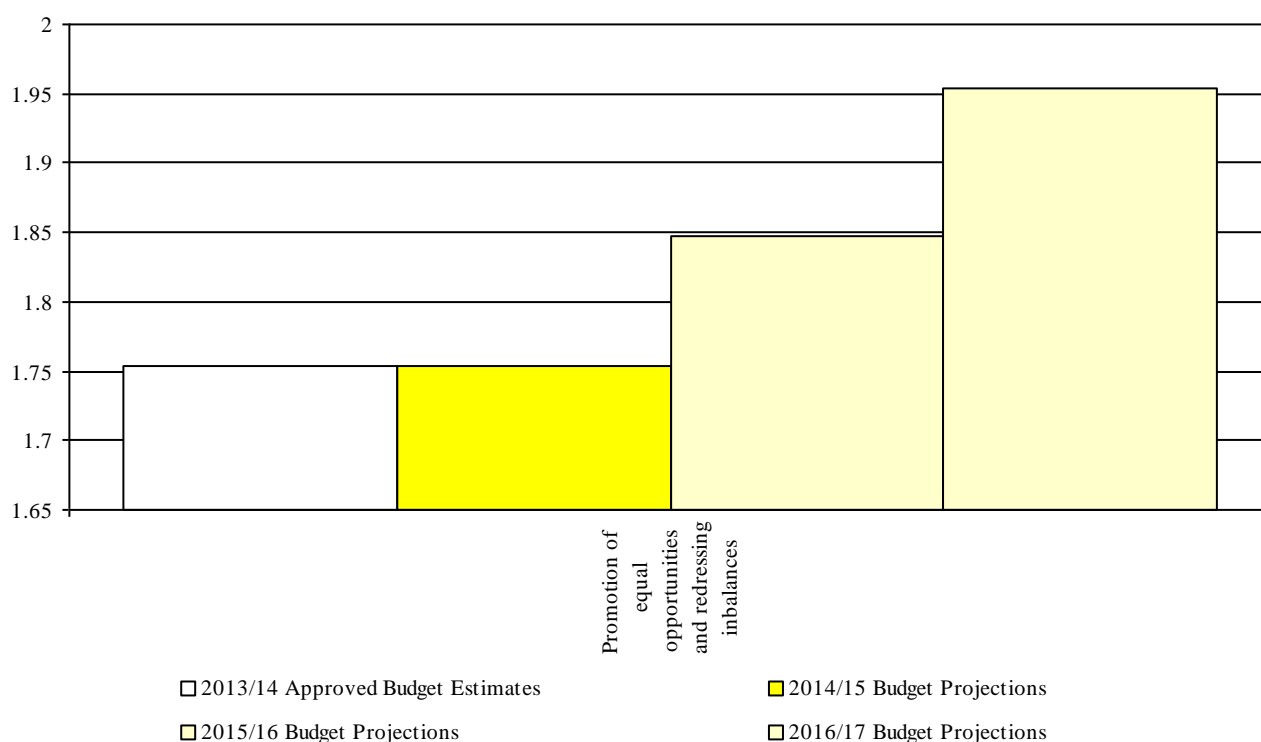
Table V1.1: Overview of Vote Expenditures (US\$ Billion)

	2012/13 Outturn	2013/14		MTEF Budget Projections		
		Approved Budget	Spent by End Dec	2014/15	2015/16	2016/17
<i>(i) Excluding Arrears, Taxes</i>						
Recurrent Wage	0.000	0.453	0.141	0.453	0.453	0.503
Recurrent Non Wage	0.000	1.000	0.327	1.000	1.095	1.139
Development GoU	0.000	0.300	0.000	0.300	0.300	0.312
Development Ext. Fin	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	0.000	1.753	0.468	1.753	1.848	1.954
total GoU + Ext Fin. (MTEF)	0.000	1.753	0.468	1.753	1.848	1.954
<i>(ii) Arrears and Taxes</i>						
Arrears	0.000	0.000	0.000	0.000	N/A	N/A
Taxes	0.000	0.250	0.000	0.250	N/A	N/A
Total Budget	0.000	2.003	0.468	2.003	N/A	N/A

** Non VAT taxes on capital expenditure

The chart below shows total funding allocations to the Vote by Vote Function over the medium term:

Chart V1.1: Medium Term Budget Projections by Vote Function (US\$ Bn, Excluding Taxes, Arrears)



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(ii) Vote Mission Statement

The Vote's Mission Statement is:

The Vision of the EOC :

A just and fair society where all persons have equal opportunity to participate and benefit in all spheres of political, economic, social and cultural life.

The Mission of the EOC:

The EOC is a constitutional body established to give effect to the state's mandate to eliminate discrimination against any individual or groups of persons through taking affirmative action to redress imbalances and promote equal opportunities for all in all spheres of life.

(iii) Vote Outputs which Contribute to Priority Sector Outcomes

The table below sets out the vote functions and outputs delivered by the vote which the sector considers as contributing most to priority sector outcomes.

Table V1.2: Sector Outcomes, Vote Functions and Key Outputs

V2: Past Vote Performance and Medium Term Plans

This section describes past and future vote performance, in terms of key vote outputs and plans to address sector policy implementation issues.

(i) Past and Future Planned Vote Outputs

2012/13 Performance

The EOC was receiving a subvention through the Ministry of Gender, Labour and Social Development. The achievement may not be applicable.

Preliminary 2013/14 Performance

The approved budget for Vote 124: Equal Opportunities Commission in FY 2013/14 was Shs1.753Bn, of which Shs0.316Bn had been spent representing 18.03.1% performance. The Shs0.316Bn was distributed as follows:

- Shs0.108Bn out of Shs0.453Bn was spent for Wage showing 23.84% release performance;
- Shs0.207Bn out of Shs1.00Bn was spent for Non Wage Recurrent representing 20.70%;
- Shs0.00Bn out of Shs0.300Bn was spent on the Domestic Development Budget showing 0% .

The observed performance in the Domestic Development was because the release that was given to the Commission was not enough to purchase the two vehicles as planned; this will be affected in the subsequent quarters dependent of the release.

By the end of September, 2013, Shs0.316Bn had been spent. With these resources the following are the outputs achieved during the Quarter 1 for FY2013/14.

- (i) Three (3) radio talk shows and two (2) TV talk shows were conducted while 50 cases were received;
- (ii) Seven (7) investigations were carried out in Kampala; three (3) cases were referred to other GoU relevant bodies and one report on inspections and investigations produced;
- (iii) Seven (7) Vehicles & Machinery were maintained; repairs were carried out; partitioning, furniture and fittings procured for the tribunal;
- (iv) A Human Resource Policy was developed, 12 staff and 6 volunteers recruited;
- (v) One (1) Quarterly Financial Report produced;
- (vi) One (1) Quarterly M&E undertaken in 8 districts while a baseline study on the status of equal opportunities in Uganda was conducted and a report was produced;
- (vii) EOC Strategic Investment Plan produced;
- (ix) 15000 Volume of (IEC) materials developed and disseminated at National and Media Campaigns,

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Information and Educational Programmes held to facilitate & promote public awareness on understanding of equal opportunities;

(xi) A Draft Communication Strategy developed;

(xii) 100 Volumes of Information Communication Books, Papers, Materials procured

(xiii) The National Library was reviewed for usages and accessibility issues.

(xiv) One (1) Community & public Dialogue was held in Bushenyi while a records system and a data bank for complaints received was created.

(xv) Burglar proofing and tribunal space furnishing and partitioning is ongoing and CCTV installations are underway to enable a safe, secure and conducive working environment.

Table V2.1: Past and 2014/15 Key Vote Outputs*

<i>Vote, Vote Function Key Output</i>	Approved Budget and Planned outputs	2013/14 Spending and Outputs Achieved by End Dec	2014/15 Proposed Budget and Planned Outputs
Vote: 124 Equal Opportunities Commission			
<i>Vote Function: 1006 Promotion of equal opportunities and redressing imbalances</i>			
<i>Vote Function Cost</i>	<i>US\$ Bn:</i>	<i>2.003 US\$ Bn:</i>	<i>0.468 US\$ Bn: 1.753</i>
Cost of Vote Services:	<i>US\$ Bn:</i>	<i>1.753 US\$ Bn:</i>	0.468 US\$ Bn: 1.753

* Excluding Taxes and Arrears

2014/15 Planned Outputs

The total Budget allocation for the Equal Opportunities Commission during FY2014/15 is Shs1.753Bn portraying no increase over FY 2013/14. Shs0.453Bn representing 25.84% is the Wage Recurrent, Shs1.000Bn representative of 57.05% is Non-Wage Recurrent and Shs0.300Bn reflecting 17.11% is Domestic Development. No resources are expected from Development Partners in the Medium Term. In addition no funds have been earmarked for taxes. The total excluding Taxes and Arrears is Shs1.753Bn. The Shs1.753Bn has been allocated to departments in the one Vote Function as follows:

- Shs0.515Bn representing 29.38% to Statutory;
- Shs0.19Bn representing 10.84% to Legal Services, Investigations and Compliance;
- Shs0.277Bn representing 15.80% to Administration, Finance and Planning;
- Shs0.238Bn representing 13.58% to Research, Monitoring and Evaluation; and
- Shs0.233Bn representing 13.29% to Education, Training, Information and Communications.

The planned outputs are presented under the different departments

STATUTORY DEPARTMENT

The Statutory Department has planned the following outputs

- 24 tribunal hearings at the Headquarters conducted;
- 60 Tribunal hearings conducted at regional offices;
- 600 Complaints heard and 400 cases disposed off;
- 50 Cases referred to other relevant Institutions; and
- 50 Recommendations submitted to appropriate authorities on thematic areas.

LEGAL SERVICES

- Investigations into issues that undermine equal opportunities undertaken while Guidelines for Equal Opportunities developed and published;
- Laws, proposed Laws, policies, plans, programmes, activities, practices reviewed and recommendations made to the respective actors while complaints received and investigated;

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- Appeal cases attended to and reporting on Uganda's Compliance with provisions of international and regional conventions undertaken;
- Disputes resolved through negotiation, conciliation and mediation while citizens protection from the adverse effects of displacement enhanced; and
- Access, usage and protection of natural resources and public spaces promoted.

ADMINISTRATION, FINANCE AND PLANNING

- Wages & salaries, entitlements and allowances for officers as well as Utilities (Water, Electricity and telephone) paid while Administration & office running services provided;
- Recruitment, retreats, trainings and refresher courses conducted for the staff.

MONITORING, EVALUATION AND COMPLIANCE WITH EQUAL OPPORTUNITIES

- Four (4) Quarterly M&E field visits for compliance with equal opportunities were undertaken in 10 Districts while the National Policies, Laws and Plans reviewed to assess compliance with equal opportunities in 10 districts.
- Guidelines for ensuring accessibility developed and disseminated in 10 districts while
- Audit for accessibility for NAADS by the marginalized in 10 districts undertaken.
- Systems and practices in selected Public and Private Enterprises audited for compliance with equal opportunities in 10 districts; and
- Annual report produced and disseminated.

EDUCATION, TRAINING, INFORMATION AND COMMUNICATIONS

- Public awareness on equitable access to: Health services, NAADS programmes, Education services, Governance & Public, Employment services, and visibility on the services of EOC in five (5) districts conducted;
- EOC represented at seven (7) National and International gazetted days in the selected hosting Districts and 1552 IEC Materials developed (4400 copies of the Act, 1852 brochures, 1000 caps and 300 scarf's).

STRENGTHENING THE CAPACITY OF EQUAL OPPORTUNITIES COMMISSION

- 2 Motor Vehicles, Office Computers, Printers, Scanners, telephone and ICT Equipment, including Software purchased; and
- Office Furniture including Office Tables, Chairs, Carpets, Witness Boxes, TV, DVD and Cassette Players purchased.

Table V2.2: Past and Medium Term Key Vote Output Indicators*

Vote Function Key Output Indicators and Costs:	2012/13 Outturn	2013/14		MTEF Projections		
		Approved Plan	Outturn by End Dec	2014/15	2015/16	2016/17
Vote: 124 Equal Opportunities Commission						
<i>Vote Function:1006 Promotion of equal opportunities and redressing imbalances</i>						
<i>Vote Function Cost (US\$ bn)</i>	0.000	1.753	0.468	1.753	1.848	1.954
<i>Cost of Vote Services (US\$ Bn)</i>	0.000	1.753	0.468	1.753	1.848	1.954

Medium Term Plans

During the first FY2014/15 Shs1.753Bn allocated portraying no increase over FY 2013/14. Shs0.453Bn representing 25.84% is the Wage Recurrent, Shs1.000Bn representative of 57.05% is Non Wage Recurrent

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and Shs0.300Bn reflecting 17.11% is Domestic Development. No resources are expected from Development Partners in the Medium Term.

The Shs1.753Bn has been allocated to departments in the one Vote Function as follows:

- Shs0.515Bn representing 29.38% to Statutory;
- Shs0.19Bn representing 10.84% to Legal Services, Investigations and Compliance;
- Shs0.577Bn representing 32.92% to Administration, Finance and Planning;
- Shs0.238Bn representing 13.58% to Research, Monitoring and Evaluation; and
- Shs0.233Bn representing 13.29% to Education, Training, Information and Communications.

The total Budget allocation for the Equal Opportunities Commission in the second year of Medium Term is Shs1.848Bn reflecting Shs0.095Bn increase in the nominal value representing 5.42% increase over FY2014/15.

Shs1.954Bn is projected expenditure in FY2016/17 showing Shs0.106Bn nominal value reflecting 5.74% increase over the FY2015/16.

The ceiling shows an increasing trend over the MTEF period, thus it increased from Shs1.753Bn in FY2014/15 to Shs1.954Bn in FY2016/17 reflecting Shs0.201Bn representative of 11.47% increase.

The total Budget allocation for the Equal Opportunities Commission in the Medium Term FY2014/15-2016/17 is Shs5.55Bn. The Shs5.55Bn has been distributed as follows:

- Shs1.631959Bn representing 29.38% to Statutory;
- Shs0.602082Bn representing 10.84% to Legal Services, Investigations and Compliance;
- Shs1.828428Bn representing 32.92% to Administration, Finance and Planning;
- Shs0.754187Bn representing 13.58% to Research, Monitoring and Evaluation; and
- Shs0.738401Bn representing 13.29% to Education, Training, Information and Communications

STATUTORY

- 840 Tribunal hearing conducted (200 at the Headquarters and 640 at regional offices); and
- 2400 Complaints heard and 2000 Cases disposed off while 200 Cases referred to other relevant Institutions and 200 Recommendations submitted to appropriate authorities on thematic areas.
- Develop and conduct information, education and communication programs to facilitate promotion of affirmative action for the vulnerable and acceptability of equal opportunities

LEGAL SERVICES

- Investigations into issues that undermine equal opportunities undertaken and Guidelines for Equal Opportunities developed;
- Laws, proposed laws, policies, plans, programmes, activities, practices reviewed;
- Recommendations made to the respective actors while complaints received and investigated;
- Appeal Cases attended to and reporting on Uganda's Compliance with provisions of International and Regional Conventions undertaken;
- Disputes resolved through negotiation, conciliation and mediation as well as citizen's protection from the adverse effects of displacement enhanced and access, usage and protection of natural resources and public spaces promoted;
- Develop and conduct information, education and communication programs to facilitate promotion of affirmative action for the vulnerable and acceptability of equal opportunities

ADMINISTRATION, FINANCE AND PLANNING

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-) Wages & salaries, entitlements and allowances for officers as well as Utilities (Water, Electricity and telephone) paid;
- Administration & office running services provided; and
- Recruitment, retreats, trainings and refresher courses for officers conducted.
- BFPs, MPS, Work Plans and Reports compiled and submitted to line Ministries.
- Develop and conduct information, education and communication programs to facilitate promotion of affirmative action for the vulnerable and acceptability of equal opportunities

28.4 MONITORING, EVALUATION AND COMPLIANCE WITH EQUAL OPPORTUNITIES

- Quarterly M&E field visits for compliance with equal opportunities in 50 districts undertaken;
- National policies, laws and plans reviewed to assess compliance with equal opportunities in 50 districts;
- Guidelines for ensuring accessibility developed and disseminated in 50 districts;
- Audit for accessibility for NAADS by the marginalized in 50 districts undertaken;
- Systems and practices in selected public and private enterprises audited for compliance with equal opportunities in 50 districts.
- Develop and conduct information, education and communication programs to facilitate promotion of affirmative action for the vulnerable and acceptability of equal opportunities

28.5 EDUCATION, TRAINING, INFORMATION AND COMMUNICATIONS

- Public awareness on equitable access to: Health services, NAADS Programmes, Education services, Governance & Public, Employment services, and visibility on the services of EOC in 5 districts conducted.
- EOC represented at seven (7) National and International Gazetted Days in the selected hosting districts and 3000 Volume IEC materials developed and disseminated to stakeholders.

STRENGTHENING THE CAPACITY OF EQUAL OPPORTUNITIES COMMISSION

-Motor vehicles, Office computers, Printers, Scanners, Telephone and ICT Equipment, including Software purchased and maintained.

Develop and conduct information, education and communication programs to facilitate promotion of affirmative action for the vulnerable and acceptability of equal opportunities

(ii) Efficiency of Vote Budget Allocations

Continue to implement the recruitment structure targeting the Budget neutral post first while lobbying for improved salary structures. The Commission to continue following the Ministry of Public Service and the Public Service Commission to speed up the recruitment process.

Harmonize community mobilization and affirmative action function through synergetic partnerships with other sectors

Develop and implement a national equal opportunities awareness week

Strengthen the M&E monitoring framework, develop and implement an integrated monitoring plan for all departments on issues of equal opportunities.

Launch the equity certificate towards budgeting

Continue to review the relevant laws, proposed laws, plans programmes, policy, regulations and activities for non discrimination and promotion of equal opportunities.

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Continue to lobby development partners and other sectors to fund the activities in the review of EO Policy;

Develop result matrix for the social protection for the vulnerable individuals or groups of persons and share it with the development partners for possible funding while regularly reviewing it.

Table V2.3: Allocations to Key Sector and Service Delivery Outputs over the Medium Term

Since the setting up of the Commission, there were meager resources for operations of the EOC. Its presence has been very thin on the ground and minimal field operations have been undertaken. Hence need for strengthening of the capacity of the commission by purchase of vehicles and other office furniture and equipment. The current location of the EOC is at Bugolobi Luthili Close which is not accessible to our constituency the marginalized and vulnerable hence need for a Kampala office for ease of access. There is also need for regional or outreach offices in every district warranting the need to acquire land in various locations of this country.

Table V2.4: Key Unit Costs of Services Provided and Services Funded (Shs '000)

(iii) Vote Investment Plans

The Commission's capital expenditure is aimed to achieve essential office equipments, specialised furniture and fixtures and transport equipment as one of the ways to improve the capacity of the Commission in implementing its mandate.

Table V2.5: Allocations to Capital Investment over the Medium Term

Billion Uganda Shillings	(i) Allocation (Shs Bn)				(ii) % Vote Budget			
	2013/14	2014/15	2015/16	2016/17	2013/14	2014/15	2015/16	2016/17
Consumption Expenditure(Outputs Provided)	1.5	1.5	1.5	1.6	82.9%	82.9%	82.6%	83.6%
Investment (Capital Purchases)	0.3	0.3	0.3	0.3	17.1%	17.1%	17.4%	16.4%
Grand Total	1.8	1.8	1.8	2.0	100.0%	100.0%	100.0%	100.0%

Shillings 0.3Bn secured for the first year shall be utilized for procurement of two Vehicles, and partitioning of the EOC Offices.

Table V2.6: Major Capital Investments

(iv) Vote Actions to improve Priority Sector Outcomes

The Commission plans to fast track the use of ICTs and development of regional offices. To this end, the Vote will undertake the phased acquisition of Ict equipment, land and establishment of regional offices over the medium term.

Table V2.7: Priority Vote Actions to Improve Sector Performance

2013/14 Planned Actions:	2013/14 Actions by Sept:	2014/15 Planned Actions:	MT Strategy:
Sector Outcome 1: Empowered communities for increased involvement in the development process			
Vote Function: 10 06 Promotion of equal opportunities and redressing imbalances			
<i>VF Performance Issue: Inadequate capacity to implement the Commission's mandate. Inadequate wage provision for enhanced salary structure.</i>			
Recruit 30 staff, infrastructural facilities in place, build the capacity of staff, tooling & retooling, development of EOC operational policies. Production of IEC materials,	- Recruitment of 12 staff and 6 volunteers has been undertaken.	- The EOC has recruited 6 volunteers and 12 staff funded by DGF, these staff need to be incorporated onto the GoU pay roll. There is also need to undertake recruitment of technical staff to fill the entire	- To strengthen the EOC to implement its mandate. Submit variations in proposed salary structure to MoPS for Approval. Submit variations in proposed salary structure to MoFPED for additional

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2013/14 Planned Actions:	2013/14 Actions by Sept:	2014/15 Planned Actions:	MT Strategy:
Media campaigns, Publications, public dialogues, civic education.		approve staffing structure for the EOC.	funding.
<i>VF Performance Issue: Inadequate visibility and awareness of the Commission and its functions.</i>			
Strengthen the capacity of the tribunal. Review laws, proposed laws, policies, cultures, traditions, usages, customs or plans. Hear complaints and rectify, settle or remedy any act, omission, circumstance, practice, tradition, culture, usage or custom.	- Radio adverts/jingle have been aired in 7 languages so far and for only a week long. The EOC has written nation wide advocacy letters to MDAs, CBOs, CSOs, FBOs to inform them about the existence of the EOC and its functions sending along copies of the EOCAct 2007	- To lobby for the appointment of the fifth member of the Commission. Develop a manual to operationalise the EOC Act 2007. Rent offices in the heart of the city. Open up regional offices. Develop the national affirmative action policy.	- Strengthen the operations of the tribunal; roll out the circuit tribunals, Set up four (4) regional offices. Carry out massive visibility and awareness campaign. Lobby for more funds to drum up EOC visibility and increase understanding & acceptability

Sector Outcome 3: Improved environment for increasing employment and productivity

Vote Function: 10 06 Promotion of equal opportunities and redressing imbalances

VF Performance Issue: Inadequate researched data to foster informed equal opportunities interventions.

Strengthen the Investigation, Research, Compliance Monitoring and Evaluation functions of the Commission. Produce the mandatory Annual state of Equal Opportunities Report.	- A baseline study to ascertain the status of equal opportunities in uganda has been done	- Carry out research on equal opportunities and treatment in employment, education, social services, cultural conduct of roles and responsibilities in society.	- Conduct 3 studies, publish and widely disseminate reports, ensure compliance to with recommendations.
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V3 Proposed Budget Allocations for 2014/15 and the Medium Term

This section sets out the proposed vote budget allocations for 2014/15 and the medium term, including major areas of expenditures and any notable changes in allocations.

Table V3.1: Past Outturns and Medium Term Projections by Vote Function*

	2012/13 Outturn	2013/14		MTEF Budget Projections		
		Appr. Budget	Spent by End Sept	2014/15	2015/16	2016/17
Vote: 124 Equal Opportunities Commission						
1006 Promotion of equal opportunities and redressing imbalances	0.000	1.753	0.316	1.753	1.848	1.954
Total for Vote:	0.000	1.753	0.316	1.753	1.848	1.954

(i) The Total Budget over the Medium Term

The total Budget allocation for the Commission during FY2014/15 is Shs 2.053Bn showing increase of Sh0.3Bn in nominal terms representing a 14.61% increase over FY 2013/14. The Commission will receive resources from GoU Development for land acquisition which was not allocated funds the previous financial year.

Out of the total Budget for FY2014/15, Shs 2.053Bn representing 22.06% is the Wage Recurrent, Shs1.000Bn representative of 48.71% is Non Wage Recurrent, and Shs0.600Bn reflecting 22.23% is Domestic Development. In the MTEF ceiling there has been no funds earmarked for taxes. The total excluding Taxes and Arrears is Shs2.053Bn.

(ii) The major expenditure allocations in the Vote for 2014/15

The total Budget allocation for the Commission during FY2014/15 is Shs 2.053Bn showing increase of Sh0.3Bn in nominal terms representing a 14.61% increase over FY 2013/14. The Commission will receive resources from GoU Development for land acquisition which was not allocated funds the previous financial

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year.

Out of the total Budget for FY2014/15, Shs 2.053Bn representing 22.06% is the Wage Recurrent, Shs1.000Bn representative of 48.71% is Non Wage Recurrent, and Shs0.600Bn reflecting 22.23% is Domestic Development. In the MTEF ceiling there has been no funds earmarked for taxes. The total excluding Taxes and Arrears is Shs2.053Bn.

(iii) The major planned changes in resource allocations within the Vote for 2014/15

The major changes are due to land acquisition through the development fund to facilitate the procurement of land for regional offices.

Table V3.2: Key Changes in Vote Resource Allocation

Changes in Budget Allocations and Outputs from 2013/14 Planned Levels:				Justification for proposed Changes in Expenditure and Outputs
2014/15	2015/16	2016/17		
<i>Vote Function: 1076 Promotion of equal opportunities and redressing imbalances</i>				
Output:	1006 76 Purchase of Office and ICT Equipment, including Software			
<i>UShs Bn:</i>	<i>0.030</i>	<i>UShs Bn: 0.000</i>	<i>UShs Bn: 0.000</i>	
Output:	1006 78 Purchase of Office and Residential Furniture and Fittings			
<i>UShs Bn:</i>	<i>-0.030</i>	<i>UShs Bn: 0.003</i>	<i>UShs Bn: 0.003</i>	

V4: Vote Challenges for 2014/15 and the Medium Term

This section sets out the major challenges the vote faces in 2014/15 and the medium term which the vote has been unable to address in its spending plans.

There is need for staff salary for the remaining staff on the approved structure.

There is also need for Staff recruitment of the remaining staff in the approved structure.

There is need for purchase of 24 vehicles (10 for members and senior management and 14 for senior technical staff).

There is need for office rent amounting to 1,440,000,000Shs in the heart of the city to enhance our visibility and accessibility to the public and our constituency.

Awareness creation on the mandate, functions and powers of the commission and the services it shall deliver through workshops, seminars, conferences and public discussions/barazas.

EOC need an operational manual on working guidelines for operationalising the EOC Act 2007

There is need for policy evaluation for both public and private institutions.

There is need for monitoring for both public and private institutions.

There is also need for tribunal funds for adjudication, conciliation, negotiations, mediation, settlement and dispute resolution mechanisms on complaints received from the public or institutions.

There is need for setting up of 20 regional offices.

Monitoring Uganda's compliance with provisions of regional, international and other conventions and treaties to which Uganda is a party through Ministry Of Foreign Affairs and the United Nations Office and the representative ministry to which the convention or treaty relates to.

Audit of government facilities in respect compliance for accessibility to marginalized groups eg the disabled persons. This includes government offices, hospitals schools libraries, roads markets, halls etc

Audit of private facilities in respect of compliance with accessibility to the vulnerable persons these include industries, factories, commercial buildings, farms, public transport, system etc.

Carry out research on equal opportunities and treatment in employment, education, social services, cultural conduct of roles and responsibilities in society.

Investigations and inquiries into complaints on discrimination and marginalization.

Make recommendations, suggestions and requests on the promotion of equal opportunities.

Prepare and publish guideline for implementation of equal opportunities.

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Table V4.1: Additional Output Funding Requests

Additional Requirements for Funding and Outputs in 2014/15:	Justification of Requirement for Additional Outputs and Funding
<p><i>Vote Function: 1003 Promotion of equal opportunities and redressing imbalances</i></p> <p>Output: 1006 03 Administration and support services</p> <p><i>UShs Bn: 4.000</i></p> <p>There is need for staff salary for the remaining staff on the approved structure, there is also need for Staff recruitment of the remaining staff in the approved structure, there is need for purchase of 24 vehicles (10 for members and senior management and 14 for senior technical staff), there is need for office rent amounting to 1,440,000,000Shs in the heart of the city to enhance our visibility and accessibility to the public and our constituency and there is need for setting up of 20 regional offices.</p>	<p><i>Allocation relevance to NDP; in line with the National Development Plan 2010/11- 2014/15, which recognizes that “as a way of fostering equity and promoting equal access to opportunities in social; economic; and political arenas, government has put in place policy, legal and institutional framework for establishment of the Equal Opportunities Commission (EOC). The EOC is mandated to promote affirmative action in favor of marginalized groups and eliminate all forms of discrimination in access to social services, employment opportunities and governance structures”, the GoU established the Commission which was inaugurated in July 2010. This vote function aims at addressing the sectoral gap and adequately build the capacity of the Equal Opportunities Commission (EOC).</i></p> <p><i>The National Development Plan (NDP, pg. 281, chapter 7, sec; 7.8.2), recognizes some of the critical impediments to the Social Development Sector; significantly it remains evident that additional funding is the most feasible mechanisms for addressing some of the challenges. The vote outputs herein will specifically contribute to the following in the implementation of the National Development Plan;</i></p> <p><i>1. Objective 5 Paragraph 668; strengthen the capacity of stakeholders in human rights promotion, protection and reporting; Strengthen the equal Opportunities Commission to ensure affirmative action is implemented by various sectors to enable vulnerable groups effectively participate in the development process; empower marginalized and vulnerable groups to effectively participate in development initiative; strengthen technical capacity in disability mainstreaming and policy analysis to facilitate the integration of disability needs in policy, development programmes, and projects, as well as in infrastructure designs.</i></p> <p><i>2. Objective 7 Paragraph 670: strengthen the institutional capacity of the social development sector with specific interventions like; support operation activities, build the capacity of staff, acquire appropriate office space, provide tools, equipment and logistics and maintain them regularly.</i></p>
<p>Output: 1006 04 Monitoring, Evaluation and compliance with equal opportunities</p> <p><i>UShs Bn: 3.060</i></p> <p>- Monitoring Uganda’s compliance with provisions of regional, international and other conventions and treaties to which Uganda is a party through Ministry Of Foreign Affairs and the United Nations Office and the representative ministry to which the convention or treaty relates to, audit of government facilities in respect compliance for accessibility to marginalized groups eg the disabled persons. This includes government offices, hospitals schools libraries, roads markets, halls etc. audit of private facilities in respect of compliance with accessibility to the vulnerable persons these include industries, factories, commercial buildings, farms,</p>	<p><i>The Commission needs to carry out statutory functions as mandated by the EOC Act 2007 but has not been able to go national wide due to the Meager resources allocated to the departments.</i></p>

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Additional Requirements for Funding and Outputs in 2014/15:	Justification of Requirement for Additional Outputs and Funding
public transport, system etc. carry out research on equal opportunities and treatment in employment, education, social services, cultural conduct of roles and responsibilities in society.	
Output: 1006 75 Purchase of Motor Vehicles and Other Transport Equipment <i>US\$ Bn: 0.250</i> - Establish adequate transportation for the Members of Commission and the Administrative Staff. The Commission envisages to have 24 motorised vehicles for purposes of the central and regional offices	<i>Transport equipment is essential to the delivery of the Commission's mandate given the established regional centres and the need to ensure equity.</i>

This section discusses how the vote's plans will address and respond to the cross-cutting policy, issues of gender and equity; HIV/AIDS; and the Environment, and other budgetary issues such as Arrears and NTR..

(i) Cross-cutting Policy Issues

(i) Gender and Equity

#####

(ii) HIV/AIDS

#####

(iii) Environment

#####

(ii) Payment Arrears

The table below shows all the payment arrears outstanding for the Vote:

(ii) Non Tax Revenue Collections

The table below shows Non-Tax Revenues that will be collected under the Vote: