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# Vote:124

 Equal Opportunities Commission

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## V1: Vote Overview

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### I. Vote Mission Statement

To give effect to the State's mandate to eliminate discrimination and marginalization against any individual or groups of persons through taking affirmative action to redress imbalances and promote equal equal opportunities for all in all spheres of life.

### II. Strategic Objective

- a. To enhance observance of social justice for all particularly the discriminated and marginalized persons/groups
- b. To ensure compliance with the National, Regional and International provisions for the promotion of equal opportunities for all
- c. To identify, review and advocate for affirmative action to redress imbalances and special needs of the discriminated and marginalized persons/groups
- d. To create awareness on equal opportunities and affirmative action for promotion of inclusiveness
- e. To strengthen the capacity of the Equal Opportunities Commission for effective and efficient service delivery

### III. Major Achievements in 2018/19

(i) Annual Report on the State of Equal Opportunities in Uganda FY 2018/19 launched and disseminated to internal and external stakeholders on 14th November, 2018.

(ii) A Study on level of access to safe and affordable water sources and sanitation facilities for all in Uganda was conducted. Field work data collection undertaken in the districts of Kampala (Nakawa, Mbuya, Kinawataka and Kalerwe), Kisoro, Kabale, Rubirizi, Sembabule, Mbale, Jinja, Moroto, Nakaseke, Kalangala, Masaka and Nakasongola.

(iii) A study on working conditions among plantation workers in Uganda was conducted. Field work data collection undertaken in the districts of Mpigi, Kanungu, Mbarara, Ntungamo, Mukono, Buikwe, Jinja, Mbale, Mityana, Kagadi, Kabarole and Kyegegwa

(iv) A study on access, ownership and control over land and other forms of property and its impact on national development among vulnerable and marginalised groups was conducted. Field work data collection undertaken in the districts of Hoima, Bullisa, Kibaale, Amuru, Kole, Apac, Kayunga, Nakasongola, Luweero, Kween, Katakwi and Bulambuli.

(v) Audit Reports on Government programs as per RM&E work plan produced; Audits include Youth Venture Capital Fund, allocation of Agroforestry land for tree planting, implementation of Rural Electrification programme in Uganda, implementation of Water Supply and Sanitation Programme Phase II 2016/17 to 2019/20 in Uganda.

(vi) Reviewed, produced and expanded on the distribution of IEC materials on understanding G&E inclusion, EOs and AA with the focus on promoting inclusive development.

(vii) Educated the public on inclusive development, EOs and EOC mandate through celebration of 7 National/Region/International Human Rights days. 7 International human Rights Days were celebrated including the Youth day, Labour Day, Women's day, 16 days of GBV Activism, Older persons day and International Disability Day.

(viii) Conducted 2 public awareness campaigns on EOs and G&E mainstreaming (8 Radio, 4 TV, 2 Newspaper supplements and 2 fora), targeting the Eastern and Northern regions. 13 Radio talk shows were conducted, 7 TV Talk shows were held on various TV stations,

(ix) Organised 2 dialogues (one in the Northern, and the other in the Eastern Region on selected thematic issues to deepen and widen understanding of the development concerns of YOPWE.

(x) 2 dialogues were conducted in the Eastern Region district of Kamuli and the Northern Region district of Lamwo.

(xi) Delivered 6 sensitisation / training sessions in the Eastern districts of Bukwo, Kamuli and Kapelebyong; and the Northern

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districts of Maracha, Kwania and Lamwo on G & E mainstreaming and other EO related concepts, targeting LG Politicians and technocrats, YOPWE, CSOs, FBOs, private sector institutions and the Media fraternity.

(xii) Assessed Sector BFPs for Gender and Equity Compliance for the FY 18 Sectors. Out of the 18 sectors assessed, demonstrated progressive improvement while 7 registered a decline in compliance with gender and equity requirements. Four of the sectors scored at least 70% and these included; Social Development, Education, Health and Justice, Law and Order. On the other hand, 5 of the sectors scored between 60%-68% while 8 sectors scored between 50% and 59%. Only one sector did not meet the minimum requirements i.e. Lands Housing and Urban Development (32%).

(xiii) Developed gender and equity compacts for Sectors - 02 Compacts i.e. Accountability & Public Sector Management

(xiv) Strengthened the Capacity of 20 MDAs on Compliance with Gender and Equity requirements for FY 2019/2020. Trained 18 LGs covering Eastern and Central Uganda including Makidye, Mukono, Nansana, Buvuma, Buikwe, Entebbe, Mubende, Kaliro, Namayingo, Bungiri, Iganga, Kamuli among others.

(xv) Trained Assessors in gender and Equity Compliance for the FY 2019/2020. Twenty (20) Assessors were trained and subsequently participated in the Assessment of Sector BFPs for FY 2019/2020

(xvi) Twenty one (21) tribunal/ADR sessions were conducted at the Half of the Year at EOC headquarters, Wakiso, Kayunga, Mayuge, Pakwach, Namayingo and Kasese.

(xvii) Acquisition of the laws for review, including purchase of relevant laws and subscription to the Gazette. There was renewal of membership to professional legal bodies i.e. ULS, EALS, and renewal of Practicing Certificates.

(xviii) Two (2) Policies and 2 existing Laws/Bills in a selected sector examined focusing on their compliance with equal opportunities and recommendations made to the respective MDAs and LGs. Two Bills were internally reviewed i.e. Marriage and Divorce Bill, 2015 and the Administration of Judiciary Bill 2018.

(xix) Investigations were conducted in 70 complaints in the districts of Mbale, Kapchorwa, Sironko, Tororo, Manafwaa and Kampala.

(xx) Four (4) motor vehicles for the Members of the Commission and one (1) motorcycle for the Office Attendant were procured.

### IV. Medium Term Plans

The Commission's 5 year Strategic Plan was reviewed and aligned to NDPII to address issues of Sustainable Development Goals (SDGs) that were adopted in September 2015. The medium term interventions include;

(i) Opening up Regional Offices for Equity purposes of reaching out to marginalized people in rural areas. Plans are under way to partner with Local governments to establish coordination offices in regions. For the start, the Commission will reach out to all districts by establishing a Liaison office at the district through the office of DCDO to receive, register and forward complaints to EOC for further action and address all other issues relating to discrimination and Marginalization.

(ii) Fast tracking the use of ICT by acquiring ICT equipment, training staff both male and female in gender and equity budgeting and planning.

(iii) Roll-out HIV/AIDS workplace policy

(iv) Monitor compliance to equal opportunities and inclusivity standards in social service sectors

(v) Increase public awareness on EOs and EOC mandate through celebration of eight National/Regional/International human rights days (International day of Indigenous minority groups, Youth day, Older persons, International day of disability, 16 days of activism and International human rights day, women's day, International labor day, Day of the African Child)

(vi) Construction of washrooms at the EOC headquarters 1 for Male, 1 for PWDs and 2 for females and establishment of child care centre for both staff and clients.

(vii) Strengthen legal support and complaint redress mechanisms

(viii) Review and assessment of bills, laws and policies to ensure compliance with equal opportunities

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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
<b>Recurrent</b>	Wage	2.962	2.967	1.483	2.967	3.115	3.271	3.434	3.606
	Non Wage	4.067	8.468	3.889	8.955	10.299	12.358	14.830	17.796
<b>Devt.</b>	GoU	0.300	1.300	1.300	1.300	1.560	1.560	1.560	1.560
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>		<b>7.329</b>	<b>12.735</b>	<b>6.672</b>	<b>13.222</b>	<b>14.974</b>	<b>17.189</b>	<b>19.824</b>	<b>22.962</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>7.329</b>	<b>12.735</b>	<b>6.672</b>	<b>13.222</b>	<b>14.974</b>	<b>17.189</b>	<b>19.824</b>	<b>22.962</b>
	Arrears	0.000	0.437	0.429	0.000	0.000	0.000	0.000	0.000
<b>Total Budget</b>		<b>7.329</b>	<b>13.172</b>	<b>7.101</b>	<b>13.222</b>	<b>14.974</b>	<b>17.189</b>	<b>19.824</b>	<b>22.962</b>
<b>A.I.A Total</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Grand Total</b>		<b>7.329</b>	<b>13.172</b>	<b>7.101</b>	<b>13.222</b>	<b>14.974</b>	<b>17.189</b>	<b>19.824</b>	<b>22.962</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>7.329</b>	<b>12.735</b>	<b>6.672</b>	<b>13.222</b>	<b>14.974</b>	<b>17.189</b>	<b>19.824</b>	<b>22.962</b>

### 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
<b>Output Class : Outputs Provided</b>	<b>11.435</b>	<b>0.000</b>	<b>0.000</b>	<b>11.435</b>	<b>11.922</b>	<b>0.000</b>	<b>11.922</b>
211 Wages and Salaries	4.206	0.000	0.000	4.206	4.036	0.000	4.036
212 Social Contributions	0.313	0.000	0.000	0.313	0.240	0.000	0.240
213 Other Employee Costs	1.200	0.000	0.000	1.200	1.322	0.000	1.322
221 General Expenses	2.489	0.000	0.000	2.489	2.138	0.000	2.138
222 Communications	0.106	0.000	0.000	0.106	0.075	0.000	0.075
223 Utility and Property Expenses	0.074	0.000	0.000	0.074	0.599	0.000	0.599
224 Supplies and Services	0.023	0.000	0.000	0.023	0.030	0.000	0.030
225 Professional Services	0.534	0.000	0.000	0.534	0.506	0.000	0.506
227 Travel and Transport	2.280	0.000	0.000	2.280	2.536	0.000	2.536
228 Maintenance	0.210	0.000	0.000	0.210	0.390	0.000	0.390
282 Miscellaneous Other Expenses	0.000	0.000	0.000	0.000	0.050	0.000	0.050
<b>Output Class : Capital Purchases</b>	<b>1.300</b>	<b>0.000</b>	<b>0.000</b>	<b>1.300</b>	<b>1.300</b>	<b>0.000</b>	<b>1.300</b>
312 FIXED ASSETS	1.300	0.000	0.000	1.300	1.300	0.000	1.300
<b>Output Class : Arrears</b>	<b>0.437</b>	<b>0.000</b>	<b>0.000</b>	<b>0.437</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>

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321 DOMESTIC	0.437	0.000	0.000	0.437	0.000	0.000	0.000
<b>Grand Total :</b>	<b>13.172</b>	<b>0.000</b>	<b>0.000</b>	<b>13.172</b>	<b>13.222</b>	<b>0.000</b>	<b>13.222</b>
<b>Total excluding Arrears</b>	<b>12.735</b>	<b>0.000</b>	<b>0.000</b>	<b>12.735</b>	<b>13.222</b>	<b>0.000</b>	<b>13.222</b>

### VII. Budget By Programme And Subprogramme

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

Billion Uganda shillings	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
<b>07 Gender and Equity</b>	<b>2.440</b>	<b>3.774</b>	<b>1.492</b>	<b>4.164</b>	<b>4.708</b>	<b>5.522</b>	<b>6.492</b>	<b>7.650</b>
04 Research, Monitoring and Evaluation	0.862	1.189	0.484	1.349	1.525	1.788	2.102	2.477
05 Education, Training, Information and Communication	0.693	1.166	0.470	1.317	1.491	1.752	2.063	2.435
06 Complaine and reporting	0.886	1.418	0.538	1.499	1.692	1.982	2.327	2.738
<b>08 Redressing imbalances and promoting equal oportunites for all</b>	<b>4.889</b>	<b>9.398</b>	<b>5.610</b>	<b>9.058</b>	<b>10.266</b>	<b>11.668</b>	<b>13.332</b>	<b>15.312</b>
01 Statutory	1.074	1.162	0.575	1.856	2.058	2.348	2.690	3.095
02 Legal Services and Investigations	0.432	0.962	0.362	1.198	1.348	1.571	1.836	2.152
03 Administration, Finance and Planning	3.084	5.974	3.374	4.704	5.300	6.188	7.246	8.505
1269 Strengthening the Capacity of Equal Opportunities Commission	0.300	1.300	1.300	1.300	1.560	1.560	1.560	1.560
<b>Total for the Vote</b>	<b>7.329</b>	<b>13.172</b>	<b>7.101</b>	<b>13.222</b>	<b>14.974</b>	<b>17.189</b>	<b>19.824</b>	<b>22.962</b>
<b>Total Excluding Arrears</b>	<b>7.329</b>	<b>12.735</b>	<b>6.672</b>	<b>13.222</b>	<b>14.974</b>	<b>17.189</b>	<b>19.824</b>	<b>22.962</b>

### VIII. Programme Performance and Medium Term Plans

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

<b>Programme :</b>	07 Gender and Equity					
<b>Programme Objective :</b>	1.To identify, review and advocate for affirmative action to redress imbalances and special needs of the discriminated and marginalized persons/groups 2.To ensure compliance with the National, Regional and International provisions for the promotion of equal opportunities for all. 3.To create awareness on equal opportunities and affirmative action for promotion of inclusiveness					
<b>Responsible Officer:</b>	Ag. Head of Department, Research Monitoring and Evaluation					
<b>Programme Outcome:</b>	MDAs` responsiveness to Gender and Equity compliance demonstrated					
<i>Sector Outcomes contributed to by the Programme Outcome</i>						
<b>1. Increased compliance to labour laws, regulations and standards</b>						
<b>Outcome Indicators</b>		<b>Performance Targets</b>				
				<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
		<b>Baseline</b>	<b>Base year</b>	<b>Target</b>	<b>Projection</b>	<b>Projection</b>

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• Percentage MDA compliance to gender and equity principles and standards	50%	55%	55%		
<b>SubProgramme: 04 Research, Monitoring and Evaluation</b>					
<i>Output: 04 Monitoring, Evaluation and compliance with equal opportunities</i>					
Number of Public and private/NGO institutions monitored for G&E compliance	1	1	1		
Percentage of Sector Budget Framework Papers and Ministerial Policy Statements compliant with Equal Opportunities standards and regulations	50%	55%	55%		
<b>SubProgramme: 05 Education, Training, Information and Communication</b>					
<i>Output: 05 Promotion of Public awareness on equal opportunities and affirmative action</i>					
Number of trainings on Equal Opportunities related concepts conducted	4	5	6		
Number of Public Awareness Campaigns conducted	4	8	12		
<b>SubProgramme: 06 Compliance and reporting</b>					
<i>Output: 04 Monitoring, Evaluation and compliance with equal opportunities</i>					
Number of Public and private/NGO institutions monitored for G&E compliance	17	17	17		
Percentage of Sector Budget Framework Papers and Ministerial Policy Statements compliant with Equal Opportunities standards and regulations	50%	55%	55%		
<b>Programme :</b>	08 Redressing imbalances and promoting equal opportunities for all				
<b>Programme Objective :</b>	1.To enhance observance of social justice for all particularly the discriminated and marginalized persons/groups. 2.To strengthen the capacity of the Equal Opportunities Commission for effective and efficient service delivery.				
<b>Responsible Officer:</b>	Secretary to the Commission				
<b>Programme Outcome:</b>	Equitable and inclusive social services promoted				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
<b>1. Protection and provision of social support services to vulnerable groups enhanced</b>					
<b>Outcome Indicators</b>	<b>Performance Targets</b>				
			<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
	<b>Baseline</b>	<b>Base year</b>	<b>Target</b>	<b>Projection</b>	<b>Projection</b>
• Percentage of marginalised persons participating in the development initiatives			41%	45%	45%
• Percentage of marginalised persons accessing social justice			45%	45%	46%
<b>SubProgramme: 01 Statutory</b>					
<i>Output: 01 Policies, Advocacy and Tribunal Operations</i>					
Number of tribunal hearings conducted			24	25	30
Number of laws, policies and regulations reviewed for compliance			8	8	10
<b>SubProgramme: 02 Legal Services and Investigations</b>					
<i>Output: 02 Investigations and Follow up of cases and complaints</i>					
Number of complaints resolved and nature of resolution			200	200	200
Proportion of received complaints and petitions investigated and resolved/referred by the Commission			70%	70%	70%

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## IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2018/19		FY 2019/20
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
<b>Vote 124 Equal Opportunities Commission</b>		
<i>Program : 10 08 Redressing imbalances and promoting equal opportunities for all</i>		
Development Project : 1269 Strengthening the Capacity of Equal Opportunities Commission		
<b>Output: 10 08 75 Purchase of Motor Vehicles and Other Transport Equipment</b>		
Procurement of Motor Vehicles	Procured four (4) motor vehicles for the Members of the Commission and one (1) motorcycle for the Office Attendant.	Motor Vehicles and Other Transport Equipment purchased
<b>Total Output Cost(Ushs Thousand)</b>	<b>1,260,000</b>	<b>1,259,801</b>
Gou Dev't:	1,260,000	1,259,801
Ext Fin:	0	0
A.I.A:	0	0

## X. Vote Challenges and Plans To Improve Performance

### Vote Challenges

- i. The staff structure of the EOC is not yet filled despite the periodic recruitment that were done. The Commission has a 41% staffing gap against 65% recommended by MoPS.
- ii. Inadequate funding has constrained the operations and interventions of the Commission.
- iii. Lack of regional office limits accessibility to EOC services.
- iv. Lack of office Space, the Commission is limited by office space.

### Plans to improve Vote Performance

Equal opportunities commission will strive to promote inclusive growth by reducing the challenges faced by the discriminated/marginalized groups, both in terms of benefits enjoyed and in terms of access to opportunities for participation by:-

1. Strengthening the capacity of state and non-state actors to mainstream equal opportunities and affirmative action in all policies, laws, plans, programmes, activities, practices, traditions cultures, usages and customs
2. Strengthening the Monitoring and Evaluation Framework as well as developing and implementing an integrated monitoring plan for all sub programs on issues of equal opportunities
3. Conducting community mobilization and outreach activities to popularize the work of the commission as well as handling complaints on discrimination and marginalization in all districts of Uganda.
4. Developing and implementing a National Equal Opportunities awareness week.
5. Continue lobbying development partners and other sectors to fund activities in the review of equal opportunities policy as well as research on issues relating to equal opportunities.

## XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

N/A

## XII. Vote Cross Cutting Policy And Other Budgetary Issues

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**Table 12.1: Cross- Cutting Policy Issues**
**Issue Type: HIV/AIDS**

<b>Objective :</b>	To reduce discrimination and stigma among people living with HIV/AIDS in Uganda
<b>Issue of Concern :</b>	People living with HIV/AIDS are often discriminated and Marginalized. Sensitization of the Public on their rights and Obligations to report incidences of discrimination to the Commission.
<b>Planned Interventions :</b>	EOC will relay messages during commemoration of International and national days to sensitize the public about HIV/AIDS.
<b>Budget Allocation (Billion) :</b>	0.080
<b>Performance Indicators:</b>	Number of complaints in regard to discrimination and marginalization registered

**Issue Type: Gender**

<b>Objective :</b>	To reduce Inequality inaccess, ownership and control of productive resources among Women, Youths and Children, and Persons with Disability(PWD)
<b>Issue of Concern :</b>	A number of Youth and Children, women and men, Older persons and PWDs are disadvantaged in accessing and participating in government programmes.
<b>Planned Interventions :</b>	Affirmative Action put in place to address challenges affecting Youth and Children, women and men, Older persons and PWDs are disadvantaged in accessing and participating in government programmes.
<b>Budget Allocation (Billion) :</b>	0.040
<b>Performance Indicators:</b>	Percentage of Youth and Children, women and men, Older persons and PWDs disadvantaged in accessing and participating in government programmes.

### XIII. Personnel Information

**Table 13.1 Staff Establishment Analysis**

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Commissioner Research, Monitoring & Evaluation	EOC 1SE	1	0
Commissioner, Compliance and Reporting	EOC1E	1	0
Vice Chairperson	EOC1S	1	0
Senior Research officer	EOC3	1	0
Information and Communications Officer	EOC4	1	0
Personal Secretary	EOC4	4	0
Driver	EOC8	11	10

**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)
Commissioner Research, Monitoring & Evaluation	EOC 1SE	1	0	1	0	0	0

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Commissioner, Compliance and Reporting	EOC1E	1	0	1	0	0	0
Driver	EOC8	11	10	1	1	1,003,624	12,043,488
Information and Communications Officer	EOC4	1	0	1	1	3,828,728	45,944,736
Personal Secretary	EOC4	4	0	4	1	0	0
Senior Research officer	EOC3	1	0	1	1	5,013,488	60,161,856
Vice Chairperson	EOC1S	1	0	1	1	0	0
<b>Total</b>		<b>20</b>	<b>10</b>	<b>10</b>	<b>5</b>	<b>9,845,840</b>	<b>118,150,080</b>