

Vote:106 Uganda Human Rights Commission

V1: Vote Overview

I. Vote Mission Statement

To protect and promote fundamental Human Rights and freedoms in Uganda for sustainable development

II. Strategic Objective

1. To promote observance of human rights and Accountability
2. To adequately inform and empower citizens to participate in governance
3. To promote Economic, Social and Cultural Rights
4. To improve state compliance with international, regional, and national human rights obligations
5. To operationalize and Strengthen UHRC Systems

III. Major Achievements in 2019/20

OUTCOME ONE: ENHANCED OBSERVANCE OF HUMAN RIGHTS AND ACCOUNTABILITY.

It's important to note the achievements shown below were realization by the Commission with support from GoU and external financing (Donor support from DGF, JLOS, GiZ among others)

- In its quest to serve the citizens of Uganda, the UHRC received 748 complaints (459 males, 289 female) of which 123 (90 males, 33 female) were registered as admi and 625 (371 males, 254 female) were referred to other institutions. Most complaints registered by women were related to family matters or children's rights.
- The Commission fulfilled its mandate by fully investigating 181 complaints and partially investigated 141 cases.
- 68 complainants who had lodged complaints with the Commission were able to access justice through tribunal circuits
- The Commission reinforced its complaints management process through conducting technical support visits that ensured prioritization of backlog files at investigations and effective implementation of tribunals.
- The Commission ensured access to justice to vulnerable persons through the use of ADR mechanism particularly that resolved 12 cases (2 male and 10 female) all of which were related to protection of child rights.
- The Commission reviewed two (2) bills tabled before Parliament including the National Coffee Bill, 2018 and the National Health Insurance Scheme Bill, 2019 to ensure that they comply with human rights standards and also highlighted the gender dimensions of the bills.
- The Commission assessed the conditions of suspects and inmates and Government's compliance with national, regional and international human rights standards with regard to minimum rules on treatment and standards of prisoners in 377 detention facilities (55 prisons, 164 police stations, 155 police posts, 2 remand homes, and 1 military detention)
- The rights of the monitored older persons were observed by UHRC monitoring their homes in to assess their living conditions and established other frameworks available to protect the older persons.
- In ensuring the workers' rights is being respected, UHRC monitored the of Tea and Sugar plantations that are on the rise within Bunyoro Region due to the discovery of oil and gas in the Albertine region and sensitized the workers on their rights and mechanisms on how to get redress when their rights are violated.
- In order to keep duty bearers in check and committed in observing human rights in the oil and gas areas, UHRC carried out monitoring visits in Kikuube District and informed citizenry to demands for their rights and seek redress when their rights are violated.

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- The Commission has been at the forefront of promoting and protecting the rights of Persons with Disabilities. The UHRC in conjunction with DPOs and Disability Drafted the Judicature (High Court) Rules on Handling Matters Involving Persons with Disabilities.

- The Commission published and disseminated the annual report in braille to enable people with visual Impairment have access to information. The Commission also developed Chapter 4 of the Constitution (40 copies) also in braille and the braille version of the 20th annual report (50 copies)

OUTCOME TWO: ADEQUATELY INFORMED AND AN EMPOWERED CITIZENRY THAT PARTICIPATES IN GOVERNANCE

- A total of 11,393 participants (7290 Male, 4652 Female) were sensitized and supplied with toll free numbers of the Commission through 66 UHRC community barazas in 10 regional offices

- UHRC in effort to increase its visibility to the public procured 3 branded PVC hang up, and marchers banners with thematic messages, 1,200 branded promotional pens, 80 branded T- shirts, 80 branded Caps for Anti-Corruption Walk, 100 kits for UHRC participants in the MTN Marathon, 1,000 branded promotional wall calendars with human rights thematic messages, 500 branded promotional Desk Diaries with human rights thematic messages, 650 branded promotional Christmas Cards with human rights thematic messages.

- Through a joint commemoration of international Human Rights Day with other partner's in in Omoro district under the international theme: 'Youth Standing Up for Human Rights.' District authorities pledged to pass on an ordinance to address the problem of early and forced child marriage.

- A call was made to all political parties to strengthen party structures for effective participation in governance during a dialogue under the "Harnessing Political Diversity to enhance Constitutionalism in Uganda" with 92 participants drawn from Political parties, Civil Society Organizations, among others.

- UHRC established an MoU with registered cultural institutions to promote culture and human rights through a workshop that attracted 323 participants (270 Male, 98Female)

- A dialogue with media owners resolved to address the rights of media workers to avoid exploitation and a policy brief on the welfare of the media personnel was developed. The dialogue attracted 68 media owners (41 were male and 27 were female)

- Recommendations made by the Commission through UHRC three (03) press conferences on the human rights concerns arising from the Makerere University Students' strike, dissemination of UHRC findings on selected emerging human rights issues across the country were partly taken into consideration by Government such as removal of military police from Makerere University

- Police officers pledged to respect the rights of suspects as they under score the issue of individual liability during a capacity building for 90 police officers (33 females and 57 males) within in Kasese and Bundibugyo districts on the implications of the Human Rights Enforcement Act 2019, HRBA and the Prevention and Prohibition of Torture Act 2012

- UWA personnel appreciated the role of a human rights-based approach in their work and interdependence and individuality of human rights through a training of 76 (58 male and 18 female) UWA officials conducted by UHRC

- Various communities gained knowledge on various issues including the mandate and functions of UHRC, human rights and obligations, appreciated the rights of vulnerable groups and their role in the protection and promotion of these rights through UHRC sensitization using the civic education van in 104 towns. The total number of people reached was 6627 (3991 males and 2636 females). Those with complaints and follow up issues on their cases were also handled

- UHRC created renewed energy in the fight against FGM through a dialogue where a total of 60 (60 female and 5 male) participants attended and were sensitized on the mandate of the Commission, Human Rights and culture and Prohibition of FGM Act 2010. The high number of females sensitized during the dialogue is attributed to the fact that its women mostly affected by FGM.

- UHRC partners with in JLOS institutions acquired knowledge and skills on the Concept of human Rights, Rights of vulnerable persons, Principles of HRBA (A-Z of HRBA), mandate of the Uganda human Rights Commission among others through a training conducted by UHRC on HRBA for JLOS planners. A total of 43 participants took part in the training (29 male and 14 female) and a total of 29 members from the JLOS Publicity Committee were also trained. (16 of whom were Male and 13

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female). The partners pledged to employ a human rights-based approach in their work

- Capacity of UHRC staff was strengthened in understanding gender and equity concepts, and also equipped with skills and knowledge on Planning and Budgeting for Gender and equity activities and ensuring UHRC's compliance with equal opportunities assessment and affirmative action in budgeting and planning as required by Public Finance Management Act. This was done through a training for staff in gender and equity mainstreaming for the staff. A total of 28 staff (17Male and 11 Female) attended the training.

OUTCOME 4: FINANCE AND ADMINISTRATION

- UHRC made payments for Telecommunication cost and I.T services, procured five (5) computers and made data connectivity at the head office and 10 regional offices

- UHRC carried out monitoring and evaluation in five (5) randomly selected regional offices (Soroti, Jinja, Arua, Moroto, and Gulu) including activities implemented during the reporting period to assess activities and results and to collect the necessary data to guide planning and allocation of resources

- The Commission has continued to provide support to breast feeding mothers by facilitating the functionality nursery. As of December 2019, nursery had 6 babies

- Monitoring & Evaluation program and a joint press briefing by UHRC and partners including OHCHR, ACTV, HRC-U, UNATCOM, CCEU, HRNJ, Inter Aid, UJA, to launch the series of joint commemoration activities for the International Human Rights Day theme " Youth Stand Up for Human Rights."

IV. Medium Term Plans

OUTPUT: INVESTIGATION AND RESOLUTION OF COMPLAINTS

- Process service of 200 Hearing Notices and letters (50 per quarter), with special focus on the marginalized including older persons, PWDs, Women and Male.
- Complaints handling workshop for officers involved in the Complaints management process with special focus on handling complaints involving Persons with disabilities, children, and other marginalized or vulnerable persons in Uganda.
- Monitoring the Complaints management process in all the Regional offices to ensure access to justice for all.
- UHRC subscription to ULS and EALS for 10 staff with special focus on women lawyers. 7 female and 4 male.
- Practicing certificates for 10 staff 5 female lawyers and 5 male. Inspection of Chambers by Uganda Law Council
- Receive (2,000), register (400) and refer (1600) complaints of human rights
- Investigations of complaints of alleged human rights violations involving children, older persons, and PWDs.
- Conducting Tribunals to provide avenues for accountability and compensation for victims of human rights violations with special focus on older persons and cases that have been for long in the system.
- Capacity building and retreats of members of staff to enhance the execution of the complaints management process
- Enhancing access to the Commission's services through conducting mobile complaints handling clinics with focus on hard to reach areas like Kaabong, Otuke, Bundibugyo among others.
- Develop policy documents to enhance the effectiveness of the complaints management process bring out gender and equity dimensions.
- Streamlining the operations of the Uganda Human Rights Commission through review of the Uganda Human Rights Commission Act and ensure it complies with human rights standards.
- Develop information materials for dissemination on the Commission's complaints management process.
- Develop human rights jurisprudence through documenting and publishing the Commission's Tribunal decisions.

OUTPUT: 02 HUMAN RIGHTS EDUCATION

- Training and capacity building for staff and Members of the Commission on effectively engaging with the media
- Retreat for HROs in charge of Human Rights Education on information sharing and best practices
- Engagement with RDCs on human rights concerns related to their mandate and operations
- Trainings on Elections and Human Rights at the 10 Regional Offices (Security Agencies, Media and EC)
- Training for Top Leadership of UPF, EC, and Media on HRBA at National Level
- Trainings for LC I and Parish Chiefs at the Regional Offices

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- Commemoration of the Constitutional Day
- Research on welfare of Police Personnel
- Production of IEC materials targeting electoral messages and ensuring they are disability friendly.
- Media Engagements: Radio Talk Shows and Talk Shows & Spot Messages on different thematic areas including rights of indigenous person, PWDs, women and children among others.
- Continuous access to information for human rights awareness, civic education and research through the library and documentation center. The Commission also plans to establish a specialized section for People with Disabilities in the UHRC Library to enhance access information for all.
- Automation of documentation processes to support documentation of human rights in the Country
- Creating awareness program on the effects of climate change and environmental rights

OUTPUT: 03 IMPROVED STATE COMPLIANCE WITH INTERNATIONAL, REGIONAL, AND NATIONAL HUMAN RIGHTS OBLIGATIONS

- Monitoring the human rights and electoral process Review two bills annually and Ordinances for human rights compliance to ensure that they comply with human rights standards and also highlight the gender and equity issues.
Develop a Gender and Equity Policy
- Monitoring government compliance with international recommendations and submit independent reports to the Committees of CEDAW, CRC, CAT and ICCPR.
- Monitor places of detentions and refugee settlement assess the human rights conditions of women, male, children in conflict with the law, and older persons among others.
- Monitoring Orphanage and Children's homes
- Monitor oil activities within the oil districts and make recommendations on how Government should ensure promotion and protection of rights of all including the marginalized or vulnerable person.
- Preparation and production of the annual report and also produce a braille version to enhance access to information for all.
- Annual Conference on Economic Social & Cultural Rights
- National dialogue on rights of vulnerable or marginalized persons and develop a strategy on how their rights can be promoted and protected
- Monitoring environmental rights and climate changes
- Monitoring sports and Human rights in Uganda
- Migration and externalization of labour with special focus on women.
- Monitoring cultural institutions and effects to human rights
- Monitoring of human rights situation in the islands
- Special reports on key thematic human rights areas including rights of older persons and maternal and reproductive health rights.
- Development of a monitoring guides or checklists on different thematic areas.
- Training staff in monitoring and reporting human rights in Uganda.
- Annual meeting for Human Rights defenders with special focus on women human rights defenders.
- Annual meeting on places of detention
- Monitoring Rights to health

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V. Summary of Past Performance and Medium Term Budget Allocations

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

		2018/19 Outturn	2019/20		2020/21	MTEF Budget Projections			
			Approved Budget	Expenditure by End Dec		2021/22	2022/23	2023/24	2024/25
Recurrent	Wage	5.483	6.595	3.311	6.595	6.595	6.595	6.595	6.595
	Non Wage	11.731	12.256	4.811	12.256	14.707	17.648	21.178	25.414
Devt.	GoU	0.382	0.052	0.018	0.052	0.052	0.052	0.052	0.052
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		17.595	18.903	8.140	18.903	21.354	24.295	27.825	32.060
Total GoU+Ext Fin (MTEF)		17.595	18.903	8.140	18.903	21.354	24.295	27.825	32.060
Arrears		0.951	0.891	0.891	0.378	0.000	0.000	0.000	0.000
Total Budget		18.546	19.794	9.031	19.280	21.354	24.295	27.825	32.060
A.I.A Total		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grand Total		18.546	19.794	9.031	19.280	21.354	24.295	27.825	32.060
Total Vote Budget Excluding Arrears		17.595	18.903	8.140	18.903	21.354	24.295	27.825	32.060

VI. Budget By Economic Classification

Table V6.1 2019/20 and 2020/21 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2019/20 Approved Budget				2020/21 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	18.851	0.000	0.000	18.851	18.851	0.000	18.851
211 Wages and Salaries	9.816	0.000	0.000	9.816	9.730	0.000	9.730
212 Social Contributions	0.932	0.000	0.000	0.932	0.920	0.000	0.920
213 Other Employee Costs	2.248	0.000	0.000	2.248	2.341	0.000	2.341
221 General Expenses	1.570	0.000	0.000	1.570	1.835	0.000	1.835
222 Communications	0.386	0.000	0.000	0.386	0.203	0.000	0.203
223 Utility and Property Expenses	2.655	0.000	0.000	2.655	2.447	0.000	2.447
224 Supplies and Services	0.064	0.000	0.000	0.064	0.064	0.000	0.064
225 Professional Services	0.055	0.000	0.000	0.055	0.100	0.000	0.100
227 Travel and Transport	0.807	0.000	0.000	0.807	0.828	0.000	0.828
228 Maintenance	0.316	0.000	0.000	0.316	0.302	0.000	0.302
282 Miscellaneous Other Expenses	0.000	0.000	0.000	0.000	0.080	0.000	0.080
Output Class : Capital Purchases	0.052	0.000	0.000	0.052	0.052	0.000	0.052
312 FIXED ASSETS	0.052	0.000	0.000	0.052	0.052	0.000	0.052
Output Class : Arrears	0.891	0.000	0.000	0.891	0.378	0.000	0.378

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321 DOMESTIC	0.891	0.000	0.000	0.891	0.378	0.000	0.378
Grand Total :	19.794	0.000	0.000	19.794	19.280	0.000	19.280
Total excluding Arrears	18.903	0.000	0.000	18.903	18.903	0.000	18.903

VII. Budget By Programme And Subprogramme

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

Billion Uganda shillings	FY 2018/19 Outturn	FY 2019/20		2020-21 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2021-22	2022-23	2023-24	2024-25
38 General Administration and Support Services	0.000	0.000	0.000	17.916	19.297	21.447	23.963	26.907
06 Finance and Administration	0.000	0.000	0.000	17.865	19.245	21.395	23.911	26.855
1670 Retooling the Uganda Human Rights Commission	0.000	0.000	0.000	0.052	0.052	0.052	0.052	0.052
53 Protection and Promotion of Human Rights	18.546	19.794	9.031	1.364	2.057	2.848	3.862	5.154
01 Statutory	18.165	19.742	9.013	0.000	0.000	0.000	0.000	0.000
03 Complaints, Investigations and Legal Services	0.000	0.000	0.000	0.085	0.120	0.300	0.650	0.850
0358 Support to Human Rights	0.382	0.052	0.018	0.000	0.000	0.000	0.000	0.000
04 Research, Education and Documentation	0.000	0.000	0.000	0.631	1.200	1.500	2.000	2.500
05 Monitoring of State of Human Rights	0.000	0.000	0.000	0.648	0.737	1.048	1.212	1.804
Total for the Vote	18.546	19.794	9.031	19.280	21.354	24.295	27.825	32.060
Total Excluding Arrears	17.595	18.903	8.140	18.903	21.354	24.295	27.825	32.060

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2020/21)

Programme :	38 General Administration and Support Services				
Programme Objective :	- To Strengthen UHRC Systems and operations				
Responsible Officer:	Accounting Officer				
Programme Outcome:	Strengthened UHRC Systems and Institutional Accountability				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Observance of human rights and fight against corruption promoted					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection

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• Proportion of Commission decisions acted upon by Management.	48%	2019	50%	65%	70%
SubProgramme: 06 Finance and Administration					
Output: 02 Administration, Finance and Accounts					
External audit opinion			Unqualified	Unqualified	Unqualified
Percentage of activities implemented as planned			99%	99%	99%
Output: 03 Planning, Coordination and M & E					
Gender and Equity compliance rating			75%	80%	90%
Proportion of M&E recommendations implemented			70%	75%	80%
Output: 04 Internal Audit Services					
Number of internal audits reports produced			4	4	4
Output: 05 ICT Services					
Number of human rights business processes automated			3	4	5
Number of regional offices provided with technical I.T related support			24	24	24
Output: 06 Procurement and Disposal Unit					
Percentage of procurement successfully completed			85%	90%	95%
Output: 07 Public Relations					
Number of press statements issued by the Commission.			6	6	8
Output: 19 Human Resource Management					
Number of staff trained in various disciplines.			186	210	260
staffing level			#Error	90%	95%
Programme :	53 Protection and Promotion of Human Rights				
Programme Objective :	<ul style="list-style-type: none"> - To promote observance of human rights and accountability. - To adequately Inform and empower citizens to participate in governance. - To promote economic, social and cultural rights. - To improve state compliance with International, Regional and National Human Rights obligations. 				
Responsible Officer:	Accounting Officer				

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Programme Outcome: Enhanced observance of Human Rights and Accountability					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Observance of human rights and fight against corruption promoted					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Proportion of human rights cases disposed	25%	2019	30%	65%	75%
• Proportion of citizens aware and informed about the Constitution, rights and responsibilities	35%	2019	65%	75%	80%
• Proportion of UHRC recommendations adopted	10%	2019	25%	40%	60%
SubProgramme: 03 Complaints, Investigations and Legal Services					
<i>Output: 01 Investigation and resolution of Complaints</i>					
Proportion of received complaints registered			30%	55%	60%
Number of complaints referred to other institutions for redress			4,400	3,500	2,500
Proportion of registered cases fully investigation			60%	70%	85%
Number of Complaints concluded through the tribunal process			150	200	250
Number of cases successfully mediated			200	250	250
SubProgramme: 04 Research, Education and Documentation					
<i>Output: 02 Human Rights education</i>					
Number of IEC materials disseminated			6,900	8,000	10,000
Number of stakeholders trained on human rightsbased approach			27,650	30,000	50,000
Number of human rights community meetings (Barazas) conducted			600	600	800
<i>Output: 09 Research Undertaken</i>					
Number of Human rights research reports produced				2	2
SubProgramme: 05 Monitoring of State of Human Rights					
<i>Output: 03 Monitoring compliance with human rights standards and treaties ratified by Uganda</i>					
Number of detention facilities inspected			1,050	2,000	2,500
Number of monitoring visits to refugee settlement/ Camps			8	10	10
Number of electoral areas (districts) monitored for Human Rights Compliance			112	117	117
Number of bills/ ordinances reviewed for human rights compliance			10	10	10

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Output: 10 Annual Report Produced			
Number of state of human rights reports timely disseminated	2,500	3,000	3,500

IX. Major Capital Investments And Changes In Resource Allocation

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

N/A

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

1. Inadequate financial resources and over dependency on donor support
2. Inadequate staff structure and low pay:
3. Case backlog;
4. Constrained geographical access:
5. Inadequate Transport:
6. Delayed payments of UHRC Tribunal awards by MoJCA.

Plans to improve Vote Performance

- Automation of UHRC systems for easy monitoring of complaints
- UHRC has continued to request for additional funding from Government.
- A case back log reduction strategy has been designed with several strategies to deal with cases that have been in the system for over two years
- UHRC will continue to request government to procure vehicles

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To Control and Prevent HIV/AIDS at work place
Issue of Concern :	- Limited awareness on prevention and control of HIV/AIDS at the work place -Stigma and discrimination
Planned Interventions :	- Sensitization on HIV/AIDS and Human Rights -Dissemination and implementation of the HIV/AIDS work place policy -Lobby for the review of the Prevention and Control of HIV/AIDS Act
Budget Allocation (Billion) :	0.000

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Performance Indicators: Number of staff trained on HIV/AIDS and Human Rights
Number of copies of the HIV/AIDS policy disseminated.

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Commissioner	HR-SS	3	0
Driver	HRC-10-1	3	0
Senior Procurement Officer	HRC-3	1	0
Senior Assistant Administrator	HRC-4	1	0
Senior Human Rights Officer	HRC-4	1	0
Transport Assistant	HRC-8	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 FY2020/21	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Commissioner	HR-SS	3	0	3	3	22,330,587	267,967,044
Driver	HRC-10-1	3	0	3	3	3,574,665	42,895,980
Senior Assistant Administrator	HRC-4	1	0	1	1	0	0
Senior Human Rights Officer	HRC-4	1	0	1	1	3,316,174	39,794,088
Senior Procurement Officer	HRC-3	1	0	1	1	3,619,493	43,433,916
Transport Assistant	HRC-8	1	0	1	1	1,479,849	17,758,188
Total		10	0	10	10	34,320,768	411,849,216