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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 2019/20

- 1) The Commission trained 13 MDAs in gender and equity planning and Budgeting: Mbarara university of Science and Technology, Mbarara Regional Referral Hospital, Kabale Regional Referral Hospital, Kabale University, Masaka Regional Referral Hospital, Gulu University and Gulu Regional Referral Hospital, Ministry of Science, Technology and Innovation, UIRI, Uganda AIDS Commission, Uganda Export Promotion Board, Uganda Human Rights Commission and the Board Members of the Uganda Land Commission at UGX 44M
- 2) The EOC organized orientation for assessors for four days from 10th to 13th December 2019, received orientation training on the use of the newly-developed online system to enable them assess sector BFPs at UGX 19M
- 3) Sectors (19) BFPs were assessed for compliance with gender and equity requirements, including the newly created Local Government Sector. A total of 18 Sectors scored 50% and above. The Security sector scored 43.4% which is below the minimum compliance score. The National Sector Compliance level stands at 68.9%. The results were disseminated to stakeholders at UGX 20.8M
- 4) The Commission distributed the issues paper on gender and equity issues for consideration in National Development Plan III FY 2020/2021 – 2024/2025 to different Local Governments and Government Agencies at UGX 4M
- 5) One staff (Male) attended a two weeks course in gender and Equity programming in ESAMI at UGX 24M
- 6) Study report on level of access to sexual and reproductive health care services, information and education among the youths and women in Uganda produced Literature reviewed, Concept for the study developed, Tools for the study developed, Field data collection concluded.
- 7) Study report on access to and equitable utilization of ICT in Uganda focusing on education institutions and women in the ICT industry conducted, Literature reviewed, Concept for the study developed, Tools for the study developed, Field data collection concluded.
- 8) Annual report on state of equal opportunities in Uganda FY 2018/2019 produced and disseminated. Field data collection, data compilation and report preparation was concluded, Stakeholders validation workshop was held on 20th November, 2019 at Silver springs hotel Bugolobi, with participants representing CSOs, FBOs, MDAs and LGs. Final Report was launched and disseminated on 12th December, 2019 at Silver springs hotel, Bugolobi. The launch and dissemination workshop was presided over by Hon. Asamo Hellen Grace, Chairperson EOC Committee in Parliament, 360 Copies of the report were published and distributed to various stakeholders.

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9) The EOC conducted 15 tribunal sessions; of which, 2 in Pakwach, 2 in Arua and 10 in Kampala, and 1 in Ibanda, to address issues of persons that have difficulty in accessing the Commission in Kampala. They considered issues of war claimants and their families and former workers of the district that have never received their pension at UGX 40M

10) Three (3) pre tribunal sessions have been carried out in Arua, Kamuli and Moyo districts, majority of the cases were land conflicts between Widows and Children of the deceased and the clan members and also resolving, domestic violence cases at UGX 3M)

11) Two (2) Member (1 male and 1 female) of the Commission and 02 staff of the Legal department attended training on Indigenous Peoples rights at the University of Pretoria. One staff attended training at International Law Institute Washington DC. In addition the chairperson went to US for a bench marking visit UGX 120M.

12) A set of red volumes and blue volumes of the laws of Uganda were procured. In addition ordered for print outs of the constitution and the EOC Act and regulations and a subscription to the Online Law Library.

13) Two mobile Legal clinic were carried out. One in the districts of Nwoya, Gulu, Lira and Oyam. Another mobile clinic was carried out at Makerere University during the Conference on Economic Social and Cultural Rights. They addressed issues of students from the university and from Katanga on matters of employment among others

14) A total of 230 complaints were received which far exceeded the target of 100 cases at half year. A total of 108 cases were received in the field while a total of 122 cases were received and registered at the offices in Bugolobi and during the mobile legal clinic. These complainants were received from the Districts of Gulu, Kiryandongo, Pader, Agago, Lamwo, Kitgum, Nwoya, Zombo, Kaperebyong and Kampala. Many of which land and employment conflict and property sharing at UGX 15M

15) 54% (27/50 complaints) investigations were carried out in complaints. 18 of these were field investigations in the Districts of Kamuli, Kasese, Mbarara, and Bushenyi among others while 09 were desk investigations. Many of the cases were family /domestic conflict and land / deceased estate management at UGX 2M

16) Three bills have been reviewed for compliance with equal opportunities, namely: Coffee bill, 2018 National Health Insurance Scheme Bill, 2019 and the Employment (Amendment) Bill 2019. The review focused on ensuring equal access by the non-formal sector workers so that they can access medical care. While the coffee bill review was to ensure equal benefit sharing between men and women.

17) Conducted public awareness campaign on understanding EOs, AA and G & E compliance, with a focus on promoting inclusive development through, running 170 jingles/DJ mentions on 6 radio stations across the Country; UBC radio, Radio one, Radio West, Voice of Teso, Radio Star and Persis FM. Ran 10 TV Animations on NTV station and UBC, talk shows on UBC TV, BABA TV; Star FM, Akaboozi, Radio Rupiny and Sauti FM.

18) Published 6 newspaper supplements/articles on International Youth Day, International Day for Older Persons, National Independence Day, World AIDS Day, International Day for Persons with Disabilities and the International Human Rights Day in the Monitor and New Vision newspapers.

19) Produced and circulated issue 4 and 5 of the Equity Voice. Also drafted Issue 6 of the Equity Voice, a policy brief on the Status of Equal Opportunities under the Pre-Primary Education Sub Sector and a fact sheet on Equal Opportunities under the Pre-Primary Education Sub Sector.

20) Produced other IEC materials – 400 calendars, 300 T-shirts, 2,000 brochures, 500 stickers, 170 diaries, 200 seasonal cards, and hang-up and tear drop banners. Most of these were used in the public awareness campaign within the reporting period; while others are still being distributed/circulated to stakeholders.

21) Organized activity/event-specific press conferences. Out the digital conference and other digital engagements, the EOC Twitter Page has grown from 178 in June to 617 as of today. The Facebook page has remained very active.

22) Four (4) community sensitization workshops were conducted during the reporting period: 2 in the Central Region – Kapeeka Sub-county in Nakaseke District and Bbaale Sub-county in Kayunga District; 2 in Eastern Region – Atatur Sub-county in Kumi District and Busia Municipal Council in Busia District. Participant turn-up in all sensitization sessions was overwhelming; and the focus was on the Commission and its mandate, functions, powers; and the need for inclusive development.

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23) The Commission conducted educational campaigns through participation in celebrating 8 national/international human rights related days; thus (International Youth Day in Jinja District; International Day for the World's Indigenous Minorities in Kampala; International Older Person's Day in Kumi District; National Independence Day in Sironko, 16 Days of Activism against GBV, Market cleaning and baraza at Kaleerwe, The youth dialogue at Golf Course Hotel, International Day of the White Cane in Butalejja District; International Day for Persons with Disabilities in Iganga; The International Human Rights Day celebrations in Omoro district)

24) Held a dialogue with National Council for Disability (NCD) during their Annual Delegates Conference at Eureka Hotel in September. The slot allotted to EOC was used to dialogue on the Commission and its mandate, functions, powers, achievements, challenges and future plans – all in relation to persons with disabilities.

25) A dialogue on HIV and its effects was organized with students from three universities, that is: Makerere University Business School (MUBS), Makerere University Kampala (MUK) and Kyambogo University (KYU). The dialogue was held at MUBS on 12th December 2019 in the spirit of participating in the national events to mark the World AIDS Day. It brought together over 150 participants; over 60% of them females. Six of the participants were students with disabilities; five Deaf and one physically disabled. The main focus of the dialogue was derived out of dire need to mobilise young people to address the challenges and barriers hindering the end of New HIV infections. This was in tandem with the theme that guided the national celebrations: "Empowering younger people for championing the end of New HIV infections". This was curved out of the Global theme: "Communities make the difference". The objectives of the dialogue were threefold; thus: Showcase the Commission's mandate, functions and powers to young people and other HIV&AIDS stakeholders join other stakeholders in redressing marginalization and discrimination against young people affected by HIV&AIDS. Provide information and education as a means of mitigating the spread of new HIV infections among young People.

26) One (1) school debate at secondary school level aimed at promoting effective participation in, and benefit from inclusive education by marginalized girls and boys was held at Kololo Senior Secondary School.

### IV. Medium Term Plans

The EOC will follow the National Planning Authority (NPA) guidelines to develop Strategic Plan III. This will be aligned to NDPIII that commences in FY 2020/21. The Commission's 5 year Strategic Plan that is winding up this financial year 2019/20 will guide Strategic Plan III development; and will be aligned to NDPIII to address issues of Social Development Sector, Vision 2040 and Sustainable Development Goals (SDGs). The medium term interventions include;

1. 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
2. Fast tracking the use of ICT by acquiring ICT equipment, training staff both male and female in gender and equity budgeting and planning.
3. Roll-out HIV/AIDS workplace policy
4. Monitor compliance to equal opportunities and inclusivity standards in social service sectors
5. Increase public awareness on EOs and EOC mandate through celebration of National/Regional/International human rights days like International day of Indigenous minority groups, Youth day, Older persons day, International day of disability, 16 days of activism and International human rights day, women's day, International labor day, Day of the African Child)
6. 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
7. Strengthen legal support and complaint redress mechanisms
8. Review and assess 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)

	2018/19 Outturn	2019/20		2020/21	MTEF Budget Projections			
		Approved Budget	Expenditure by End Dec		2021/22	2022/23	2023/24	2024/25
<b>Recurrent</b>	Wage	2.799	2.967	1.483	2.967	2.967	2.967	2.967
	Non Wage	7.509	8.937	3.512	8.937	10.725	12.870	15.444
<b>Devt.</b>	GoU	1.300	0.360	0.044	0.360	0.360	0.360	0.360
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>	<b>11.608</b>	<b>12.265</b>	<b>5.039</b>	<b>12.265</b>	<b>14.052</b>	<b>16.197</b>	<b>18.771</b>	<b>21.860</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>11.608</b>	<b>12.265</b>	<b>5.039</b>	<b>12.265</b>	<b>14.052</b>	<b>16.197</b>	<b>18.771</b>	<b>21.860</b>
Arrears	0.433	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>Total Budget</b>	<b>12.040</b>	<b>12.265</b>	<b>5.039</b>	<b>12.265</b>	<b>14.052</b>	<b>16.197</b>	<b>18.771</b>	<b>21.860</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>12.040</b>	<b>12.265</b>	<b>5.039</b>	<b>12.265</b>	<b>14.052</b>	<b>16.197</b>	<b>18.771</b>	<b>21.860</b>
<b>Total Vote Budget Excluding Arrears</b>	<b>11.608</b>	<b>12.265</b>	<b>5.039</b>	<b>12.265</b>	<b>14.052</b>	<b>16.197</b>	<b>18.771</b>	<b>21.860</b>

## 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
<b>Output Class : Outputs Provided</b>	<b>11.904</b>	<b>0.000</b>	<b>0.000</b>	<b>11.904</b>	<b>11.914</b>	<b>0.000</b>	<b>11.914</b>
211 Wages and Salaries	4.036	0.000	0.000	4.036	4.055	0.000	4.055
212 Social Contributions	0.240	0.000	0.000	0.240	0.297	0.000	0.297
213 Other Employee Costs	1.322	0.000	0.000	1.322	1.322	0.000	1.322
221 General Expenses	2.138	0.000	0.000	2.138	2.502	0.000	2.502
222 Communications	0.075	0.000	0.000	0.075	0.073	0.000	0.073
223 Utility and Property Expenses	0.599	0.000	0.000	0.599	0.557	0.000	0.557
224 Supplies and Services	0.030	0.000	0.000	0.030	0.023	0.000	0.023
225 Professional Services	0.506	0.000	0.000	0.506	0.467	0.000	0.467
227 Travel and Transport	2.518	0.000	0.000	2.518	2.386	0.000	2.386
228 Maintenance	0.390	0.000	0.000	0.390	0.232	0.000	0.232
282 Miscellaneous Other Expenses	0.050	0.000	0.000	0.050	0.002	0.000	0.002
<b>Output Class : Capital Purchases</b>	<b>0.360</b>	<b>0.000</b>	<b>0.000</b>	<b>0.360</b>	<b>0.350</b>	<b>0.000</b>	<b>0.350</b>
312 FIXED ASSETS	0.360	0.000	0.000	0.360	0.350	0.000	0.350
<b>Grand Total :</b>	<b>12.265</b>	<b>0.000</b>	<b>0.000</b>	<b>12.265</b>	<b>12.265</b>	<b>0.000</b>	<b>12.265</b>

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Total excluding Arrears	12.265	0.000	0.000	12.265	12.265	0.000	12.265
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## 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
<b>07 Gender and Equity</b>	<b>3.175</b>	<b>4.146</b>	<b>1.580</b>	<b>3.337</b>	<b>4.004</b>	<b>4.805</b>	<b>5.766</b>	<b>6.919</b>
04 Research, Monitoring and Evaluation	1.069	1.349	0.594	1.086	1.303	1.563	1.876	2.251
05 Education, Training, Information and Communication	0.958	1.317	0.535	1.081	1.297	1.557	1.868	2.242
06 Complaine and reporting	1.148	1.481	0.451	1.170	1.404	1.685	2.022	2.426
<b>08 Redressing imbalances and promoting equal oportunites for all</b>	<b>8.865</b>	<b>8.119</b>	<b>3.459</b>	<b>8.928</b>	<b>10.048</b>	<b>11.392</b>	<b>13.005</b>	<b>14.941</b>
01 Statutory	1.100	1.856	0.900	1.086	1.303	1.564	1.877	2.252
02 Legal Services and Investigations	0.841	1.198	0.444	0.902	1.082	1.299	1.558	1.870
03 Administration, Finance and Planning	5.624	4.704	2.072	6.579	7.302	8.169	9.210	10.458
1269 Strengthening the Capacity of Equal Opportunities Commission	1.300	0.360	0.044	0.000	0.000	0.000	0.000	0.000
1628 Retooling of Equal Opportunities Commission	0.000	0.000	0.000	0.360	0.360	0.360	0.360	0.360
<b>Total for the Vote</b>	<b>12.040</b>	<b>12.265</b>	<b>5.039</b>	<b>12.265</b>	<b>14.052</b>	<b>16.197</b>	<b>18.771</b>	<b>21.860</b>
<b>Total Excluding Arrears</b>	<b>11.608</b>	<b>12.265</b>	<b>5.039</b>	<b>12.265</b>	<b>14.052</b>	<b>16.197</b>	<b>18.771</b>	<b>21.860</b>

## VIII. Programme Performance and Medium Term Plans

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

<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>	Mr Kamyia Julius Head of Department, Education and Communication					
<b>Programme Outcome:</b>	MDAs` responsiveness to Gender and Equity compliance demonstrated					
<i>Sector Outcomes contributed to by the Programme Outcome</i>						
N/A						
<b>Outcome Indicators</b>		<b>Performance Targets</b>				
		<b>Baseline</b>	<b>Base year</b>	<b>2020/21 Target</b>	<b>2021/22 Projection</b>	<b>2022/23 Projection</b>

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• Percentage MDA compliance to gender and equity principles and standards	50	2018	60%	65%	65%
• Percentage increase in level of public awareness of and participation in programmes for promotion of equal opportunities and affirmative action	50	2018	60%	65%	65%
<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			40	50	60
Percentage of Sector Budget Framework Papers and Ministerial Policy Statements compliant with Equal Opportunities standards and regulations			75%	75%	75%
<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	6	8
Number of Public Awareness Campaigns conducted			4	6	8
<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			40	50	60
Percentage of Sector Budget Framework Papers and Ministerial Policy Statements compliant with Equal Opportunities standards and regulations			75%	75%	75%
<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>	Mr. Sewante Muhammad Kaliphan, Ag. Undersecretary				
<b>Programme Outcome:</b>	Equitable and inclusive social services promoted				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
N/A					
<b>Outcome Indicators</b>	<b>Performance Targets</b>				
			<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>
	<b>Baseline</b>	<b>Base year</b>	<b>Target</b>	<b>Projection</b>	<b>Projection</b>

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• Percentage of marginalised persons participating in the development initiatives	40	2018	45%	50%	50%
• Percentage of marginalised persons accessing social justice	45	2018	45%	50%	50%
<b>SubProgramme: 01 Statutory</b>					
<i>Output: 01 Policies, Advocacy and Tribunal Operations</i>					
Number of tribunal hearings conducted			24	28	32
Number of laws, policies and regulations reviewed for compliance			8	12	16
<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	400
Proportion of received complaints and petitions investigated and resolved/referred by the Commission			70%	70%	70%

## 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. The staff structure of EOC is not yet filled despite the periodic recruitment that were done. The current staffing stands at 41% against 65% recommended by MoPS
2. Inadequate funding has constrained the operations and interventions of the Commission especially the Tribunal
3. The lack of regional offices limits accessibility by the public especially the marginalised to EOC services
4. Besides limited work stations for employees, the Commission doesn't have a childcare centre to serve both employees and clients.
5. Some entrances to some offices including the Tribunal hall are not PWD friendly.

### Plans to improve Vote Performance

1. Continuous engagement of relevant institutions to fast track recruitment to fill the structure
2. Lobby for increased GOU funding, Engage Development Partners for sustained and additional financing
3. Sustain justification for financing towards the establishment of EOC Regional Offices,
4. Further Partition current office space as an interim measure
5. The Commission will make more modifications to improve access at the EOC offices

## XI Off Budget Support

**Table 11.1 Off-Budget Support by Sub-Programme**

<i>Billion Uganda Shillings</i>	2019/20 Approved Budget	2020/21 Draft Estimates
<b>Programme 1007 Gender and Equity</b>	0.00	3.00
<i>Recurrent Budget Estimates</i>		
<b>06 Complaine and reporting</b>	0.00	3.00
<i>406-European Union (EU)</i>	0.00	3.00

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Total for Vote	0.00	3.00
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## XII. Vote Cross Cutting Policy And Other Budgetary Issues

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/AIDSs are often discriminated and stigmatized Sensitization of the public on their rights and obligations to report incidences of discrimination to the commission
<b>Planned Interventions :</b>	EOC will relay awareness messages advocacy and networking on HIV/AIDSs to all its constituents during outreach programmes of all the departments
<b>Budget Allocation (Billion) :</b>	0.050
<b>Performance Indicators:</b>	No of cases regarding discrimination or marginalization on the basis of HIV/AIDSs disposed off Increased level of awareness on issues of non discrimination and marginalization with regard to HIV/AIDSs

**Issue Type: Gender**

<b>Objective :</b>	To reduce inequality in access, ownership and control of productive resources among Women, Youths and PWDs
<b>Issue of Concern :</b>	Female, Youths, PWDs are disadvantaged in issues of access, participation, ownership and benefit of resources
<b>Planned Interventions :</b>	Affirmative action put in place for female, youths and PWDs with regard to accessibility and ownership of resources
<b>Budget Allocation (Billion) :</b>	0.040
<b>Performance Indicators:</b>	Number of female youth groups sensitized Number of PWDs sensitized

**Issue Type: Environment**

<b>Objective :</b>	To increase awareness among MDAs and LGs on dangers of misuse of natural resources to the most Vulnerable Communities.
<b>Issue of Concern :</b>	During Planning and Budgeting, MDAs and LGs allocate the least budget to natural resources.
<b>Planned Interventions :</b>	The EOC will advocate for an increment in budget allocation to natural resources and assess the MDAs and LGs allocations to Natural Resources.
<b>Budget Allocation (Billion) :</b>	0.060
<b>Performance Indicators:</b>	Numbers of MDAs and LGs assessed on compliance to allocations to natural resources

## XIII. Personnel Information

Table 13.1 Staff Establishment Analysis



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Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Commissioner Research, Monitoring & Evaluation	EOC SE	1	0
Commissioner, Compliance and Reporting	EOC1E	1	0
Principal Education and Training Officer	EOC2	2	1
Principal Information and Communication Officer	EOC2	1	0
Senior Education officer	EOC3	2	1
Senior Information and Communication Officer	EOC3	1	0
Senior Monitoring and Evaluation Officer	EOC3	2	0
Assistant Records Officer	EOC5	1	0

**Table 13.2 Staff Recruitment Plan**

N/A