
Vote:018 Ministry of Gender, Labour and Social Development

V1: Vote Overview

I. Vote Mission Statement

"To promote gender equality, social protection and transformation of the vulnerable".

II. Strategic Objective

- a. To promote decent employment opportunities and labour productivity;
- b. To enhance effective participation of communities in the development process;
- c. To improve the resilience and productive capacity of the vulnerable persons for inclusive growth;
- d. To improve the capacity of youth to harness their potential and increase self-employment, productivity and competitiveness;
- e. To promote rights, gender equality and women's empowerment in the development process;
- f. To improve the performance of the SDS institutions; and
- g. To redress imbalances and promote equal opportunities for all.

III. Major Achievements in 2018/19

PROGRAM: 01 COMMUNITY MOBILISATION, CULTURE AND EMPOWERMENT

- Draft Integrated Community Learning for Wealth Creation (ICOLEW) Implementation Guidelines finalized.
- 291 staff mentored on community mobilization while providing monitoring, Technical Support Supervision and backstopping services in 25 District Local Governments
- 411 staff mentored during the monitoring of 16 LGs on the Culture and Family Functions.
- 14 Cultural/ Traditional Leaders supported.

PROGRAM: 02 GENDER, EQUALITY AND WOMEN'S EMPOWERMENT

- Situation analysis for the National Policy on Elimination of Gender Based Violence (GBV) in Uganda, 2016 revised.
- 2,126 Women Groups supported with Women Enterprise Fund benefiting 26,593 women worth Shs13,164,189,695.
- 49 Women Groups supported with Skills & Capacity Building Fund benefiting 549 women worth Shs335,461,900.
- International Rural Women's Day commemorated.
- 16 Days of Activism Against Gender Based Violence (GBV) Campaigns held in Kamuli District for Busoga Region under the theme, "Ending Gender Based Violence in Workplaces.
- Technical support visits to UWEP beneficiaries carried out in 46 District Local Governments

PROGRAM: 03 PROMOTION OF DESCENT EMPLOYMENT

- 101 Government workers compensated.
- Child labour Inspection carried out in 12 mines of Namayingo, Moroto and Bugiri Districts.
- 1,236 workplaces inspected of which labour standards (167), OSH compliance (957), chemical related (67), labour unions (43) and labour centres (2).
- One (1) follow-up visit to Jordan for Ugandan Migrant Workers conducted.
- 23 External Recruitment companies inspected on safe labour migration.

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- 35 cases of violation of labour standards settled in workplaces.
- 400 statutory equipment examined and certified.
- Shs 1,113,999,000 collected as Non-Tax Revenue.
- 191 complaints and disputes handled.
- 79 regular sessions conducted at the Court.

PROGRAM: 04 SOCIAL PROTECTION FOR VULNERABLE GROUPS

- Principles for Persons with Disabilities Bill, 2018 approved by Cabinet.
- Draft Principles for Bill on establishment of National Youth of Service in Uganda developed.
- National Diversion Guidelines developed.
- Draft National Guidelines on Equitable Inclusion for Natural Resource Dependent Communities developed.
- 3,584 youth projects financed benefiting 47,561 youths.
- 5,500 people mobilized to commemorate International Youth Day on 12th August, 2018 at Kampiringisa National Rehabilitation Centre, Mpigi district under the theme “Safe Spaces for Youth”;
- 238 Persons with Disabilities trained in the five institutions of Lweza (20), Mpumudde (70), Ocoko (48), Ruti (50) and Kireka (50);
- SAGE beneficiaries verified in five (5) Local Governments of Omoro, Sembabule, Dokolo, Kasese and Kumi;
- 12 children and youth institutions monitored and provided technical backstopping.
- 2,142 children in eight (8) Ministry Institutions provided welfare services; and
- 200 youth provided with non-formal skills training at Kobulin and Ntawo regional youth skills centres,

PROGRAM: 49 GENERAL ADMINISTRATION, POLICY AND PLANNING

- Sector Budget Framework Paper FY2019/20 printed and disseminated to stakeholders.
- One (1) Joint Sector Review Meeting held.
- Annual Audit Work plan for FY2018/19 developed.
- Financial Year Statement for FY2017/18 prepared and submitted to MoFPED.
- Pension and Gratuity paid to 470 beneficiaries.
- Consolidated Internal Audit Report for FY2017/18 produced.
- Seven (7) management and inspection reports for UWEP, SAGE, YLP, CHESASE, PROGREL, Strengthening MGLSD and Fort-Portal Remand Home produced.
- Progress Performance Report FY 2017/18 finalized and printed;
- Ministry Annual Performance Report for FY 2017/18 finalized and printed.
- Sector Annual Report for FY 2017/18 printed and disseminated.
- Social Development Sector Non-Wage Recurrent Transfers Guidelines developed and disseminated.
- Social Development Sector conditional Grant transfers to the Local Governments Monitored and Evaluated.
- Social Development Sector Development Plan FY2015/16- FY2019/20 reprinted and disseminated.
- Six (6) Senior Management Meetings held.
- Six (6) Top Management Meetings held.
- 25 Senior Management Coordination Meetings held.
- Two (2) Finance Committee meeting held.
- 25 Ministry Health Run Meetings held.
- 41 Staff trained
- Site inspection for Fort-portal Remand Home, Jinja Rehabilitation Centre conducted.
- Draft Bill of Quantities and Structural drawings for the three institutions developed.
- Three motor vehicles purchased (One (1) Station Wagon for Asst. Commissioner, Planning, one (1) pickup for Industrial Court and one (1) Van for National Cultural Centre purchased).
- Five Laptops and three computers purchased.
- Assorted furniture (chairs, desks, book shelves) procured.

IV. Medium Term Plans

Community Mobilization, Culture and Empowerment

- (i) Paternal and Maternal Protection Guidelines developed and disseminated to 2000 stakeholders.
- (ii) Monitoring, Technical Support Supervision and backstopping services provided to 128 Local Governments on community development.
- (iii) 405 DCDOs and 105 PCDOs trained on Integrated Community Learning for Wealth creation (ICOLEW0) programme.

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- (iv) EAC JAMAFEST facilitated
- (v) National Family Policy and Action Plan; Entertainment and Stage Plays Regulations;
- (vi) Communication Strategy on Promotion of Norms in Uganda disseminated to 4000 stakeholders.
- (vii) International Literacy Day, International Day of the Family, National Mother Tongue Day and World Culture Day commemorated

Gender, Equality and Women Empowerment

- (i) Dissemination of the Uganda Gender Policy both at regional and national level conducted to 2000 stakeholders.
- (ii) 10,590 women groups supported with Capacity & Skills Development and Women Enterprise Funds.
- (iii) Gender audits conducted in six (6) MDAs.
- (iv) Government of Uganda participation on the 63rd Commission on the Status of Women (CSW) in New York, USA.
- (v) Technical support supervision to 300 Local Governments conducted.
- (vi) Mid Term Evaluation and Review of Uganda Women Entrepreneurship Programme conducted.
- (vii) International Women's Day, 16 Days of Activism Campaign Against GBV commemorated

Promotion of Decent Employment

- (i) National CBRNE Safety and Security Policy developed
- (ii) National CBRNE Emergence and response plan developed.
- (iii) External Employment Management Information System finalised.
- (iv) Guidelines on Externalization of Labour Reviewed.
- (v) 1,500 copies of the Guidelines on Counselling and Guidance printed and disseminated.
- (vi) Occupational Safety and Health Policy finalized
- (vii) Internal Employment Management Information System developed.
- (viii) Protocol for Community Based GBV Prevention developed.
- (ix) Manuals, curriculum, standard, assessment tools, and guidelines on Volunteerism and /or apprenticeship developed.
- (x) Green jobs Information Management System developed.
- (xi) 2,100 Statutory equipment examined and certified.
- (xii) 3,600 workplaces registered.
- (xiii) 1,200 Workplaces in agriculture and Child labour in the Mining Sector inspected.
- (xiv) 1,800 Labour disputes concluded and settled.
- (xv) 600 Government workers compensated for injuries and occupational diseases.

Social Protection for the Vulnerable

- (i) National Policy on Disability reviewed.
- (ii) National Policy for Older Persons reviewed.
- (iii) National Guidelines for Inclusion of Natural Resource dependent communities developed and disseminated.
- (iv) Equity Promotion Strategy reviewed and disseminated.
- (v) Enterprise programme on ethnic minorities developed.
- (vi) SAGE Beneficiaries Financial Literacy Manual developed.
- (vii) Senior Citizens benefited from the Social Assistance Grant for Empowerment (SAGE).
- (viii) 5,854 youth trained in entrepreneurship & life skills and non-formal vocational skills in the Ministry Institutions.
- (ix) 18,614 youth projects funded.
- (x) Dissemination of YLP documents including 3000 copies of Programme Hand Book; 6000 copies of brochures; 3000 copies of Access criteria Manuals among others.
- (xi) 6,200 Children in conflict with the law provided with care and protection in Ministry institutions.
- (xii) 6,200 Children in conflict with the law rehabilitated and resettled.
- (xiii) International Day for Older Persons, International Youth Day, International Day of the Girl Child and Day of the African Child;

General Administration, Policy and Planning

- (i) Procurement of vehicles.
- (ii) Renovation of Ministry Institutions.
- (iii) Pay Pension and Gratuity to beneficiaries.
- (iv) Recruit staff at the ministry and institutions.
- (v) Provide Staff welfare.
- (vi) Ministry Fleet maintained.
- (vii) Utilities and Rent for Office accommodation paid.
- (viii) Sector Budget Framework Paper, Estimates and Ministerial Policy Statement for FY2020/21, FY2021/22 and FY2022/23 developed timely and submitted.

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- (ix) Annual Sector Review for FY2019/20, FY2020/21 and FY2021/22 conducted.
- (x) Quarterly Progress Reports for FY2018/19, FY2019/20 and FY2020/21 produced to inform Government Annual Performance (half year and Annual);
- (xi) Final Accounts for the FY2018/19, FY2019/20 and FY2020/21 produced timely and submitted to relevant offices.

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V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

	2017/18 Outturn	2018/19		2019/20	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2020/21	2021/22	2022/23	2023/24	
Recurrent									
Wage	3.498	4.053	1.816	4.053	4.255	4.468	4.692	4.926	
Non Wage	49.309	57.860	28.969	100.036	115.041	138.049	165.659	198.791	
Devt.									
GoU	90.537	111.588	54.837	44.968	53.962	53.962	53.962	53.962	
Ext. Fin.	0.000	19.288	0.000	46.686	42.687	28.383	27.368	0.000	
GoU Total	143.343	173.500	85.622	149.056	173.258	196.479	224.312	257.679	
Total GoU+Ext Fin (MTEF)	143.343	192.789	85.622	195.742	215.945	224.862	251.680	257.679	
Arrears	0.093	0.716	0.696	2.188	0.000	0.000	0.000	0.000	
Total Budget	143.436	193.505	86.318	197.930	215.945	224.862	251.680	257.679	
A.I.A Total	0.385	1.995	0.626	0.000	0.000	0.000	0.000	0.000	
Grand Total	143.821	195.500	86.944	197.930	215.945	224.862	251.680	257.679	
Total Vote Budget Excluding Arrears	143.728	194.784	86.248	195.742	215.945	224.862	251.680	257.679	

VI. Budget By Economic Classification

Table V6.1 2018/19 and 2019/20 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2018/19 Approved Budget				2019/20 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	30.270	13.076	1.495	44.841	36.333	40.304	76.637
211 Wages and Salaries	10.891	2.842	0.000	13.733	9.064	3.650	12.714
212 Social Contributions	4.017	0.014	0.000	4.032	4.161	0.315	4.476
213 Other Employee Costs	0.714	0.000	0.000	0.714	2.815	0.117	2.933
221 General Expenses	3.325	5.221	0.187	8.733	5.284	5.966	11.251
222 Communications	0.237	0.000	0.000	0.237	0.650	0.000	0.650
223 Utility and Property Expenses	2.743	0.000	0.000	2.743	5.706	0.000	5.706
224 Supplies and Services	0.066	1.288	0.000	1.354	0.513	2.703	3.216
225 Professional Services	0.339	1.356	0.000	1.695	0.271	2.550	2.821
227 Travel and Transport	6.208	1.257	1.260	8.724	5.741	21.596	27.337
228 Maintenance	0.418	1.099	0.048	1.565	0.563	3.306	3.869
282 Miscellaneous Other Expenses	1.312	0.000	0.000	1.312	1.564	0.100	1.664
Output Class : Outputs Funded	136.948	0.452	0.000	137.400	107.310	0.028	107.338
262 To international organisations	0.000	0.000	0.000	0.000	0.097	0.000	0.097
263 To other general government units	126.879	0.452	0.000	127.331	97.197	0.028	97.224

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264 To Resident Non-government units	10.069	0.000	0.000	10.069	10.016	0.000	10.016
Output Class : Capital Purchases	6.283	5.760	0.500	12.542	5.413	6.354	11.767
312 FIXED ASSETS	6.283	5.760	0.500	12.542	5.413	6.354	11.767
Output Class : Arrears	0.716	0.000	0.000	0.716	2.188	0.000	2.188
321 DOMESTIC	0.716	0.000	0.000	0.716	2.188	0.000	2.188
Grand Total :	174.216	19.288	1.995	195.500	151.244	46.686	197.930
Total excluding Arrears	173.500	19.288	1.995	194.784	149.056	46.686	195.742

VII. Budget By Programme And Subprogramme

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Programme and SubProgramme

<i>Billion Uganda shillings</i>	FY 2017/18 Outturn	FY 2018/19		2019-20 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2020-21	2021-22	2022-23	2023-24
01 Community Mobilisation, Culture and Empowerment	4.596	4.459	2.227	4.537	5.229	6.181	7.379	8.815
13 Community Development and Literacy	1.588	1.460	0.729	1.555	1.789	2.124	2.525	3.004
14 Culture and Family Affairs	3.008	2.999	1.498	2.982	3.440	4.057	4.854	5.811
02 Gender, Equality and Women's Empowerment	32.012	40.241	19.219	34.882	41.850	42.112	42.546	43.065
11 Gender and Women Affairs	1.249	1.507	0.706	1.701	2.033	2.295	2.728	3.248
1367 Uganda Women Entrepreneurs Fund (UWEP)	30.762	38.734	18.513	33.181	39.818	39.818	39.818	39.818
03 Promotion of descent Employment	8.061	27.736	4.426	56.714	54.279	40.012	40.437	14.792
06 Labour and Industrial Relations	1.082	1.407	0.533	2.227	1.604	1.612	2.260	2.688
07 Occupational Safety and Health	0.882	2.040	1.181	0.610	1.370	1.380	1.746	2.840
08 Industrial Court	1.688	2.190	1.240	3.370	4.047	4.050	4.053	4.057
1379 Promotion of Green Jobs and Fair Labour Market in Uganda (PROGREL)	2.303	4.052	0.630	6.051	2.120	2.180	1.920	1.920
1488 Chemical Safety & Security (CHESASE) Project	1.806	2.200	0.688	1.000	1.840	1.780	2.040	2.040
15 Employment Services	0.300	0.310	0.154	0.521	0.613	0.628	1.050	1.248
1515 Strengthening Social Risk Management and Gender – Based Violence Prevention and Response Project	0.000	15.536	0.000	42.934	42.687	28.383	27.368	0.000
04 Social Protection for Vulnerable Groups	78.591	107.464	52.014	71.804	82.073	98.945	118.599	142.177
03 Disability and Elderly	29.572	35.512	16.596	65.175	74.848	90.391	108.433	130.008
05 Youth and Children Affairs	4.004	6.061	2.846	6.367	6.930	8.252	9.835	11.732
12 Equity and Rights	0.226	0.224	0.104	0.263	0.295	0.302	0.331	0.437
1366 Youth Livelihood Programme (YLP)	44.790	65.667	32.468	0.000	0.000	0.000	0.000	0.000
49 General Administration, Policy and Planning	20.561	15.601	9.058	29.992	32.513	37.612	42.719	48.829

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01 Headquarters, Planning and Policy	9.553	10.269	6.458	13.596	12.411	15.627	18.986	20.798
0345 Strengthening MSLGD	10.876	5.187	2.538	8.487	10.185	10.185	10.185	10.185
09 Office of the D/G&CD; D/SP and D/L	0.075	0.078	0.038	0.273	0.275	0.277	0.118	0.142
16 Internal Audit	0.057	0.067	0.025	0.087	0.088	0.099	0.107	0.132
19 Human Resource Management Department	0.000	0.000	0.000	7.550	9.554	11.424	13.324	17.573
Total for the Vote	143.821	195.500	86.944	197.930	215.945	224.862	251.680	257.679
Total Excluding Arrears	143.728	194.784	86.248	195.742	215.945	224.862	251.680	257.679

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2019/20)

Programme :	01 Community Mobilisation, Culture and Empowerment				
Programme Objective :	To empower communities to appreciate, access, participate in, manage and demand accountability in public and community based initiatives				
Responsible Officer:	Commissioner Community Development and Literacy				
Programme Outcome:	Empowered Communities for involvement and participation in the development process				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Empowered communities for increased involvement in the development process					
2. Increased compliance to labour laws, regulations and standards					
3. Informed households accessing and participating in development activities					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection

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• Adult literacy rate by sex and disability	72.2%	2014	74%	74%	75%
SubProgramme: 13 Community Development and Literacy					
<i>Output: 01 Policies, Sector plans Guidelines and Standards on Community Mobilisation and Empowerment</i>					
Number of Policies, Plans Guidelines and Standards on Community Mobilisation and Empowerment developed,			1	1	
Number of Policies, Plans Guidelines and Standards on Community Mobilisation and Empowerment reviewed			2	1	1
<i>Output: 02 Advocacy and Networking</i>					
Number of awareness campaigns on community mobilisation and empowerment programmes conducted			9	9	9
<i>Output: 04 Training, Skills Development and Training Materials</i>					
Number of Community Empowerment learners trained in basic literacy and numeracy skills			2,400	3,000	3,600
Number of FAL learners trained in basic literacy and numeracy skills			23,040	26,880	30,720
<i>Output: 05 Monitoring, Technical Support Supervision and Backstopping</i>					
Number of Local Governments monitored and supervised on community mobilisation functions			80	90	95
Number of stakeholders mentored on community mobilisation function			400	450	475
SubProgramme: 14 Culture and Family Affairs					
<i>Output: 01 Policies, Sector plans Guidelines and Standards on Community Mobilisation and Empowerment</i>					
Number of Policies, Plans Guidelines and Standards on Community Mobilisation and Empowerment developed,			1		
<i>Output: 02 Advocacy and Networking</i>					
Number of awareness campaigns on community mobilisation and empowerment programmes conducted			8	8	8
<i>Output: 05 Monitoring, Technical Support Supervision and Backstopping</i>					
Number of Local Governments monitored and supervised on community mobilisation functions			15	20	25
<i>Output: 51 Support to Traditional Leaders provided</i>					
No of traditional / cultural leaders supported			14	16	18
<i>Output: 54 Sector Institutions and Implementing Partners Supported</i>					
Number of institutions supported			2	2	2
Programme :	02 Gender, Equality and Women's Empowerment				
Programme Objective :	To ensure that Issues of inequality and exclusion in access across all sectors and at all levels are addressed				
Responsible Officer:	Director Gender and Community Development				
Programme Outcome:	Gender equality and women's empowerment programming enhanced				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Enhanced gender equality and womens empowerment					
2. Protection and provision of social support services to vulnerable groups enhanced					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection

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	35%	2016	35%	35%	40%
• Percentage of women in decision making positions					
SubProgramme: 11 Gender and Women Affairs					
Output: 01 Policies, Guidelines and Standards for mainstreaming Gender & Other Social Dev't Concerns					
Number of Policies, Guidelines and Standards for mainstreaming Gender & Other Social Dev't Concerns developed				1	
Number of Policies, Guidelines and Standards for mainstreaming Gender & Other Social Dev't Concerns reviewed					1
Output: 02 Advocacy and Networking					
Number of Gender awareness and advocacy campaigns conducted			6	6	6
Output: 04 Capacity building for Gender and Rights Equality and Equity					
Number of stakeholders mentored on integrating gender, GBV concerns in their Plans and Budgets			100	120	140
Number of local Governments and MDAs monitored and supervised on gender, equality and womens empowerment functions			25	30	35
Output: 51 Support to National Women's Council and the Kapchorwa Women Development Group					
Number of institutions supported			2	2	2
SubProgramme: 1367 Uganda Women Entrepreneurs Fund (UWEP)					
Output: 01 Policies, Guidelines and Standards for mainstreaming Gender & Other Social Dev't Concerns					
Number of Policies, Guidelines and Standards for mainstreaming Gender & Other Social Dev't Concerns developed				1	1
Number of Policies, Guidelines and Standards for mainstreaming Gender & Other Social Dev't Concerns reviewed				1	1
Output: 02 Advocacy and Networking					
Number of Gender awareness and advocacy campaigns conducted			17	20	23
Output: 04 Capacity building for Gender and Rights Equality and Equity					
Number of local Governments and MDAs monitored and supervised on gender, equality and womens empowerment functions			169	169	169
Output: 52 Monitoring, Technical Support Supervision and backstopping services provided to MDAS					
Number of MDAs and Local Governments monitored			169	169	169
Output: 53 Sector Institutions and Implementing Partners Supported					
Number of women groups benefitting			3,530	3,600	3,900
Number of women beneficiaries			17,650	18,000	19,500
Output: 75 Purchase of Motor Vehicles and Other Transport Equipment					
Number of Motor Vehicles and Other Transport Equipment			16	8	8
Output: 76 Purchase of Office and ICT Equipment, including Software					
Number of Office and ICT Equipment, including Software			15	7	7
Output: 78 Purchase of Office and Residential Furniture and Fittings					
Number of of Office and Residential Furniture and Fittings			5	5	5
Programme :	03 Promotion of descent Employment				
Programme Objective	To provide a conducive environment for increasing decent employment opportunities and productivity for				

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: improved livelihood and social security for all.					
Responsible Officer: Director Labour, Employment Occupational Safety and Health					
Programme Outcome: Increased employment opportunities					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved environment for increasing employment and labour productivity					
2. Improved environment for increasing employment and labour productivity					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
N / A					
Programme Outcome: Improved working conditions					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved environment for increasing employment and labour productivity					
2. Improved environment for increasing employment and labour productivity					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Percentage of industrial disputes resolved	21%	2014	67%	75%	100%
• Percentage of Work places adhering to OSH Standards	77%	2015	83%	90%	95%
SubProgramme: 06 Labour and Industrial Relations					
Output: 01 Policies, Laws , Regulations and Guidelines on Employment and Labour Productivity					
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment developed and reviewed			1	1	1
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment disseminated			3	3	3
Output: 02 Inspection of Workplaces and Investigation on violation of labour standards					
Number of workplaces inspected in compliance with Labour laws and standards			400	450	500
Output: 03 Compensation of Government Workers					
Number of Government Workers Compensated			200	200	100
Output: 04 Settlement of Complaints on Non-Observance of Working Conditions					
Number of Labour complaints resolved at the Ministry as the first court of instance			600	620	640
Output: 06 Training and Skills Development					
Number of labour staff trained			145	150	155
Output: 07 Advocacy and Networking					
No. of national and international days commemorated			2	2	2

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SubProgramme: 07 Occupational Safety and Health			
Output: 01 Policies, Laws , Regulations and Guidelines on Employment and Labour Productivity			
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment developed and reviewed	11	2	2
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment disseminated		5	10
Output: 02 Inspection of Workplaces and Investigation on violation of labour standards			
Number of workplaces inspected in compliance with Labour laws and standards	1,200	1,500	1,700
Output: 06 Training and Skills Development			
Number of labour staff trained	5	8	10
Output: 07 Advocacy and Networking			
No. of national and international days commemorated	9	9	9
Output: 51 Contribution to Membership of International Organisations (ILO, ARLAC, EAC, OPCW)			
Number of international organisations subscribed to	4	4	4
SubProgramme: 08 Industrial Court			
Output: 05 Arbitration of Labour Disputes (Industrial Court)			
Number of labour disputes settled at the Industrial Court	360	380	400
Output: 06 Training and Skills Development			
Number of labour staff trained	181	200	220
Output: 07 Advocacy and Networking			
No. of national and international days commemorated	9	9	9
SubProgramme: 1379 Promotion of Green Jobs and Fair Labour Market in Uganda (PROGREL)			
Output: 01 Policies, Laws , Regulations and Guidelines on Employment and Labour Productivity			
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment developed and reviewed	1	1	
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment disseminated		1	1
Output: 07 Advocacy and Networking			
No. of national and international days commemorated	11	11	11
SubProgramme: 1488 Chemical Safety & Security (CHESASE) Project			
Output: 01 Policies, Laws , Regulations and Guidelines on Employment and Labour Productivity			
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment developed and reviewed	2	1	1
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment disseminated		2	2
Output: 02 Inspection of Workplaces and Investigation on violation of labour standards			
Number of workplaces inspected in compliance with Labour laws and standards	120	130	140
Output: 06 Training and Skills Development			
Number of stakeholders sensitized	160	160	160

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SubProgramme: 15 Employment Services					
Output: 01 Policies, Laws , Regulations and Guidelines on Employment and Labour Productivity					
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment developed and reviewed			2	1	1
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment disseminated			2	3	3
Output: 02 Inspection of Workplaces and Investigation on violation of labour standards					
Number of workplaces inspected in compliance with Labour laws and standards			100	120	120
Output: 06 Training and Skills Development					
Number of labour staff trained			50	60	65
SubProgramme: 1515 Strengthening Social Risk Management and Gender – Based Violence Prevention and Response Project					
Output: 01 Policies, Laws , Regulations and Guidelines on Employment and Labour Productivity					
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment developed and reviewed			1	1	2
Number of Policies, Laws, Regulations and Guidelines on labour productivity and Employment disseminated				1	1
Output: 02 Inspection of Workplaces and Investigation on violation of labour standards					
Number of workplaces inspected in compliance with Labour laws and standards			13	13	13
Output: 06 Training and Skills Development					
Number of stakeholders trained			130	130	130
Programme :	04 Social Protection for Vulnerable Groups				
Programme Objective :	To protect and support vulnerable groups from deprivation and livelihood risks and participate in the development process; and To provide care and support to the vulnerable groups				
Responsible Officer:	Director Social Protection				
Programme Outcome:	Equity, Social justice, inclusion and participation enhanced for the vulnerable groups				
Sector Outcomes contributed to by the Programme Outcome					
1. Reduction in social exclusion of vulnerable groups					
2. Vulnerable and marginalised persons protected from deprivation					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
N / A					
Programme Outcome:	Resilient and empowered vulnerable and marginalized groups				
Sector Outcomes contributed to by the Programme Outcome					
1. Protection and provision of social support services to vulnerable groups enhanced					
2. Reduction in social exclusion of vulnerable groups					
3. Vulnerable and marginalised persons protected from deprivation					

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Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Proportion of targeted youth accessing livelihood support from Government	31.5%	2015	46%	73%	85%
SubProgramme: 03 Disability and Elderly					
Output: 01 Policies, Guidelines, Laws, Regulations and Standards on Vulnerable Groups					
Number of Policies, Plans Guidelines and Standards on Social Protection developed			1	1	1
Number of Policies, Plans Guidelines and Standards on Social Protection reviewed			2	1	1
Output: 02 Advocacy and Networking					
Number of awareness and advocacy campaigns conducted on Social Protection Programmes			2	2	2
Output: 03 Monitoring and Evaluation of Programmes for Vulnerable Groups					
Number of Ministries, Departmentst, Agencies and LGs monitored			10	15	21
Number of stakeholders mentored on Social Protection programmes			100	150	200
Output: 04 Training and Skills Development					
Number of stakeholders sensitised			15	15	15
Number of youth trained in non formal vocational and life skills			250	250	250
Output: 51 Support to councils provided					
No.of councils supported			2	2	2
SubProgramme: 05 Youth and Children Affairs					
Output: 01 Policies, Guidelines, Laws, Regulations and Standards on Vulnerable Groups					
Number of Policies, Plans Guidelines and Standards on Social Protection developed			1	1	1
Number of Policies, Plans Guidelines and Standards on Social Protection reviewed				1	1
Output: 02 Advocacy and Networking					
Number of awareness and advocacy campaigns conducted on Social Protection Programmes			3	3	3
Output: 03 Monitoring and Evaluation of Programmes for Vulnerable Groups					
Number of Ministries, Departmentst, Agencies and LGs monitored				5	8
Number of stakeholders mentored on Social Protection programmes				50	80
Output: 04 Training and Skills Development					
Number of stakeholders sensitised				100	150
Number of youth trained in non formal vocational and life skills			2,318	2,500	2,800
Output: 05 Empowerment, Support, Care and Protection of Vulnerable Groups					
Number of children in institutions supported with formal education			37	37	37
Output: 51 Support to councils provided					
No.of councils supported			2	2	2

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Output: 52 Support to the Renovation and Maintenance of Centres for Vulnerable Groups					
Number of children in ministry institutions			2,000	2,100	2,200
Output: 53 Support to Street Children					
Number of street children resettled			325	350	375
SubProgramme: 12 Equity and Rights					
Output: 01 Policies, Guidelines, Laws, Regulations and Standards on Vulnerable Groups					
Number of Policies, Plans Guidelines and Standards on Social Protection developed			2	1	1
Number of Policies, Plans Guidelines and Standards on Social Protection reviewed			2	1	1
Output: 03 Monitoring and Evaluation of Programmes for Vulnerable Groups					
Number of Ministries, Departmentst, Agencies and LGs monitored			24	24	24
Number of stakeholders mentored on Social Protection programmes			240	240	240
Output: 04 Training and Skills Development					
Number of stakeholders sensitised			10	15	20
Number of youth trained in non formal vocational and life skills			100	150	200
Programme :	49 General Administration, Policy and Planning				
Programme Objective :	i. Provide Technical guidance on support services for the sector on policy formulation, planning , budgeting, financial management, auditing, monitoring and evaluation as well as human resource development				
Responsible Officer:	Under Secretary Finance and Administration				
Programme Outcome:	Improved coordination of sector priorities, policies, strategies, institutions and budgets				
Sector Outcomes contributed to by the Programme Outcome					
1. Efficient and effective Ministry of Gender, Labour and Social Development					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
N / A					
Programme Outcome:	Efficient and effective MGLSD				
Sector Outcomes contributed to by the Programme Outcome					
1. Efficient and effective Ministry of Gender, Labour and Social Development					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Level of Compliance of Ministry of Gender, Labour and Social Development and Budgeting instruments to NDPII	64%	2017	70%	73%	76%
• Budget Absorption rate	90%	2017	100%	100%	100%
Programme Outcome:	Monitoring and Evaluation function mainstreamed				
Sector Outcomes contributed to by the Programme Outcome					

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1. Efficient and effective Ministry of Gender, Labour and Social Development					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
N / A					
SubProgramme: 01 Headquarters, Planning and Policy					
<i>Output: 01 Policy, Consultation, Planning, Resource Mobilisation and Monitoring Services</i>					
Annual and semi-annual performance reports			2	2	2
Budget Framework Paper and Ministerial Policy Statement documents			2	2	2
Final accounts			1	1	1
<i>Output: 02 Support Services (Finance and Administration) to the Ministry Provided</i>					
Number of management and inspection reports produced			6	6	6
SubProgramme: 0345 Strengthening MSLGD					
<i>Output: 01 Policy, Consultation, Planning, Resource Mobilisation and Monitoring Services</i>					
Annual and semi-annual performance reports			2	2	2
Budget Framework Paper and Ministerial Policy Statement documents			2	2	2
Final accounts			2	2	2
<i>Output: 72 Government Buildings and Administrative Infrastructure</i>					
Number of institutions rehabilitated			2	3	3
Number of centres renovated			1	1	1
<i>Output: 75 Purchase of Motor Vehicles and Other Transport Equipment</i>					
Number of vehicles procured			4	4	4
<i>Output: 77 Purchase of Specialised Machinery & Equipment</i>					
Number and type of specialised machinery for institutions procured			1	1	1
SubProgramme: 19 Human Resource Management Department					
<i>Output: 19 Human Resource Management Services</i>					
Number of pensioners paid			384	384	384
<i>Output: 20 Records Management Services</i>					
Number of staff personal records captured			334	334	334
Number of sensitization carried out on records management procedures			4	4	4

IX. Major Capital Investments And Changes In Resource Allocation

Table 9.1: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

Vote:018 Ministry of Gender, Labour and Social Development

FY 2018/19		FY 2019/20	
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs	
Vote 018 Ministry of Gender, Labour and Social Development			
<i>Program : 10 03 Promotion of descent Employment</i>			
Development Project : 1379 Promotion of Green Jobs and Fair Labour Market in Uganda (PROGREL)			
Output: 10 03 77 Purchase of Specialised Machinery & Equipment			
- 1000 startup business tool kits for Jua Kalis procured	-900 startup business tool kits for Jua Kalis procured.	-1000 Jua-kalis business startup toolkits procured. -Needs assessment and Identification of 5000 Jua-Kalis conducted.	
Total Output Cost(Ushs Thousand)	524,000	0	813,680
Gou Dev't:	0	0	0
Ext Fin:	524,000	0	813,680
A.I.A:	0	0	0
Development Project : 1515 Strengthening Social Risk Management and Gender – Based Violence Prevention and Response Project			
Output: 10 03 75 Purchase of Motor Vehicles and Other Transport Equipment			
16 vehicle m motor cycles		-Four (4) vehicles purchased. -Eight (8) motor cycles purchased	
Total Output Cost(Ushs Thousand)	1,960,003	0	3,931,666
Gou Dev't:	0	0	0
Ext Fin:	1,960,003	0	3,931,666
A.I.A:	0	0	0
Output: 10 03 76 Purchase of Office and ICT Equipment, including Software			
13 computers		-Laptops, computers, printer, projector, cameras and UPS purchased. -13 Refrigerators purchased. -Audio visual equipment purchased	
Total Output Cost(Ushs Thousand)	115,049	0	631,908
Gou Dev't:	0	0	0
Ext Fin:	115,049	0	631,908
A.I.A:	0	0	0
Output: 10 03 78 Purchase of Office and Residential Furniture and Fittings			
Office and Residential Furniture and Fittings		-Furniture and equipment purchased	
Total Output Cost(Ushs Thousand)	828,725	0	535,589
Gou Dev't:	0	0	0
Ext Fin:	828,725	0	535,589
A.I.A:	0	0	0
<i>Program : 10 49 General Administration, Policy and Planning</i>			
Development Project : 0345 Strengthening MSLGD			
Output: 10 49 72 Government Buildings and Administrative Infrastructure			

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- Three (3) Ministry Institutions renovated and rehabilitated	-Site inspection for Fort-portal Remand Home, Jinja Rehabilitation Centre conducted; -Draft Bill of Quantities and Structural drawings for the three institutions developed.	- Two institutions (Mobuku Youth Center and the Councils (NYC, NWC and Industrial Court offices) rehabilitated.	
Total Output Cost(Ushs Thousand)	2,018,085	146,368	3,000,000
Gou Dev't:	2,018,085	146,368	3,000,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 10 49 75 Purchase of Motor Vehicles and Other Transport Equipment			
- 1 (one) Station Wagon for Asst. Commissioner, Planning; - One (1) pickup for Industrial Court; and - One Van for National Cultural Centre	-One (1) Station Wagon for Asst. Commissioner, Planning, one (1) pickup for Industrial Court and one (1) Van for National Cultural Centre purchased.	Four (4) vehicles purchased.	
Total Output Cost(Ushs Thousand)	936,000	936,000	1,000,000
Gou Dev't:	936,000	936,000	1,000,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 10 49 77 Purchase of Specialised Machinery & Equipment			
Total Output Cost(Ushs Thousand)	0	0	850,000
Gou Dev't:	0	0	850,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
		-Special machines for digitizing Court Room for Industrial Court.	

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

- (i) The current regulatory Frameworks are not comprehensive to include all the increasing and dynamic needs of the vulnerable persons
- (ii) The current sector ceiling in the MTEF cannot accommodate a comprehensive social protection programmes for all the vulnerable persons;
- (iii) Inadequate capacity for mainstreaming Gender and Rights in policies, plans and programmes in sectors and local governments. Knowledge and expertise to mainstream gender in the BFPs is inadequate and many local governments are finding problems to mainstream gender into their Budget Framework Papers, policies, plans and programs
- (iv) Inadequate staff and logistical support to undertake labour inspections and certification of Equipment;
- (v) Trafficking of migrant workers by unlicensed companies; and
- (vi) Limited understanding of the labour regulatory framework by employers and employees;
- (vii) Inadequate Labour Market Information;
- (viii) Insufficient resources to enforce compliance of labour standards within and outside the country.
- (ix) Low technical capacity of some Local Government staff to provide services to the vulnerable population;
- (x) Inadequate resources and facilities / infrastructure for social care and support services;
- (xi) Inadequate funds to strengthen support at the Local Government level (timely follow up, training, coaching and monitoring);
- (xii) Misinformation / negative campaign by perpetual saboteurs;
- (xiii) Inadequate tools and equipment in the Ministry training institutions;
- (xiv) Inadequate staff at the Ministry institutions (Remand homes, Rehabilitation Centres, youth training centres among others).
- (xv) Dilapidated Institutions;
- (xvi) Low capacity of Ministry institutions to conduct training;
- (xvii) The needs of vulnerable persons are many and dynamic and vary according to age, sex, society, region and religion.

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(xviii) Partial implementation of comprehensive social protection programmes for the vulnerable groups due to resources constraints; and

(xix) Inadequate capacity for effective participation of the marginalized in social, economic and political activities for sustainable and equitable development.

(xx) Delay in approval of regulatory framework due to lengthy consultations because of the cross cutting and complementary nature of issues;

(xxi) Mindset (Social cultural feelings) of the target group;

(xxii) Weak coordination mechanism at the LG levels; and

(xxiii) Inadequate resources and facilities / infrastructure for social care and support services.

Plans to improve Vote Performance

- (i) Regularly review the current regulatory frameworks to comprehensively include all the increasing and dynamic needs of the vulnerable persons;
- (ii) Share work plans with development partners and other stakeholders to include social protection activities for the vulnerable persons in their plans;
- (iii) Inadequate capacity for mainstreaming Gender and Rights in policies, plans and programmes in sectors and local governments. Knowledge and expertise to mainstream gender in the BFPs is inadequate and many local governments are finding problems to mainstream gender into their Budget Framework Papers, policies, plans and programs;
- (iv) Continue with capacity building for mainstreaming gender and rights in policies, plans and programmes in sectors and local governments;
- (v) Expand capacity building for mainstreaming gender and rights in policies, plans and programmes in sectors and local governments to include local government staff;
- (vi) Lobby the Ministry of Finance, Planning and Economic Development and Public Service to fill all the vacant posts in the labour directorate to undertake labour inspections and certification of Equipment;
- (vii) Place labour officer at exist point and institute strong sanctions for the unlicensed companies exporting migrant workers;
- (viii) Sensitize employers and employees on the labour regulatory framework;
- (ix) Support to the functionality of the Statistic Unit to collect Labour Market Information;
- (x) Increase resources to fund the enforcement of compliance to labour standards within and outside the country;
- (xi) Enhance the capacity of local government staff to provide services to the vulnerable population;
- (xii) Equip and tool the Ministry training institutions;
- (xiii) Increase the staffing level in the Ministry institutions (Remand homes, Rehabilitation Centres, youth training centres among others);
- (xiv) Renovate and rehabilitate Ministry Institutions;
- (xv) Enhance the capacity of Ministry institutions to conduct training;
- (xvi) Continuously review the needs of vulnerable persons are many and dynamic and vary according to age, sex, society, region and religion;
- (xvii) Lobby for more funds to implementation of comprehensive social protection programmes for the vulnerable groups due to resources constraints;
- (xviii) Provide affirmative action improve capacity for effective participation of the marginalized in social, economic and political activities for sustainable and equitable development;
- (xix) Improve coordination mechanism at the LG levels; and
- (xx) Enhance resources and facilities / infrastructure for social care and support services.

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

<i>Billion Uganda Shillings</i>	2018/19 Approved Budget	2019/20 Draft Estimates
Programme 1001 Community Mobilisation, Culture and Empowerment	0.00	0.49
<i>Recurrent Budget Estimates</i>		
13 Community Development and Literacy	0.00	0.49
<i>426-UNICEF</i>	<i>0.00</i>	<i>0.36</i>

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<i>DVV International</i>	0.00	0.13
Programme 1002 Gender, Equality and Women's Empowerment	0.00	6.16
<i>Recurrent Budget Estimates</i>		
11 Gender and Women Affairs	0.00	6.16
<i>427-United Nations Population Fund</i>	0.00	5.42
<i>UN WOMEN</i>	0.00	0.74
Programme 1003 Promotion of descent Employment	0.00	2.03
<i>Recurrent Budget Estimates</i>		
06 Labour and Industrial Relations	0.00	0.06
<i>440-International Labour Organisation (ILO)</i>	0.00	0.06
07 Occupational Safety and Health	0.00	1.97
<i>422-United Nations Development Program (UNDP)</i>	0.00	1.47
<i>440-International Labour Organisation (ILO)</i>	0.00	0.50
Programme 1004 Social Protection for Vulnerable Groups	0.00	53.67
<i>Recurrent Budget Estimates</i>		
03 Disability and Elderly	0.00	50.97
<i>DFID</i>	0.00	50.97
05 Youth and Children Affairs	0.00	2.70
<i>426-UNICEF</i>	0.00	2.70
Programme 1049 General Administration, Policy and Planning	0.00	0.80
<i>Recurrent Budget Estimates</i>		
01 Headquarters, Planning and Policy	0.00	0.80
<i>426-UNICEF</i>	0.00	0.80
Total for Vote	0.00	63.15

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: **HIV/AIDS**

Objective :	-To reduce the rate of HIV/AIDs among children and youth
Issue of Concern :	- High prevalence rate of HIV/AIDs amongst children and youth
Planned Interventions :	- Sensitization on HIV/AIDs among children and youth in Ministry institutions
Budget Allocation (Billion) :	0.010
Performance Indicators:	- Number of institutions reached - 15 institutions targeted - Number of children and youth sensitized - 2500 children and youth targeted
Objective :	- To reduce stigma and discrimination of workers living with HIV and AIDS at workplaces
Issue of Concern :	Persons living with HIV/AIDs are often discriminated and stigmatized
Planned Interventions :	-Participate in National Programmes of all HIV activities. -Routine testing, sensitization and treatment where possible. -Sensitize youth and women under UWEP and YLP and hard to reach areas on the dangers of HIV/AIDs. -Provision of condoms.

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Budget Allocation (Billion) :	0.008
Performance Indicators:	- Number of persons tested and counselled at workplaces - Number of youth and women sensitised on HIV/AIDS
Issue Type:	Gender
Objective :	-To promote rights, gender equality and women empowerment in the development process
Issue of Concern :	- High violation of women's rights - Existence of gender inequalities - Majority of women do not access credit from formal financial institutions
Planned Interventions :	- Promotion of rights for all - Mainstreaming rights and gender in all programmes, plans, projects and policies - Support to the Uganda Women Entrepreneurship Programme
Budget Allocation (Billion) :	3.000
Performance Indicators:	- Number of sensitization foras on promotion of rights conducted - Number of MALGs supported to mainstream rights and gender in their programmes, plans, policies and projects - Number of women groups/ projects supported
Objective :	-To promote participation of women and other vulnerable groups in decision making
Issue of Concern :	- Less participation of women and other vulnerable groups in decision making
Planned Interventions :	- Fund special interest group councils to mobilize their constituents to participate in all agendas
Budget Allocation (Billion) :	2.000
Performance Indicators:	- Number of Councils supported - Number of vulnerable persons in decision making
Objective :	-To promote prevention and response to Gender Based Violence
Issue of Concern :	- Increasing Gender Based Violence in communities
Planned Interventions :	- Support the establishment and management of emergency shelters for GBV survivors - Train communities to prevent and respond to GBV
Budget Allocation (Billion) :	2.000
Performance Indicators:	- Number of communities trained to prevent and respond to GBV - Number of reported cases - Existence of a GBV desk at the police
Issue Type:	Environment
Objective :	-To mitigate environmental degradation
Issue of Concern :	-Environmental degradation is on the rise
Planned Interventions :	- Environmental friendly projects for youth and women are funded
Budget Allocation (Billion) :	15.000
Performance Indicators:	-Number of project proposals rejected due to environmental degradation - All environmental unfriendly projects rejected
Objective :	-To reduce pollution (stock and fund) in offices
Issue of Concern :	- Performance of workers negatively affected by pollution
Planned Interventions :	- Provision of maintenance and cleaning services; - Disposal of old machines and equipment
Budget Allocation (Billion) :	0.250

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Performance Indicators:

- Number of dust bins procured
- Number of old machines and equipment disposed off and replaced

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Assistant Commissioner Industrial Relations	U1E	1	0
Asst. Commissioner Children Affairs	U1E	1	0
Commissioner/Gender & Women Affairs	U1SE	1	0
Director Gender and Community Development	U1SE	1	0
Principal General Safety Inspector	U2 SC	6	5
Principal Occupational Physician	U2 SC	1	0
Principal Rehabilitation Officer	U2L	2	1
General Safety Inspector	U4 (SC)	5	4
Probation and Welfare Officer	U4L	6	3
Women in Development Officer	U4L	1	0
Registered Nurse	U5 SC	7	0
Instructor	U5U	7	1
Ass. Prob and Welfare Officer	U6U	14	8
Assisstant Instructor	U6U	13	1
Askari	U8L	14	8
Kitchen Attendant	U8L	11	7
Driver	U8U	8	4
Assisstant Commissioner Disability and Elderly	U1E	1	0

Table 13.2 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2019/20	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Askari	U8L	14	8	6	6	1,282,992	15,395,904
Ass. Prob and Welfare Officer	U6U	14	8	6	6	2,277,954	27,335,448
Assisstant Commissioner Disability and Elderly	U1E	1	0	1	0	0	0
Assisstant Instructor	U6U	13	1	12	6	2,319,708	27,836,496
Assistant Commissioner Industrial Relations	U1E	1	0	1	1	1,645,733	19,748,796
Asst. Commissioner Children Affairs	U1E	1	0	1	1	1,690,780	20,289,360

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Commissioner/Gender & Women Affairs	U1SE	1	0	1	1	1,859,451	22,313,412
Director Gender and Community Development	U1SE	1	0	1	1	1,891,846	22,702,152
Driver	U8U	8	4	4	4	863,288	10,359,456
General Safety Inspector	U4 (SC)	5	4	1	1	940,366	11,284,392
Instructor	U5U	7	1	6	3	1,612,215	19,346,580
Kitchen Attendant	U8L	11	7	4	4	855,328	10,263,936
Principal General Safety Inspector	U2 SC	6	5	1	1	2,216,279	26,595,348
Principal Occupational Physician	U2 SC	1	0	1	1	1,761,318	21,135,816
Principal Rehabilitation Officer	U2L	2	1	1	1	1,291,880	15,502,560
Probation and Welfare Officer	U4L	6	3	3	3	2,018,376	24,220,512
Registered Nurse	U5 SC	7	0	7	7	4,191,754	50,301,048
Women in Development Officer	U4L	1	0	1	1	672,792	8,073,504
Total		100	42	58	48	29,392,060	352,704,720