

## **ASSESSMENT RESULTS ON COMPLIANCE OF MINISTERIAL POLICY STATEMENTS WITH GENDER AND EQUITY REQUIREMENTS FY 2019/2020**



*Theme: “Gender and Equity Responsiveness a Necessity for Sustainable Industrialisation for Job Creation and shared prosperity”*

**By  
The Equal Opportunities Commission  
Plot 7, Luthuli Close, Bugolobi,  
P.O. Box 27672, Kampala**

***March, 2019***

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## **ABOUT THE EQUAL OPPORTUNITIES COMMISSION**

### **Vision**

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

### **Mission**

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

### **Mandate of the Commission**

The Commission is a constitutional body established by the Equal Opportunities Commission Act, No. 2 of 2007 (EOC Act) "to give effect to the State's constitutional mandate to eliminate discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, colour, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, and take affirmative action in favour of groups marginalised on the basis of gender, age, disability or any other reason created by history, tradition or custom for the purpose of redressing imbalances which exist against them; and to provide for other related matters".

### **Functions of the Equal Opportunities Commission**

The functions of the Commission are spelt out under section 14 of the EOC Act, 2007. In brief these are: to monitor, evaluate and ensure that policies, laws, plans, programmes, activities, practices, traditions, cultures, usage and customs of organs of State at all levels, statutory bodies and agencies, public bodies and authorities, private businesses and enterprises, non-Governmental organisations, and social and cultural communities, are compliant with equal opportunities for all and affirmative action taken in favour of groups marginalised on the basis of sex, age, race, colour, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability or any other reason created by history, tradition or custom.

### **Powers of the Commission**

Under section 15 of the EOC Act, the Commission has powers to issue summons or other orders requiring the attendance of any person before the Commission and the production of any document or record relevant to the investigations by the Commission, to question any person in respect of any subject matter under investigation before the Commission and to commit persons to prison for contempt of its orders. The Commission does not investigate any matter which is pending before a court or judicial tribunal or a matter involving relations or dealings between the Government of Uganda and a Government of a foreign state/International organisations or a matter relating to the exercise of the prerogative of mercy.

## Current Members of the Equal Opportunities Commission



**Sylvia Muwebwa Ntambi (Mrs.)**  
**Chairperson**



**Joel Cox Ojuko**  
**Member of Commission**



**Hajat Zaminah Malole**  
**Member of Commission**



**Patrobas Sirabo Wafula**  
**Member of Commission**



**Mujuni Pac Lawrence Mpitsi**  
**Secretary to the Commission**

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## Section 1

### General Introduction

#### 1.1 Introduction

In accordance with Section (14)<sup>1</sup> and (15) of the Equal Opportunities Commission Act, (2007) and Section 13 (15) (g) (i) and (ii)<sup>2</sup> of the Public Finance Management Act (2015), the Equal Opportunities Commission assessed Ministerial Policy Statements (FY 2019/2020) for compliance with Gender and Equity requirements.

#### 1.2 Rationale for Gender and Equity Planning and Budgeting

Gender and Equity planning and budgeting is cardinal for the attainment of the Sustainable Development Goals (SDGs) and the Uganda Vision 2040 under the theme “A Transformed Ugandan Society from a Peasant to a Modern and Prosperous Country within 30 years”.

Commitments under the above frameworks have been customised under the National Development Plan II 2015/16-2019/20 whose ultimate goal is to attain a middle income status by 2020 through strengthening the country’s competitiveness for sustainable wealth creation, employment and inclusive growth.

#### 1.3 Scope of the Assessment Report

The Commission has assessed a total of 114 Ministerial Policy Statements (that had submitted their MPSs by 24<sup>th</sup> March 2019) out of the 145 expected Votes to be assessed for the FY 2019-2020. Last Financial Year (2018/2019) a total of 142 Votes were assessed. Four new Votes have been added and these include;

##### 1.3.1 New Votes in the FY 2019/2020

No	Vote Code	Vote Name
1	177	Kiruddu Referral Hospital
2	178	Kawempe Referral hospital
3	238	Embassy of Uganda in Doha, Qatar
4	312	Petroleum Authority of Uganda

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<sup>1</sup>The functions of the Commission are to monitor, evaluate and ensure that policies, laws, plans, programs, activities, practices, traditions, cultures, usages and customs of— (a) organs of state at all levels; (b) statutory bodies and agencies; (c) public bodies and authorities; (d) private businesses and enterprises; (e) non-governmental organizations, and (f) social and cultural communities, are compliant with equal opportunities and affirmative action in favor of groups marginalized on the basis of sex, race, colour, ethnic origin, tribe, creed, religion, social or economic standing, political opinion, disability, gender, age or any other reason created by history, tradition or custom.

<sup>2</sup>States that a certificate shall be issued by the Minister responsible for Finance in consultation with the Equal Opportunities Commission; (i) certifying that the policy statement is gender and equity responsive; and (ii) specifying measures taken to equalize opportunities for men, women, persons with disabilities and other marginalized groups



The assessment focused on seven sections of the Ministerial Policy Statement namely with different weights attached to each section;

### 1.3.2 Focus of the Assessment

S/N	Area of Focus	Weight
1	Vote contribution to Sector Development Plan	1
2	Responsiveness of Vote Objective to G&E	5
3	Past Performance	30
4	Medium Term Plans	5
5	Programme Performance	15
6	Plans for the Ensuing Year	40
7	G&E Challenges	4
	<b>Total Weight</b>	<b>100</b>

In each of the above sections that constitute the Ministerial Policy Statements, the assessment aimed at ascertaining the extent to which concerns relating to; Gender, Equity by Age (children, youth, Older Persons), Equity by Disability and Equity by Location had been addressed.

## 1.4 Objective of the Assessment

The main objective was to establish the level of compliance of the MPSs with Gender and Equity requirements for the Financial Year 2019/2020. This is line with section 13 (15) (g) of the PFMA, 2015 that requires the Minister responsible for Finance Planning and Economic Development to issue the Gender and Equity compliance certificates to the respective qualifying MDAs in consultation with the Equal Opportunities Commission. The specific objectives of the assessment were:

- To examine the extent to which Vote objectives focus on inclusive growth as provided for under NDP II 2015/2016-2019/2020;
- To examine the level of compliance of Votes with Gender and Equity requirements when reporting on past performance and their medium term commitments;
- Examine the extent to which Votes allocate budgetary resources to priority outputs in response to Gender and Equity concerns or issues.
- To establish the extent to which Votes incorporated Gender and Equity aspects in their respective outcomes under commitment.
- Assess Gender and Equity challenges faced by Votes in budgeting and programming and ascertaining the level of commitment in making appropriate recommendations or measures for corrective action towards ensuring equal opportunities for all.
- To inform the issuance of the Gender and Equity compliance certificates to the respective qualifying Votes by the Hon Minister of Finance Planning and Economic Development.

## **1.5 Assessment Approach and Grading of Performance**

The assessments were conducted by a team of assessors that were drawn from the various MDAs under the coordination of the Equal Opportunities Commission. Each of the MPS was assessed out of 100%. The pass mark for the FY 2019/2020 was maintained at 50%.

## Section 2

### Assessment Findings

#### 2.1 Introduction

In total, the Equal Opportunities Commission has assessed 114 (78.6%) Ministerial Policy Statements against 146. The Public Finance Management Act, 2015 requires all MDAs to submit their MPSs by 15th March of every Financial Year. Nine days past the deadline only 114 votes had been submitted. Table 2.1 below shows the percentage distribution of vote submission by sector;

**Table 2.1: Percentage distribution of vote submission by sector;**

S/N	Sector	Total Votes	Votes Submitted by 24 <sup>th</sup> March		Votes Submitted after 24 <sup>th</sup> March	
			No.	%	No.	%
1	Accountability	8	6	75%	2	25%
2	Agriculture	7	6	86%	1	14%
3	Education	15	11	73%	4	27%
4	Energy and Mineral Development	4	4	100%		0%
5	Gender, Labour and Social Development	2	2	100%		0%
6	Health	26	13	50%	13	50%
7	ICT and National Guidance	2	1	50%	1	50%
8	Justice, Law and Order	14	13	93%	1	7%
9	Lands, Housing and Urban Development	2	2	100%		0%
10	Legislature	1	1	100%		0%
11	Public Administration	41	34	83%	7	17%
12	Public Sector Management	8	8	100%		0%
13	Science, Technology and Innovation	2	2	100%		0%
14	Security	2	2	100%		0%
15	Tourism, Wildlife and Antiquities	2	2	100%		0%
16	Trade, Industry and Cooperatives	3	3	100%		0%
17	Water and Environment	4	4	100%		0%
18	Works and Transport	3	1	33%	2	67%
	<b>Total</b>	<b>146</b>	<b>115</b>	<b>79%</b>	<b>31</b>	<b>21%</b>

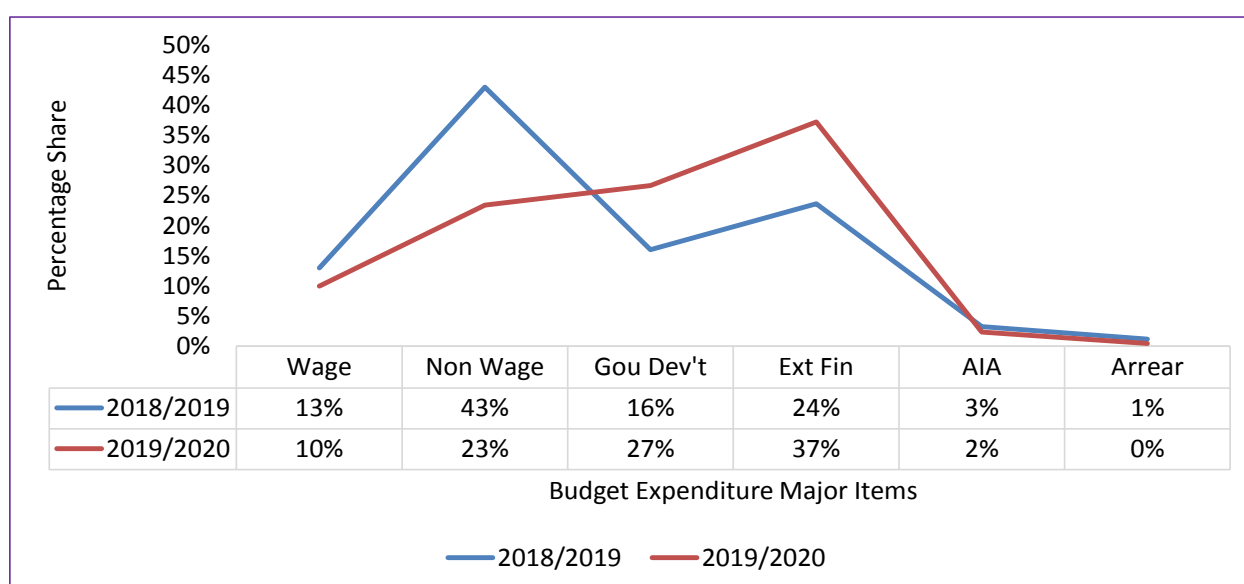
Source: EOC Assessment 2019/2020

A total of 31 votes submitted 9 days past the PFMA deadline with majoring being under the Health Sector, Public Administration and Education. Late submission is one of the challenges that the Commission faces in implementing the gender and equity provisions of the PFMA. Therefore, results of the votes that submitted after 24<sup>th</sup> March 2019 are not contained in this Report.

## 2.2 Share of the National Budget by Major Expenditure Items

Distribution of the national budget by major expenditure items is a key determinant of overall service delivery more especially to the vulnerable categories of people. Figure 2.1 below presents the percentage distribution of Uganda's National Budget by item for the FY 2018/2019 and 2019/2020.

**Figure 2.1: Share of the National Budget by Major Expenditure Items for the FY 2018/2019 and 2019/2020.**



Source: Computed by EOC using consolidated MPS Budgets

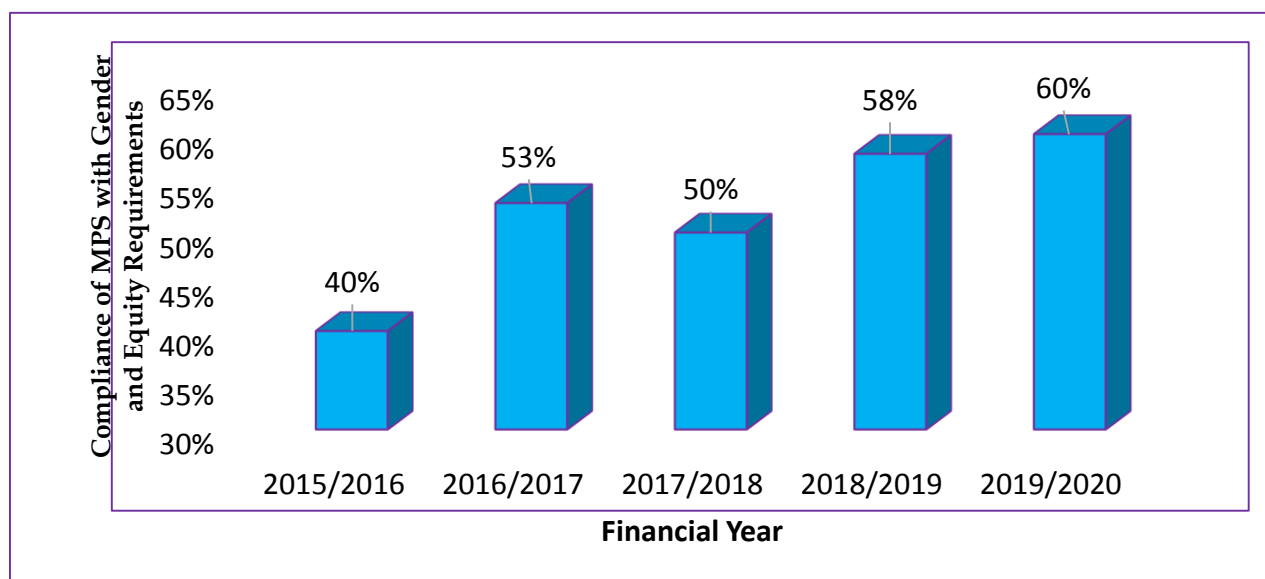
In the Financial Year 2018/2019, the biggest percentage of Uganda's budget was appropriated towards non-wage (43%) and External Financing (24%) with only 16% appropriated to development. The assessment revealed that in the FY 2019/2020, the biggest budget has been allocated to development (27%) and External Financing (37%). Whereas increased allocation to development is likely to enhance service delivery to the marginalised, the proportion allocated to external financing is too big (37%). It is important to note a number of loan requirements are still pending which in the long run may result into unsustainable debt burden and hence constraining service delivery among the marginalised.

## 2.3 Compliance of Ministerial Policy Statements with Gender and Equity Requirements FY 2019/2020

Financial Year 2019/2020 marks the 5th Financial Year of implementing gender and equity budgeting since commencement of the Public Finance Management Act, on 6th March 2015. At the same time, FY 2019/2020 marks the last year of implementing National Development Plan II.

National Comparison of the Gender and Equity assessment results for the last Five Financial Years (2015/2016- 2019/2020), reveals gradual improvement in performance. Figure 2.2 below presents the national trends on compliance of MPSs with gender and equity requirements for the MPSs generated to run Financial Years (2015/2016 - 2019/2020).

**Figure 2.2: National Compliance with Gender and Equity for the FYs 2016/2017 - 2018/2019**



Source: EOC MPS G&E Assessment FY 2019/2020

Overall, there has been improvement in the level of compliance of Ministerial Policy Statements with gender and equity requirements in the FY 2019/2020 of 2%age points from 58% in 2019/2019 to 60%. The improvement is attributed to capacity building effort, change of attitude and development of guiding tools on gender and equity planning and budgeting such as the gender and equity compacts and the National Compendium on gender and equity.

Out of 114 votes assessed so far, 100 met the minimum requirements with a score of 50%. Table 2.2 below show a list of MDAs recommended to be issued a certificate of Compliance with gender and equity requirements

**Table 2.2: list of MDAs recommended to be issued a certificate of Compliance with gender and equity requirements for the FY 2019/2020;**

S/N	Vote Name	2016/17	2017/18	2018/2019	2019/2020
1	Ministry of Gender, Labour and Social Development	98%	91%	88.00%	93.00%
2	Equal Opportunities Commission	82%	90%	85.00%	82.00%
3	Ministry of Health	84%	75%	78.30%	81.00%
4	Kyambogo University	42%	55%	57.70%	79.30%
5	Judiciary	40%	66%	52.00%	78.80%

S/N	Vote Name	2016/17	2017/18	2018/2019	2019/2020
6	Masaka Referral Hospital	62%	61%	37.00%	77.70%
7	Ministry of Water and Environment	59%	51%	74.00%	77.00%
8	Office of the Prime Minister	65%	70%	69.00%	77.00%
9	Kampala Capital City Authority	58%	78%	79.00%	76.00%
10	Kabale University	41%	30%	61.70%	75.60%
11	National Planning Authority	40%	67%	63.70%	75.00%
12	Ministry of Agriculture, Animal Industry and Fisheries	49%	70%	79.30%	75.00%
13	UBOS	57%	64%	58.00%	75.00%
14	Director of Public Prosecutions	86%	54%	63.70%	75.00%
15	Mbarara University	64%	33%	63.70%	74.70%
16	Moroto Referral Hospital	59%	66%	66.70%	74.00%
17	Mbarara Referral Hospital	59%	66%	74.00%	73.00%
18	NAADS Secretariat	50%	62%	61.00%	72.50%
19	Gulu Referral Hospital	41%	62%	64.70%	72.00%
20	Uganda Prisons Service	68%	71%	63.70%	72.00%
21	Busitema University	53%	56%	66.70%	71.70%
22	Uganda National Examinations Board	42%	57%	61.30%	71.30%
23	Ministry of Works and Transport	58%	66%	54.30%	71.30%
24	National Environment Management Authority	66%	55%	63.70%	71.00%
25	Makerere University	46%	12%	50.70%	70.00%
26	Ministry of Internal Affairs	46%	66%	74.70%	69.30%
27	National Identification and Registration Authority (NIRA)		60%	58.70%	69.00%
28	Law Development Centre	41%	64%	25.70%	69.00%
29	Parliamentary commission	44%	73%	75.00%	69.00%
30	Ministry of Lands, Planning and Urban Development	57%	70%	70.00%	68.70%
31	Ministry of Science, Technology and Innovation		50%	57.70%	68.00%
32	Ministry of Justice and Constitutional affairs	60%	54%	80.00%	67.00%

S/N	Vote Name	2016/17	2017/18	2018/2019	2019/2020
33	Ministry of Defence	88%	50%	73.00%	67.00%
34	Uganda Land Commission	42%	70%	50.00%	66.70%
35	Muni University	46%	50%	57.70%	66.70%
36	Office of the President	42%	51%	53.00%	66.30%
37	Kabale Referral Hospital	41%	56%	52.70%	66.00%
38	Directorate of Ethics and Integrity	60%	69%	65.00%	66.00%
39	Mission in Kenya			53.70%	66.00%
40	Uganda Tourism Board	41%	50%	51.00%	65.70%
41	National Forestry Authority	47%	70%	50.00%	65.30%
42	Uganda Police Force	65%	61%	56.70%	65.30%
43	Mission in Bujumbura	40%	22%	50.70%	65.00%
44	Ministry of Finance, Planning and Economic Development	57%	60%	70.70%	64.70%
45	Lira University	40%	70%	39.70%	64.30%
46	Uganda Revenue Authority	56%	50%	55.70%	64.30%
47	Education Service Commission	52%	63%	62.00%	64.20%
48	Ministry of ICT and National Guidance	52%	50%	52.00%	63.70%
49	Uganda Human Rights Commission	64%	51%	73.00%	63.50%
50	Uganda Coffee Development Authority	52%	23%	54.70%	63.30%
51	Ministry of Trade, Industry and Cooperatives	46%	65%	52.70%	63.20%
52	Uganda National Bureau of Standards	42%	71%	50.70%	63.00%
53	Mission in Canberra	40%	20%	68.70%	62.00%
54	Ministry of Public Service	65%	62%	55.30%	62.00%
55	Mubende Referral Hospital	58%	63%	66.00%	61.70%
56	Uganda Embassy in Algeria, Algiers			51.70%	61.70%
57	Uganda Cancer Institute	42%	58%	31.00%	61.00%
58	Uganda Investment Authority			26.70%	60.70%
59	Directorate of Government Analytical Laboratory		58%	57.00%	60.50%

S/N	Vote Name	2016/17	2017/18	2018/2019	2019/2020
60	Ministry of Foreign Affairs	62%	52%	51.70%	60.30%
61	Mission in Juba	40%	32%	78.00%	60.00%
62	Mission in China	40%	15%	60.00%	59.30%
63	Local Government Finance Commission	47%	53%	54.30%	59.00%
64	Naguru Referral Hospital	69%	66%	69.00%	59.00%
65	Mission in South Africa	40%	50%	54.00%	57.70%
66	Consulate in Guangzhou	40%	19%	52.30%	57.00%
67	Financial Intelligence Authority		50%	40.00%	57.00%
68	Auditor General	44%	56%	60.70%	56.70%
69	External Security Organisation	44%	50%	53.70%	56.00%
70	Mission in DR Congo	40%	18%	51.00%	55.70%
71	Uganda Industrial Research Institute	40%	50%	52.00%	55.30%
72	National Curriculum Development Centre	60%	52%	64.30%	54.80%
73	Mission in Denmark	40%	17%	52.00%	54.70%
74	Ministry of Local Government	48%	50%	50.70%	54.70%
75	Makerere University Business School	43%	50%	50.00%	54.30%
76	National Agricultural Research Organisation	44%	50%	56.70%	54.00%
77	Law Reform Commission	69%	58%	57.00%	54.00%
78	National Animal Genetic Resource Centre and DB	44%	61%	55.70%	53.80%
79	Uganda Heart Institute	47%	51%	29.00%	53.70%
80	Ministry of Tourism, Wildlife and Antiquities	53%	68%	82.00%	53.70%
81	Dairy Development Authority	40%	55%	57.70%	53.20%
82	Uganda National Meteorological Authority	40%	50%	65.30%	53.00%
83	Uganda Export Promotion Board	40%	58%	51.00%	53.00%
84	Mission in Tanzania				53.00%
85	Public Service Commission	40%	63%	54.30%	52.30%
86	East African Community	40%	56%	60.30%	51.80%



S/N	Vote Name	2016/17	2017/18	2018/2019	2019/2020
87	Mission in Iran	40%	23%	58.70%	51.70%
88	Mission in Washington	40%	36%	55.00%	51.30%
89	Mission in Russia	40%	29%	50.00%	51.00%
90	Ministry of Energy and Mineral Development	52%	55%	51.00%	51.00%
91	Fort Portal Referral Hospital	46%	51%	59.00%	50.80%
92	Mission in Somalia	40%	16%	50.70%	50.70%
93	Mission in India	40%	50%	50.70%	50.70%
94	Mission in Canada	40%	22%	56.70%	50.30%
95	Mission in Nigeria	40%	26%	50.70%	50.30%
96	State House	55%	50%	62.70%	50.30%
97	Mission in Germany	40%	6%	58.70%	50.00%
98	Consulate in Mombasa	40%	18%	58.70%	50.00%
99	Uganda Aids Commission	54%	34%	50.70%	50.00%
100	Electoral Commission	72%	51%	51.00%	50%
	<b>National Average</b>	<b>53%</b>	<b>50%</b>	<b>58%</b>	<b>60.02%</b>

Source: EOC MPS G&E Assessment FY 2019/2020

**Table 2.3: List of MDAs not recommended to be issued a certificate of Compliance with gender and equity requirements for the FY 2019/2020;**

S/N	Vote Name	2016/17	2017/18	2018/2019	2019/2020
101	Mission in Abu Dhabi	40%	50%	35.70%	46.70%
102	Mission in Japan	40%	28%	64.00%	46.00%
103	Judicial Service Commission	41%	62%	50.00%	45.70%
104	Health Service Commission	41%	62%	51.70%	45.50%
105	Mission in Sudan	40%	11%	53.00%	45.00%
106	Mission in Egypt	40%	15%	73.10%	43.70%
107	Mission in France	40%	19%	50.40%	43.70%
108	Rural Electrification Agency (REA)	47%	51%	53.00%	40.10%
109	Mission in Geneva	40%	27%	68.00%	40.00%
110	Uganda National Oil Company			31.00%	38.00%

S/N	Vote Name	2016/17	2017/18	2018/2019	2019/2020
111	Uganda Registration Services Bureau	43%	63%	62.00%	37.20%
112	Mission in Rwanda	40%	10%	50.00%	29.70%
113	Mission in Malaysia	40%	51%	51.70%	23.00%
114	Mission in Belgium	40%	25%	60.00%	14.00%
115	Uganda Virus Research Institute (UVRI)		50%	24.00%	Submitted Late
116	Mission in Saudi Arabia	40%	15%	57.00%	Submitted Late
117	Mission in Ethiopia	40%	18%	59.00%	Submitted Late
118	Mission in New York	40%	19%	50.00%	Submitted Late
119	Mission in England	40%	20%	53.70%	Submitted Late
120	Mission in Libya (Note: Mission in Libya was closed)	40%	20%		Submitted Late
121	Mission in Italy	40%	25%	51.30%	Submitted Late
122	Mission in Ankara	40%	30%	52.30%	Submitted Late
123	Lira Referral Hospital	40%	35%	54.70%	Submitted Late
124	Uganda Management Institute	40%	53%	53.70%	Submitted Late
125	National Information Technology Authority	40%	55%	61.00%	Submitted Late
126	Hoima Referral Hospital	40%	62%	60.70%	Submitted Late
127	Uganda Road Fund	41%	53%	69.00%	Submitted Late
128	Mulago Hospital Complex	41%	65%	66.00%	Submitted Late
129	Jinja Referral Hospital	47%	59%	69.00%	Submitted Late
130	Uganda National Roads Authority	48%	60%	50.70%	Submitted Late
131	Soroti Referral Hospital	49%	50%	75.70%	Submitted Late
132	Mbale Referral Hospital	50%	50%	52.00%	Submitted Late
133	Inspectorate of Government	51%	53%	50.00%	Submitted Late
134	Uganda Blood Transfusion Service	52%	52%	64.00%	Submitted Late
135	National Citizenship and Immigration Control	52%	70%	56.70%	Submitted Late
136	Soroti University	53%	59%	68.70%	Submitted Late
137	Gulu University	54%	68%	53.70%	Submitted Late
138	Arua Referral Hospital	55%	73%	54.70%	Submitted Late
139	Uganda National Medical stores	60%	50%	68.00%	Submitted Late
140	Public Procurement and Public Disposal of Assets	60%	50%	71.70%	Submitted Late
141	Uganda Cotton Development Organisation	62%	60%	55.70%	Submitted Late
142	Butabika Hospital	66%	61%	63.30%	Submitted Late

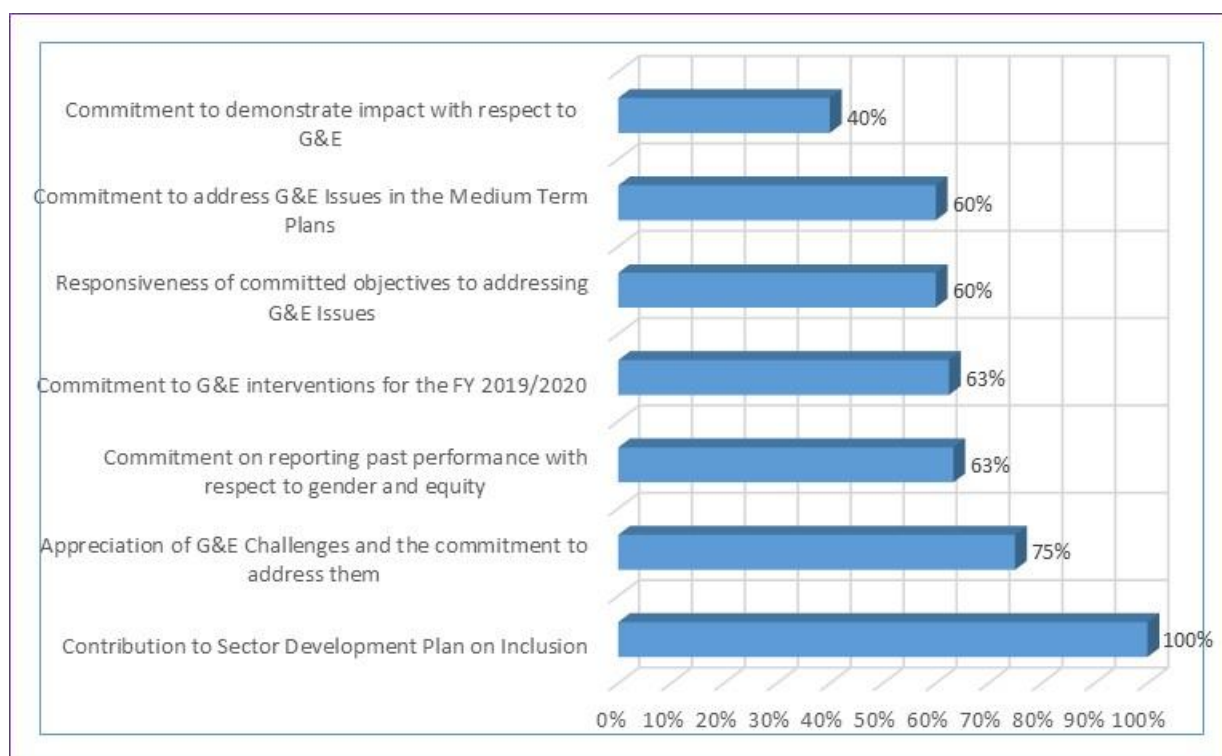
S/N	Vote Name	2016/17	2017/18	2018/2019	2019/2020
143	Ministry of Education and Sports	80%	78%	87.30%	Submitted Late
144	Embassy of Uganda in Doha, Qatar				Submitted Late
145	Kawempe Referral hospital				Submitted Late
146	Kiruddu Referral Hospital				Submitted Late
147	Petroleum Authority of Uganda				Submitted Late

Source: EOC MPS G&E Assessment FY 2019/2020

## 2.4 Compliance of the Ministerial Policy Statements by Assessment Area

The National Average Compliance Level for the FY 2019/2020 in the 7 areas of assessment increased by 2 percentage points from 58% in FY 2018/2019 to 60%. Figure 2.3 below presents overall compliance of MPSs by areas of assessment for the FY 2019/2020.

**Figure 2.3: Overall compliance of MPSs by areas of assessment for the FY 2019/2020.**



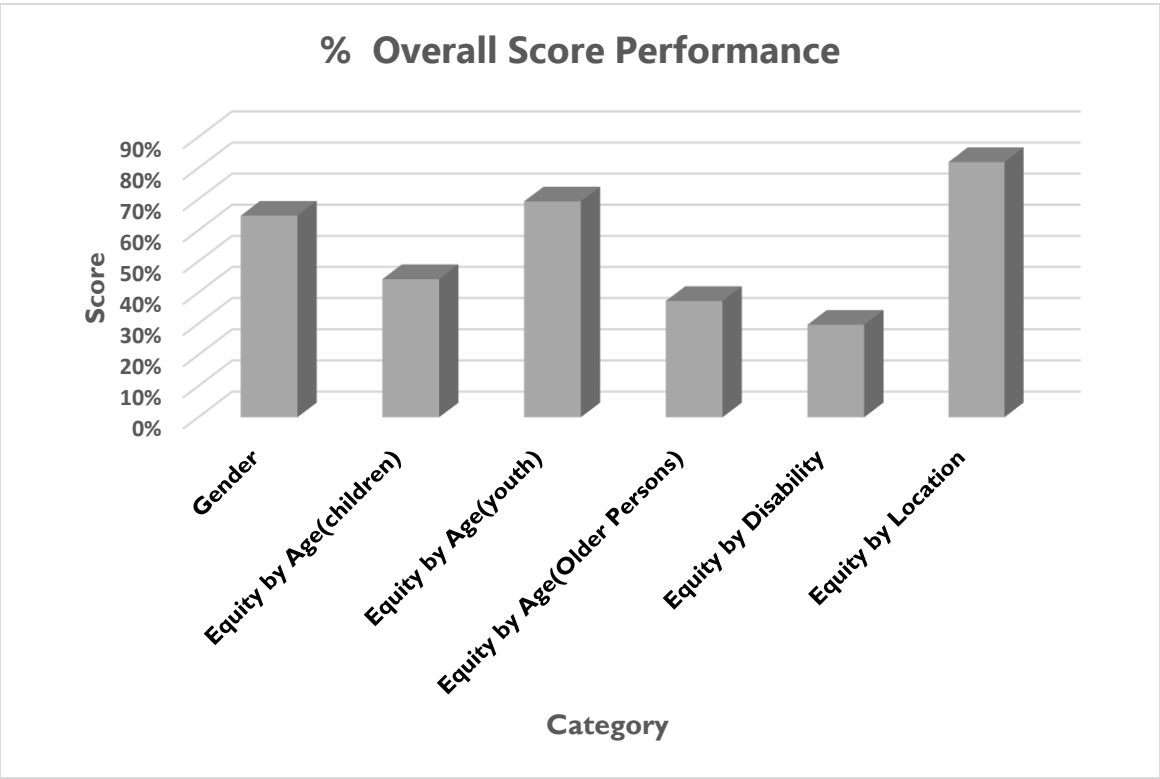
Source: EOC MPS G&E Assessment FY 2019/2020

There has been improvement in this year's performance and out of the seven assessment areas, commitment to demonstrate impact with respect to gender and equity was the only area whose average score was below 60%.

2.5 Compliance of MPSs by Constituent Category

The assessment examined the extent to which each of the 114 votes assessed addressed gender and equity issues. Under equity, the areas of focus included; Age (in terms of children, youth and older persons), location (hard to reach places, rural areas, mountainous areas and islands among others) and Disability. Figure 2.4 below shows the overall compliance by targeted constituent.

Figure 2.4: Overall compliance by targeted constituent.



Source: EOC MPS G&E Assessment FY 2019/2020

Results reveal that all the assessed Votes inclined their 2019/2020 Ministerial Policy Statements on equity by location (82%) and gender (65%). There was also consideration for the youth and children with overall compliance levels of 69% and 44% respectively. On the other hand, the Votes showed less commitment towards older persons and persons with disabilities as shown the figure above.

## **Section 3**

### **Key Gender and Equity Commitments FY 2019/2020**

#### **3. Introduction**

This section highlights the key gender and equity interventions for the FY 2019/2020. The assessment revealed a number interventions that are intended to address gender and equity disparities in most of the sectors in the FY 2019/2020. They include;

#### **3.1 Health Sector**

- a) Integrated HMIS is to be developed and made operational at the Specialized Women and Neonatal Hospital at UGX 5.136 billion by the Ministry of Health. The Ministry will continue with the Construction of Kayunga and Yumbe Hospitals which are currently at 36.64% and 23.0% of construction respectively at UGX 47.137 billion.
- b) Uganda Heart Institute intends to have 150 heart operations, 25,000 outpatients, 650 Thoracic and Closed Heart Operations and 30% Reduction in Referrals abroad at a lump sum of UGX 9.208 billion. The Institute is to complete the ICU at Ward 1C, Mulago complex at UGX 3.5 billion.
- c) Uganda Cancer Institute has allocated UGX 0.200 billion towards the Establishment of an Oncology Centre in Northern Uganda. The Institute commits to complete 100% civil works construction of the Radiotherapy Bunkers and installation of the LINAC machine (8.2Bn), Complete 85% civil works construction of the service support building for the radiotherapy bunkers and nuclear medicine and Expansion of the pediatric wing initiated (2Bn).
- d) Under ADB Support to UCI, the Institute commits to complete construction of the Multipurpose building for the East Africa Center of Excellence in Oncology at UGX 40.038 billion.

#### **3.2 Education and Sports Sector**

Under the Education Sector; the commitments address various concerns that relate to gender and equity. They include:

- a) National Curriculum Development Centre commits to develop 5 Curricula for Pre-Primary and Primary, 3 for Secondary Education and 4 for BTVET. It will also orient 500 teachers on the new curriculum for Pre-Primary and Primary, 3,500 for Secondary Education and 100 for BTVET at a total cost of UGX 1.986 billion.
- b) Kabale University intends to Conduct 3 Public talks on gender & equity issues, Sexual Reproductive Health including HIV/AIDS and academic growth at UGX 0.726bn, three outreach sessions by Medical and Nursing students at UGX 0.096bn and 5 community sensitization sessions for Environmental Health Sciences in 5 districts in Kigezi region at UGX 0.096bn and

support Nine 9 vulnerable students (4 female & 5 male) from former Districts of Kigezi at a cost of UGX 0.726bn.

### **3.3 Justice Law and Order Sector**

- a) The Uganda Police Force has allocated UGX 8.617 billion to relevant policing legislation, especially reviewing those related to children and women with a view of identifying gender and equity issues.
- b) The Judiciary commits to operationalize the Sexual Harassment Policy and other related interventions at UGX 1.280bn and procure 34 Orthopedic Chairs at UGX 1.010bn.
- c) Uganda Prisons Service commits to supporting 3 day care centers in Luzira, Mbarara and Gulu as well as give care to 237 babies staying with their mothers in prison with a budget allocation of UGX. 89.335billion among other activities and also provide sanitary towels and knickers to all female inmates, special meals to sick prisoners, care for the elderly prisoners and maintain 30% female staff of the total population at a budget of UGX. 89.335billion among other activities.
- d) The Directorate of the Government Analytical Laboratory commits to conduct Forensic and General Scientific Services that will involve analysis of 2,126 new cases (1400 Toxicology cases, 600 DNA cases, 50 questioned documents cases and 76 Ballistics cases) at a total cost of UGX 4.340 Billion.
- e) Uganda Human Rights Commission has allocated UGX 0.055 Billion on Investigation and resolution of Complaints which will involve monitoring the complaints management process in 10 regional offices and technical guidance provided to staff on files being considered for tribunals.
- f) At UGX 5.993billion, Ministry of Justice and Constitutional Affairs commits to provide psychosocial support and counseling services to the reporters and victims in 6 reception centers/DRTs of Gulu, Kitgum, Arua, Kasese, Mbale and Central.

### **3.4 Energy Sector**

- a) Rural Electrification Authority commits under Construction of the 33KV Distribution Lines in Kayunga, Kamuli and Kalungi Service Stations, to construct 293 line Kms of Low Voltage (240v) and to construct 263 line Kms of Medium Voltage (33Kv or 11Kv) at a cost of UGX 50.187billion.
- b) Under the Uganda Rural Electrification Access Project (UREAP), 779 line Kms of Low Voltage (240v) will be constructed and 914 line Kms of Medium Voltage (33Kv or 11Kv) will be constructed at a cost of UGX 198.871billion.
- c) At UGX. 1.073 bn the Ministry of Energy and Mineral Development will create awareness and build capacity for energy management in SMEs and install Power factor correction equipment

in 20 selected clustered SMEs and continue having engagements with Project affected communities in rural and urban areas along the pipelines, refinery and storage facilities at a cost of UGX. 0.350bn.

### **3.5 Accountability Sector**

- a) In the ensuing year, URA plans the Authority has committed UGX 26.799 billion on Public Awareness and Tax Education/Modernization particularly to maintain gender statistics and sensitize Women with disabilities on smuggling, carry out 2 Tax education outreach programs targeting PWDs, elderly & women and also support women in trade.
- b) The same amount of Funds mentioned above will enable URA the execute 4 Taxpayer education outreach programs across regions, 200 tax clinics & engagements across regions, 4 Tax education schools & universities programs targeting the youth and 6 researches and 2 evaluation exercises.
- c) A total of UGX.0.250 billion would be spent under Ministry of Finance, Planning and Economic Development on developing and implementing a capacity building, training and skills development plan for the Ministry and operationalizing the MoFPED Gender Policy as well as training and sensitizing staff on how to identify and address gender and equity issues in departmental work.
- d) Ministry of Finance, Planning and Economic Development plans to equip 8,000 household members at a cost of UGX. 7bn (40% female and 60% youth) to start and grow their enterprises. In addition, Business Development Services would be extended to 1,500 MSMEs and entrepreneurship awareness created

### **3.6 Public Sector Management**

- a) National Planning Authority (NPA) has committed to develop an Issues Paper for NDP III; the process will involve a number of consultations with stakeholders. The Commission will use this avenue to include gender and equity issues in this framework.
- b) Ministry of Local Government has allocated UGX 0.120 billion to the development of Guidelines on Project Management, Environment, Gender Mainstreaming, Women and Youth Empowerment, Equity in Project Implementation, Integrated Development and Agronomic/Livestock Practices developed.
- c) Public Service Commission has committed to holding 2 Regional Stakeholders Conferences in Central and Eastern Regions at a cost of UGX. 779million among other outputs. This is targeting breastfeeding mothers, pregnant women and the sick that should be given priority when being attended to as well as the blind/deaf should be afforded more time during tests.

- d) Ministry of Public Service intends to Establish two Regional service Centers at UGX 1.511 BN, Where all citizens including the vulnerable can access services offered by the Central Government.
- e) Office of the Prime Minister commits to support 90 household income enhancing micro projects at a cost of UGX. 4.07 billion among other outputs, support 4,566 households' beneficiaries of live income and other income enhancement interventions and 22,714 households benefiting from Labour Intensive Public Works (LIPW) at a cost of UGX. 4.07billion among other outputs and also pay 10,000 civilian veterans a one-off gratuity at a cost of UGX. 27.45 billion among other outputs

### **3.7 Public Administration Sector**

- a) State House, Under the programme of Community outreach programmes and welfare activities attended to, will attend 50 Community functions at a cost of UGX 0.455 billion and also visit 20 countries, host 15 Heads of State and attend 18 regional and international meetings to promote Regional integration & international relations at a cost of UGX 0.548 billion.
- b) The Electoral Commission, Under Voter Registration and Conduct of General elections, targets 90% of eligible voters in voter registers, 100 on the Status of update of the National Voter's Registration and 100 on the Status of Register of Special Interest Groups at UGX 90.99 billion.
- c) The Directorate of Ethics and Integrity Commits to create Public awareness about the dangers of pornography at a cost of UGX 0.600bn where most of the Youth who are the largest victims will be targeted.
- d) Office of the President plans to conduct 1, 620 awareness campaigns for Govt programs at a cost of UGX 10 .757 billion, mobilize Youth to engage in development activities at UGX 0.360 Billion and develop a Gender and Equity compact for MKCCA at UGX 5.791 billion.

### **3.8 Lands Housing and Urban Development**

- a) Ministry of Lands, Housing and Urban Development has allocated funds worth UGX 1.357 billion to conduct a Rapid assessment of Gender & Equity (G&E) issues, conducting training and capacity building of the sector in G&E issues; and also train 2 (Male and Female) Staff in land and property valuation and has allocated UGX 0.68 billion for this activity.
- b) A total of 2500 households of lawful and bonafide occupant will be registered and issued with certificate of title at a cost of UGX 5.536 billion by the Uganda Land Commission.



### **3.9 Trade, Industry and Cooperatives**

- a) The Export Promotion Board plans to spend UGX 0.407bn for making quarterly Linkages and UGX 0.31billion n to train 25 companies, assess and recruit 50 new companies under export Readiness program.
- b) Ministry of Trade allocated a total of UGX 0.003Bn for training 480 SMEs in business development services improvement especially youth and women and at a total of UGX 19.760 Billion to conduct capacity enhancement training of tea farmers on better agronomic practices and cooperative movement in Zombo.

### **3.10 Science, Technology and Innovation**

- a) The Ministry targets to support 10 MDAs to mainstream Research in Development Planning Processes including, MDAs and Local Governments Sensitized on National STI Policy, Sensitizing of MDAs and Local Government Stakeholders on Science, technology and Innovation Policy at a cost of UGX 1.472 Billion.
- c) The Ministry Science, Technology and Innovation intends to involve science, technology and innovation infrastructure, develop skills, develop small and medium enterprises, develop and facilitate, advance outreach under Science Entrepreneurship Technology Uptake, Commercialization and Enterprise Development at a cost of UGX 5.037 Billion.
- d) The Uganda Industrial Research Institute commits to spend UGX 0.064 Billion on popularization of research and technologies which will involve creating awareness and sensitization of the public on UIRI's Research and Technological findings.
- e) The Institute also commits to spend UGX 0.100 Billion on industrial skills development and capacity building that will involve conduction of business development training for empowerment, business efficiency and business effectiveness.

### **3.11 Agriculture**

- a) UGX 4.614 million will be spent on the establishment of six gender and equity structures for both management and livestock handling in all Agro ecological zones where NAGRC farms and ranches are located.
- b) Dairy Development Authority allocated a UGX 0.700 billion among other things procure chuff cutters to promote labor saving technologies and procure and distribute dairy farm inputs/equipment at UGX 0.206bn to dairy farmers with special consideration of rural women, youth and people with disabilities.
- c) The Uganda Coffee Development Authority commits to spend UGX 5.738 Billion on commercial coffee production and development in Mid Northern Uganda to be promoted in 18 Districts

with a target of raising 11.7 million coffee seedlings and establishing 36 Technology Demonstration Sites (TDS).

- d) NAADS commits to supply 764,980 farming households with agricultural inputs and distribute 22,904,051 Quantity of inputs by enterprise at a cost of UGX 45.036 billion and at a total of UGX 600 million support 36 farmer groups with value addition equipment, supporting 38 farmer groups in management of value addition equipment and supporting 1 Commodity Platform in Agribusiness Development Services.

### **3.12 Water and Environment**

- a) NEMA commits to spending UGX 2.135Bn to achieve among others; Implementation of the Albertine Grabbed Environmental Monitoring Plan under output (AGEMP), Environmental compliance and enforcement of the law, regulations and standards.
- b) NFA has demarcated and mapped 54,472ha for licensed tree farmers in CFRs and 240km of Fire lines/plantation roads maintained and 10,824ha of NFA plantations protected from fires at a cost of UGX. 1.067billion among others.
- c) The Authority commits 25,300,000 quality seedlings of assorted species equitably supplied under Community Tree Planting Program to support mass tree planting; 11,100,000 quality seedlings sold for industrial plantations establishment at a cost of UGX. 2.441bn among others.
- d) NFA plans to establish 1,550ha of commercial tree plantations through contracting local communities neighboring CFRs and 50,280ha of tree plantations established by licensed tree planters in CFRs at a cost of UGX. 635million among others.
- e) The Uganda National Meteorological Authority commits to train users in interpreting and applying weather information in Farming in Teso and Albertine sub regions at a cost UGX 1.475Bn.

3.13 The Mission in Bujumbura committed UGX. 0.001billion on the recruitment and promotion of local staff to be gender sensitive as well as designate a Gender Focal Person and to also mobilize resources towards support of the youth, disabled, children and women, building of the capacity of its staff in gender analysis, planning and budgeting and scheduling of duties befitting health considerations, pregnant and breast-feeding mothers

## **Section 4**

### **Emerging Issues and General Observations**

#### **4.1. Emerging Issues**

The following are the key gender and equity gaps identified in a few Votes. They are:

- Under NAADS, although all funds for the Key output; Support to upper end Agricultural Value Chains and Agribusiness Development were released by end of Quarter 2, only 26.8% has so far been spent and the 1 value chain study for selected priority and strategic commodities has not been conducted.
- Lack of disaggregation of Education Personnel appointments by location and disability which makes it difficult for the Commission to identify the personnel for the hard to reach areas and those who serve PWDs.
- URA is challenged with variation in the average filing ratio due to existence of non-value taxpayers on the register and PAYE is most affected due to high rate of none compliance by public institutions especially local government (sub-counties).
- According to the Ministry of Defence Bi-annual Report, only 9.83% of 30,644 children accessed education in army formal schools.
- The Ministry of Local Government reports that in FY 2018/19, the Gender mainstreaming guidelines for LGs were developed at UGX 5.42 billion among others and Commits funds amounting to UGX 0.120 billion among others to develop the gender mainstreaming guidelines for LGs again in the MPS for the FY 2019/2020.
- The Coffee Development Authority highlights various achievements to include Coffee Development in Northern Uganda, where the Authority planned to raise 4 million coffee seedlings and apparently managed to raise 3 million by the end of Q2, conduct 20 farmer field school sessions and managed to conduct 13 by the end of Q2, establish 36 Technology Demonstration Sites and managed to establish 5 by the end of Q2. Funds amounting to UGX 0.40 Billion were released for this programme, however, it has been noted that no money was spent for this activity and this raises a concern of whether this output was indeed achieved.
- The current average prisoners' population of 55,229 (Half Annual) prisoners exceeds the prisons carrying capacity by 37,925 prisoners. The carrying capacity is 17,304 prisoners' congestion is at 319.2%, with some prisons housing up to 8 times their designed holding capacities. UPS projects the daily average of 66,812 inmates hence the holding capacity to increase to 19,404 prisoners and occupancy is projected at 334%.

- There are too many imported brands on the market that highly compete with incubated enterprises therefore increasing youth unemployment as a result of difficulty of the incubated enterprises to access local and regional markets and which in turn conflicts with the Buy Uganda Build Uganda Policy.
- There is a growing concern of contamination of food and water as well as aflatoxins in grains especially in urban settings as a result of poor post-harvest storage.
- The Commission is concerned about many Pensioners not able to timely access their pension from both the central government and the LGs. The Commission recommends that there should be improvement in management of pension to make it easy for those qualifying to access it.
- The Export Promotion Board needs to develop target interventions for the vulnerable and most marginalized groups to enable them access export market. Such interventions could include basic education on business and value addition, packaging, price information among others. These interventions can be according to the different needs of the women, men, youth, persons with disabilities, and the particular regions of the country.
- The quality of data used in forecasting is compromised since some of the stations are completely closed. The quality of data is vital with the current effects of climate change for fast decision making.

## **4.2 General Observations**

- a) There is limited or no reporting on the progress of implementation on the previous gender and equity commitments in the FY 2018/2019 bi-annual report.
- b) Votes lack disaggregated data in their Reports particularly on the programme outcome indicators by sex, location and disability where applicable.
- c) Where as in the previous assessments articulation of gender and equity commitments were general, in this assessment, the Votes have improved greatly.

## **4.3 Challenges**

- a) The late submission of the Ministerial Policy Statements by MDAs has continued to impact greatly on the outcome of the assessment.

## **Section 5**

### **Recommendations and conclusions**

#### **5.1 Recommendations**

- a) All MDAs are required to review the recommendations made on each of their assessment area. Votes whose score was below 50% should revise their Ministerial Policy Statements with guidance of the recommendations made on each of the performance areas. Votes that passed the assessment should take note of the Commission's recommendations for future programming.
- b) Respective Votes should liaise with the Commission for more support and guidance. The Commission has already made arrangements to support the Votes, including those with challenges of discerning Gender and Equity in their Ministerial Policy Statements.
- c) Votes are required to submit their Ministerial Policy Statements in time to enable the Commission complete the assessments in time and also support votes with Gender and Equity technical challenges.

#### Annex 4: Vote MPS Results on the Seven Areas of focus during the assessment 2019/2020

No	Vote Code	Vote Name	Vote's Contribution to SDP	Vote's contribution to Strategic Objectives	Vote's Total contribution to Past Performance	Vote's contribution to Medium Term Plans	Vote's contribution to programme Performance	Vote's Contribution to Plans for the Ensuing Year	Vote's Contribution to G&E Challenges	Overall Performance
1	018	Ministry of Gender, Labour and Social Development	1%	5%	30%	3%	14%	40%	0%	<b>93.0%</b>
2	124	Equal Opportunities Commission	1%	5%	23%	5%	10%	34%	4%	<b>82.0%</b>
3	014	Ministry of Health	1%	5%	27%	5%	8%	32%	3%	<b>81.0%</b>
4	139	Kyambogo University	1%	2%	28%	4%	4%	36%	4%	<b>79.3%</b>
5	101	Judiciary	1%	1%	25%	2%	12%	34%	4%	<b>78.8%</b>
6	169	Masaka Referral Hospital	1%	4%	20%	5%	6%	38%	4%	<b>77.7%</b>
7	003	Office of the Prime Minister	1%	5%	27%	5%	9%	28%	2%	<b>77.0%</b>
8	019	Ministry of Water and Environment	1%	3%	22%	2%	9%	36%	4%	<b>77.0%</b>
9	122	Kampala Capital City Authority	1%	3%	28%	3%	7%	30%	4%	<b>76.0%</b>
10	307	Kabale University	1%	5%	27%	5%	10%	24%	4%	<b>75.6%</b>
11	010	Ministry of Agriculture, Animal Industry and Fisheries	1%	3%	25%	4%	6%	32%	4%	<b>75.0%</b>
12	108	National Planning Authority	1%	5%	18%	5%	6%	36%	4%	<b>75.0%</b>
13	133	Director of Public Prosecutions	1%	3%	22%	4%	12%	29%	4%	<b>75.0%</b>
14	143	UBOS	1%	3%	20%	5%	2%	40%	4%	<b>75.0%</b>
15	137	Mbarara University	1%	5%	27%	4%	2%	32%	4%	<b>74.7%</b>
16	175	Moroto Referral Hospital	1%	1%	30%	3%	3%	32%	4%	<b>74.0%</b>
17	173	Mbarara Referral Hospital	1%	5%	24%	1%	7%	32%	3%	<b>73.0%</b>
18	152	NAADS Secretariat	1%	3%	24%	5%	5%	32%	4%	<b>72.5%</b>
19	145	Uganda Prisons Service	1%	2%	24%	2%	9%	30%	4%	<b>72.0%</b>
20	165	Gulu Referral Hospital	1%	5%	18%	4%	10%	30%	4%	<b>72.0%</b>

<b>No</b>	<b>Vote Code</b>	<b>Vote Name</b>	<b>Vote's Contribution to SDP</b>	<b>Vote's contribution to Strategic Objectives</b>	<b>Vote's Total contribution to Past Performance</b>	<b>Vote's contribution to Medium Term Plans</b>	<b>Vote's contribution to programme Performance</b>	<b>Vote's Contribution to Plans for the Ensuing Year</b>	<b>Vote's Contribution to G&amp;E Challenges</b>	<b>Overall Performance</b>
21	111	Busitema University	1%	5%	27%	3%	4%	30%	2%	<b>71.7%</b>
22	016	Ministry of Works and Transport	1%	3%	21%	4%	8%	30%	4%	<b>71.3%</b>
23	128	Uganda National Examinations Board	1%	2%	22%	3%	3%	38%	2%	<b>71.3%</b>
24	150	National Environment Management Authority	1%	1%	30%	5%	2%	28%	4%	<b>71.0%</b>
25	136	Makerere University	1%	5%	24%	4%	3%	29%	4%	<b>70.0%</b>
26	009	Ministry of Internal Affairs	1%	2%	22%	4%	6%	30%	4%	<b>69.3%</b>
27	104	Parliamentary commission	1%	4%	23%	3%	6%	28%	4%	<b>69.0%</b>
28	109	Law Development Centre	1%	4%	24%	4%	8%	26%	2%	<b>69.0%</b>
29	309	National Identification and Registration Authority (NIRA)	1%	3%	26%	0%	8%	28%	3%	<b>69.0%</b>
30	011	Ministry of Lands, Planning and Urban Development	1%	5%	19%	5%	9%	27%	4%	<b>68.7%</b>
31	023	Ministry of Science, Technology and Innovation	1%	1%	22%	4%	7%	30%	3%	<b>68.0%</b>
32	004	Ministry of Defence	1%	5%	24%	4%	6%	24%	4%	<b>67.0%</b>
33	007	Ministry of Justice and Constitutional affairs	1%	3%	21%	4%	10%	24%	4%	<b>67.0%</b>
34	127	Muni University	1%	5%	18%	4%	3%	36%	0%	<b>66.7%</b>
35	156	Uganda Land Commission	1%	5%	17%	5%	4%	31%	4%	<b>66.7%</b>
36	001	Office of the President	1%	5%	26%	1%	5%	24%	4%	<b>66.3%</b>
37	112	Directorate of Ethics and Integrity	1%	2%	26%	5%	7%	22%	4%	<b>66.0%</b>
38	168	Kabale Referral Hospital	1%	4%	21%	4%	12%	20%	4%	<b>66.0%</b>
39	206	Mission in Kenya	1%	5%	29%	2%	6%	20%	3%	<b>66.0%</b>
40	117	Uganda Tourism Board	1%	2%	21%	5%	5%	28%	4%	<b>65.7%</b>

<b>No</b>	<b>Vote Code</b>	<b>Vote Name</b>	<b>Vote's Contribution to SDP</b>	<b>Vote's contribution to Strategic Objectives</b>	<b>Vote's Total contribution to Past Performance</b>	<b>Vote's contribution to Medium Term Plans</b>	<b>Vote's contribution to programme Performance</b>	<b>Vote's Contribution to Plans for the Ensuing Year</b>	<b>Vote's Contribution to G&amp;E Challenges</b>	<b>Overall Performance</b>
41	144	Uganda Police Force	1%	3%	22%	5%	3%	28%	3%	<b>65.3%</b>
42	157	National Forestry Authority	1%	1%	22%	4%	3%	30%	4%	<b>65.3%</b>
43	231	Mission in Bujumbura	1%	4%	9%	1%	8%	38%	4%	<b>65.0%</b>
44	008	Ministry of Finance, Planning and Economic Development	1%	5%	15%	3%	4%	33%	4%	<b>64.7%</b>
45	141	Uganda Revenue Authority	0%	2%	28%	1%	1%	32%	0%	<b>64.3%</b>
46	301	Lira University	1%	5%	19%	4%	5%	26%	4%	<b>64.3%</b>
47	132	Education Service Commission	1%	2%	24%	2%	10%	22%	4%	<b>64.2%</b>
48	020	Ministry of ICT and National Guidance	1%	5%	7%	5%	10%	32%	4%	<b>63.7%</b>
49	106	Uganda Human Rights Commission	1%	5%	30%	3%	3%	18%	4%	<b>63.5%</b>
50	160	Uganda Coffee Development Authority	1%	4%	23%	4%	3%	24%	4%	<b>63.3%</b>
51	015	Ministry of Trade, Industry and Cooperatives	1%	3%	21%	2%	7%	28%	2%	<b>63.2%</b>
52	154	Uganda National Bureau of Standards	1%	1%	30%	3%	6%	18%	4%	<b>63.0%</b>
53	228	Mission in Canberra	1%	5%	14%	5%	5%	28%	4%	<b>62.0%</b>
54	005	Ministry of Public Service	1%	2%	25%	3%	7%	20%	4%	<b>62.0%</b>
55	174	Mubende Referral Hospital	1%	4%	18%	3%	10%	23%	3%	<b>61.7%</b>
56	237	Uganda Embassy in Algeria, Algiers	1%	3%	19%	2%	6%	29%	2%	<b>61.7%</b>
57	114	Uganda Cancer Institute	1%	2%	18%	4%	3%	29%	4%	<b>61.0%</b>
58	310	Uganda Investment Authority	1%	5%	22%	4%	5%	23%	2%	<b>60.7%</b>
59	305	Directorate of Government Analytical Laboratory	1%	5%	23%	2%	3%	23%	4%	<b>60.5%</b>
60	006	Ministry of Foreign Affairs	1%	5%	20%	3%	3%	26%	2%	<b>60.3%</b>
61	229	Mission in Juba	1%	3%	21%	5%	6%	20%	4%	<b>60.0%</b>



<b>No</b>	<b>Vote Code</b>	<b>Vote Name</b>	<b>Vote's Contribution to SDP</b>	<b>Vote's contribution to Strategic Objectives</b>	<b>Vote's Total contribution to Past Performance</b>	<b>Vote's contribution to Medium Term Plans</b>	<b>Vote's contribution to programme Performance</b>	<b>Vote's Contribution to Plans for the Ensuing Year</b>	<b>Vote's Contribution to G&amp;E Challenges</b>	<b>Overall Performance</b>
62	212	Mission in China	1%	5%	18%	2%	7%	23%	4%	<b>59.3%</b>
63	147	Local Government Finance Commission	1%	3%	12%	3%	4%	32%	4%	<b>59.0%</b>
64	176	Naguru Referral Hospital	1%	2%	21%	2%	3%	26%	4%	<b>59.0%</b>
65	209	Mission in South Africa	1%	5%	19%	3%	6%	20%	4%	<b>57.7%</b>
66	129	Financial Intelligence Authority	1%	5%	10%	1%	2%	34%	4%	<b>57.0%</b>
67	232	Consulate in Guangzhou	1%	3%	13%	3%	5%	28%	4%	<b>57.0%</b>
68	131	Auditor General	1%	2%	17%	3%	6%	24%	4%	<b>56.7%</b>
69	159	External Security Organisation	1%	5%	12%	4%	4%	27%	2%	<b>56.0%</b>
70	221	Mission in DR Congo	1%	2%	18%	3%	6%	24%	2%	<b>55.7%</b>
71	110	Uganda Industrial Research Institute	1%	2%	21%	2%	3%	22%	4%	<b>55.3%</b>
72	303	National Curriculum Development Centre	1%	3%	19%	3%	3%	23%	3%	<b>54.8%</b>
73	012	Ministry of Local Government	1%	5%	20%	0%	1%	24%	4%	<b>54.7%</b>
74	218	Mission in Denmark	1%	3%	9%	4%	6%	32%	0%	<b>54.7%</b>
75	138	Makerere University Business School	1%	1%	20%	3%	5%	20%	4%	<b>54.3%</b>
76	105	Law Reform Commission	1%	4%	13%	3%	6%	23%	4%	<b>54.0%</b>
77	142	National Agricultural Research Organisation	1%	2%	15%	4%	6%	26%	0%	<b>54.0%</b>
78	125	NAGRC & DB	1%	3%	18%	5%	4%	20%	3%	<b>53.8%</b>
79	115	Uganda Heart Institute	1%	1%	18%	3%	7%	20%	4%	<b>53.7%</b>
80	022	Ministry of Tourism, Wildlife and Antiquities	1%	5%	12%	4%	4%	24%	4%	<b>53.7%</b>
81	121	Dairy Development Authority	1%	1%	18%	3%	6%	22%	3%	<b>53.2%</b>
82	207	Mission in Tanzania	1%	5%	11%	4%	3%	25%	4%	<b>53.0%</b>
83	302	Uganda National Meteorological Authority	1%	2%	16%	1%	2%	30%	1%	<b>53.0%</b>

<b>No</b>	<b>Vote Code</b>	<b>Vote Name</b>	<b>Vote's Contribution to SDP</b>	<b>Vote's contribution to Strategic Objectives</b>	<b>Vote's Total contribution to Past Performance</b>	<b>Vote's contribution to Medium Term Plans</b>	<b>Vote's contribution to programme Performance</b>	<b>Vote's Contribution to Plans for the Ensuing Year</b>	<b>Vote's Contribution to G&amp;E Challenges</b>	<b>Overall Performance</b>
84	306	Uganda Export Promotion Board	1%	5%	10%	5%	4%	24%	4%	<b>53.0%</b>
85	146	Public Service Commission	1%	3%	26%	3%	1%	14%	4%	<b>52.3%</b>
86	021	East African Community	1%	2%	19%	4%	4%	19%	3%	<b>51.8%</b>
87	226	Mission in Iran	1%	5%	21%	4%	6%	11%	4%	<b>51.7%</b>
88	210	Mission in Washington	1%	3%	16%	4%	5%	18%	4%	<b>51.3%</b>
89	017	Ministry of Energy and Mineral Development	1%	5%	16%	1%	6%	20%	2%	<b>51.0%</b>
90	227	Mission in Russia	1%	2%	6%	2%	6%	32%	2%	<b>51.0%</b>
91	164	Fort Portal Referral Hospital	1%	5%	12%	3%	3%	24%	4%	<b>50.8%</b>
92	234	Mission in Somalia	1%	3%	13%	0%	6%	24%	4%	<b>50.7%</b>
93	204	Mission in India	1%	3%	15%	4%	6%	22%	0%	<b>50.7%</b>
94	002	State House	1%	3%	17%	2%	7%	20%	0%	<b>50.3%</b>
95	203	Mission in Canada	1%	3%	25%	3%	5%	10%	3%	<b>50.3%</b>
96	208	Mission in Nigeria	1%	3%	17%	1%	6%	19%	3%	<b>50.3%</b>
97	107	Uganda Aids Commission	1%	3%	19%	3%	3%	17%	4%	<b>50.0%</b>
98	236	Consulate in Mombasa	1%	2%	13%	1%	6%	24%	3%	<b>50.0%</b>
99	225	Mission in Germany	1%	5%	17%	3%	4%	16%	4%	<b>50.0%</b>
100	102	Electoral Commission	1%	0%	21%	4%	7%	11%	4%	<b>47.8%</b>
101	230	Mission in Abu Dhabi	1%	5%	17%	2%	2%	18%	2%	<b>46.7%</b>
102	215	Mission in Japan	1%	1%	18%	3%	3%	16%	4%	<b>46.0%</b>
103	148	Judicial Service Commission	1%	2%	16%	3%	6%	18%	0%	<b>45.7%</b>
104	134	Health Service Commission	1%	4%	12%	3%	7%	16%	4%	<b>45.5%</b>
105	223	Mission in Sudan	1%	5%	11%	3%	6%	15%	4%	<b>45.0%</b>

<b>No</b>	<b>Vote Code</b>	<b>Vote Name</b>	<b>Vote's Contribution to SDP</b>	<b>Vote's contribution to Strategic Objectives</b>	<b>Vote's Total contribution to Past Performance</b>	<b>Vote's contribution to Medium Term Plans</b>	<b>Vote's contribution to programme Performance</b>	<b>Vote's Contribution to Plans for the Ensuing Year</b>	<b>Vote's Contribution to G&amp;E Challenges</b>	<b>Overall Performance</b>
106	205	Mission in Egypt	1%	2%	10%	2%	5%	20%	4%	<b>43.7%</b>
107	224	Mission in France	1%	1%	14%	2%	6%	16%	4%	<b>43.7%</b>
108	123	Rural Electrification Agency (REA)	1%	3%	9%	3%	7%	14%	4%	<b>40.1%</b>
109	214	Mission in Geneva	1%	2%	18%	1%	6%	8%	4%	<b>40.0%</b>
110	311	Uganda National Oil Company	1%	2%	8%	2%	5%	16%	4%	<b>38.0%</b>
111	119	Uganda Registration Services Bureau	1%	0%	14%	0%	5%	14%	4%	<b>37.2%</b>
112	213	Mission in Rwanda	1%	2%	12%	1%	6%	4%	4%	<b>29.7%</b>
113	235	Mission in Malaysia	1%	2%	0%	3%	6%	8%	3%	<b>23.0%</b>
114	219	Mission in Belgium	1%	2%	0%	3%	6%	2%	0%	<b>14.0%</b>

### Annex 5: Vote MPS Results on Compliance of Gender against Equity 2019/2020

No	Vote Code	Vote Name	% Overall Score Performance on Gender	% Overall Score Performance on Equity by Age(children)	% Overall Score Performance on Equity by Age(youth)	% Overall Score Performance on Equity by Age(Older Persons)	% Overall Score Performance on Equity by Disability	% Overall Score Performance on Equity by Location
1	018	Ministry of Gender, Labour and Social Development	94%	100%	100%	100%	94%	100%
2	124	Equal Opportunities Commission	82%	86%	70%	86%	65%	88%
3	014	Ministry of Health	82%	100%	70%	100%	65%	94%
4	139	Kyambogo University	94%	45%	100%	0%	82%	88%
5	101	Judiciary	88%	100%	70%	55%	68%	88%
6	169	Masaka Referral Hospital	94%	100%	30%	55%	59%	94%
7	003	Office of the Prime Minister	79%	45%	70%	100%	53%	94%
8	019	Ministry of Water and Environment	71%	100%	100%	100%	47%	94%
9	122	Kampala Capital City Authority	74%	100%	100%	100%	47%	94%
10	307	Kabale University	88%	46%	86%	33%	59%	71%
11	010	Ministry of Agriculture, Animal Industry and Fisheries	79%	0%	90%	0%	88%	100%
12	108	National Planning Authority	56%	100%	85%	100%	76%	94%
13	133	Director of Public Prosecutions	88%	100%	100%	100%	18%	76%
14	143	UBOS	88%	73%	70%	73%	53%	88%
15	137	Mbarara University	76%	0%	100%	0%	82%	88%
16	175	Moroto Referral Hospital	88%	100%	100%	100%	35%	88%
17	173	Mbarara Referral Hospital	88%	100%	100%	100%	82%	12%
18	152	NAADS Secretariat	94%	0%	53%	68%	44%	94%
19	145	Uganda Prisons Service	91%	100%	70%	100%	0%	94%
20	165	Gulu Referral Hospital	97%	100%	100%	100%	24%	29%

No	Vote Code	Vote Name	% Overall Score Performance on Gender	% Overall Score Performance on Equity by Age(children)	% Overall Score Performance on Equity by Age(youth)	% Overall Score Performance on Equity by Age(Older Persons)	% Overall Score Performance on Equity by Disability	% Overall Score Performance on Equity by Location
21	111	Busitema University	74%	0%	101%	0%	82%	76%
22	016	Ministry of Works and Transport	91%	73%	100%	0%	0%	94%
23	128	Uganda National Examinations Board	88%	100%	100%	0%	47%	88%
24	150	National Environment Management Authority	91%	45%	100%	45%	41%	88%
25	136	Makerere University	88%	73%	100%	45%	0%	94%
26	009	Ministry of Internal Affairs	91%	100%	100%	0%	0%	94%
27	104	Parliamentary commission	62%	86%	70%	86%	53%	94%
28	109	Law Development Centre	85%	100%	100%	45%	6%	94%
29	309	National Identification and Registration Authority (NIRA)	53%	100%	100%	100%	59%	88%
30	011	Ministry of Lands, Planning and Urban Development	63%	0%	40%	41%	65%	88%
31	023	Ministry of Science, Technology and Innovation	65%	18%	100%	18%	65%	94%
32	004	Ministry of Defence	59%	100%	100%	32%	32%	88%
33	007	Ministry of Justice and Constitutional affairs	68%	100%	100%	100%	0%	94%
34	127	Muni University	79%	45%	60%	0%	53%	88%
35	156	Uganda Land Commission	76%	0%	0%	45%	53%	94%
36	001	Office of the President	56%	55%	100%	100%	35%	88%
37	112	Directorate of Ethics and Integrity	59%	100%	100%	59%	44%	82%
38	168	Kabale Referral Hospital	82%	100%	85%	100%	0%	47%
39	206	Mission in Kenya	41%	100%	100%	45%	65%	94%
40	117	Uganda Tourism Board	82%	55%	100%	55%	6%	100%

No	Vote Code	Vote Name	% Overall Score Performance on Gender	% Overall Score Performance on Equity by Age(children)	% Overall Score Performance on Equity by Age(youth)	% Overall Score Performance on Equity by Age(Older Persons)	% Overall Score Performance on Equity by Disability	% Overall Score Performance on Equity by Location
41	144	Uganda Police Force	88%	100%	70%	0%	6%	88%
42	157	National Forestry Authority	65%	0%	100%	100%	47%	100%
43	231	Mission in Bujumbura	62%	55%	60%	0%	59%	94%
44	008	Ministry of Finance, Planning and Economic Development	85%	0%	100%	27%	24%	65%
45	141	Uganda Revenue Authority	76%	0%	100%	100%	82%	65%
46	301	Lira University	74%	45%	100%	0%	53%	35%
47	132	Education Service Commission	71%	0%	100%	55%	21%	94%
48	020	Ministry of ICT and National Guidance	47%	0%	100%	0%	59%	82%
49	106	Uganda Human Rights Commission	75%	45%	100%	45%	35%	65%
50	160	Uganda Coffee Development Authority	71%	45%	100%	0%	18%	88%
51	015	Ministry of Trade, Industry and Cooperatives	65%	0%	100%	0%	47%	94%
52	154	Uganda National Bureau of Standards	68%	45%	100%	45%	35%	82%
53	228	Mission in Canberra	79%	0%	60%	0%	6%	94%
54	005	Ministry of Public Service	41%	100%	100%	100%	41%	94%
55	174	Mubende Referral Hospital	68%	100%	45%	41%	50%	50%
56	237	Uganda Embassy in Algeria, Algiers	68%	55%	85%	0%	29%	94%
57	114	Uganda Cancer Institute	91%	0%	60%	27%	0%	94%
58	310	Uganda Investment Authority	82%	0%	15%	59%	18%	91%
59	305	Directorate of Government Analytical Laboratory	76%	73%	55%	45%	0%	91%
60	006	Ministry of Foreign Affairs	68%	100%	100%	0%	0%	94%
61	229	Mission in Juba	18%	100%	100%	45%	76%	94%

No	Vote Code	Vote Name	% Overall Score Performance on Gender	% Overall Score Performance on Equity by Age(children)	% Overall Score Performance on Equity by Age(youth)	% Overall Score Performance on Equity by Age(Older Persons)	% Overall Score Performance on Equity by Disability	% Overall Score Performance on Equity by Location
62	212	Mission in China	68%	73%	85%	41%	21%	56%
63	147	Local Government Finance Commission	56%	55%	30%	0%	47%	94%
64	176	Naguru Referral Hospital	85%	100%	65%	73%	0%	71%
65	209	Mission in South Africa	71%	0%	70%	0%	0%	94%
66	129	Financial Intelligence Authority	47%	0%	60%	55%	47%	88%
67	232	Consulate in Guangzhou	71%	55%	60%	0%	6%	88%
68	131	Auditor General	65%	0%	100%	0%	0%	100%
69	159	External Security Organisation	50%	0%	60%	0%	53%	84%
70	221	Mission in DR Congo	71%	55%	0%	73%	65%	47%
71	110	Uganda Industrial Research Institute	71%	18%	100%	0%	0%	76%
72	303	National Curriculum Development Centre	62%	100%	55%	41%	44%	44%
73	012	Ministry of Local Government	71%	0%	60%	45%	0%	88%
74	218	Mission in Denmark	47%	0%	100%	0%	47%	94%
75	138	Makerere University Business School	65%	45%	100%	0%	65%	24%
76	105	Law Reform Commission	56%	55%	75%	0%	0%	94%
77	142	National Agricultural Research Organisation	74%	45%	55%	18%	0%	94%
78	125	NAGRC & DB	53%	27%	70%	86%	41%	59%
79	115	Uganda Heart Institute	76%	0%	0%	45%	0%	100%
80	022	Ministry of Tourism, Wildlife and Antiquities	50%	0%	100%	0%	0%	94%
81	121	Dairy Development Authority	53%	0%	70%	55%	44%	68%
82	207	Mission in Tanzania	41%	55%	60%	27%	18%	100%
83	302	Uganda National Meteorological Authority	76%	0%	60%	55%	0%	94%

<b>No</b>	<b>Vote Code</b>	<b>Vote Name</b>	<b>% Overall Score Performance on Gender</b>	<b>% Overall Score Performance on Equity by Age(children)</b>	<b>% Overall Score Performance on Equity by Age(youth)</b>	<b>% Overall Score Performance on Equity by Age(Older Persons)</b>	<b>% Overall Score Performance on Equity by Disability</b>	<b>% Overall Score Performance on Equity by Location</b>
84	306	Uganda Export Promotion Board	65%	0%	0%	0%	6%	94%
85	146	Public Service Commission	29%	0%	100%	100%	41%	88%
86	021	East African Community	56%	59%	70%	0%	0%	94%
87	226	Mission in Iran	47%	0%	85%	0%	0%	94%
88	210	Mission in Washington	38%	100%	100%	0%	0%	94%
89	017	Ministry of Energy and Mineral Development	59%	0%	60%	0%	0%	82%
90	227	Mission in Russia	41%	0%	60%	0%	47%	94%
91	164	Fort Portal Referral Hospital	62%	100%	53%	86%	18%	29%
92	234	Mission in Somalia	65%	18%	0%	0%	12%	88%
93	204	Mission in India	47%	0%	70%	68%	68%	41%
94	002	State House	59%	100%	100%	0%	0%	71%
95	203	Mission in Canada	76%	0%	10%	18%	35%	41%
96	208	Mission in Nigeria	53%	45%	55%	0%	0%	94%
97	107	Uganda Aids Commission	56%	18%	40%	45%	0%	94%
98	236	Consulate in Mombasa	74%	0%	0%	0%	0%	94%
99	225	Mission in Germany	62%	0%	0%	0%	0%	94%
100	102	Electoral Commission	32%	0%	70%	59%	24%	94%
101	230	Mission in Abu Dhabi	59%	0%	25%	0%	0%	94%
102	215	Mission in Japan	47%	45%	40%	45%	0%	94%
103	148	Judicial Service Commission	44%	55%	30%	45%	50%	56%
104	134	Health Service Commission	38%	27%	15%	55%	24%	68%
105	223	Mission in Sudan	44%	0%	0%	0%	0%	94%



<b>No</b>	<b>Vote Code</b>	<b>Vote Name</b>	<b>% Overall Score Performance on Gender</b>	<b>% Overall Score Performance on Equity by Age(children)</b>	<b>% Overall Score Performance on Equity by Age(youth)</b>	<b>% Overall Score Performance on Equity by Age(Older Persons)</b>	<b>% Overall Score Performance on Equity by Disability</b>	<b>% Overall Score Performance on Equity by Location</b>
106	205	Mission in Egypt	38%	0%	70%	0%	0%	94%
107	224	Mission in France	29%	0%	100%	0%	0%	94%
108	123	Rural Electrification Agency (REA)	21%	38%	35%	38%	0%	94%
109	214	Mission in Geneva	35%	55%	0%	0%	0%	94%
110	311	Uganda National Oil Company	35%	0%	0%	0%	0%	88%
111	119	Uganda Registration Services Bureau	38%	0%	70%	0%	0%	76%
112	213	Mission in Rwanda	26%	0%	40%	0%	0%	47%
113	235	Mission in Malaysia	29%	0%	0%	0%	6%	12%
114	219	Mission in Belgium	12%	0%	0%	0%	6%	12%