

POWERS OF THE EOC

The Commission is vested with quasi-judicial status, having powers of Court to take legal action against individuals or organizations as well as:

- Require the attendance of any person before the Commission
- Require the presentation of any books, papers or documents
- Inspect any materials presented and retain any such materials for a reasonable period as the Commission deems fit.
- Require any person appearing before the Commission, including a person whose conduct is subject to an inquiry to answer any question put by the Commission or any other person appearing before the Commission
- The Commission has power to award penalties inform of fines or imprisonment to maximum of 18 months or both fine and imprisonment.

Our Partners

Democratic Governance Facility (DGF), the Duetsche Gesellschaft fur Internationale Zusammenarbeit (GIZ), UN-Women, UN Human Rights, Ford Foundation



Staff of the Commission during a planning retreat at Ridar Hotel

OUR ACHIEVEMENTS

EOC has made great achievements since its inception; thus:

- Established and operationalized the complaints handling Tribunal
- Conducted equal opportunities education campaigns in several parts of the country to sensitize people about their rights, especially on marginalization and discrimination
- Increased visibility of the Commission to various publics
- Conducted research on the rights of ethnic minorities and made recommendations to government
- Conducted a baseline study on the state of equal opportunities in Uganda, and this informs our interventions
- Prepared and submitted annual reports to Parliament on the state of equal opportunities in Uganda
- Auditing Ministerial Policy Statements & Budget Framework Papers of all Government sectors, Ministries, Departments and Agencies to determine their compliance with gender and equity requirements
- Developed tools for assessing the MDAs and LGs for G&E compliance.
- Oriented local governments on Gender and Equity planning and budgeting



Equal Opportunities Commission



EOC Members' launch of the first 100 days in office at the commission home in Bugolobi

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ABOUT US

The Equal Opportunities Commission (EOC) is an independent statutory body established by Act of Parliament in May 2007 and inaugurated in July 2010 to redress imbalances and promote equal opportunities for all.

OUR VISION

We envision "A just and fair society where all persons have equal opportunity to participate in, and benefit from all political, economic, social & cultural life spheres".

OUR MISSION

To redress imbalances, and promote equal opportunities for all.

OUR MANDATE

The Commission derives its mandate from the 1995 Constitution of the Republic of Uganda, to eliminate discrimination and inequalities against any individual or group of persons on grounds of:

sex, age, race, color, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability and to take affirmative action in favor of groups marginalized on the basis of gender, age, disability or any other reason created by history, tradition or custom for the purpose of redressing imbalances against such groups.



EOC Members in a Tribunal session hearing a petition filed by muslim Mps of the 9th Parliament

GUIDING PRINCIPLES

In the pursuance of its mandate, the commission is guided by a number of principles hereunder:

- Equality
- Inclusion.
- Affirmative Action
- Equity
- Diversity
- Accessibility
- Integrity
- Accountability
- Teamwork
- Participation

STRUCTURE OF THE COMMISSION

Structurally, the Commission is governed and directed by Members of the Commission. The five-Member team is composed of the Chairperson, Vice Chairperson and three Members – all appointed by His Excellency, the President of the Republic of Uganda.

The Commission has a technical arm (Secretariat), headed by the Secretary to the Commission and is charged with implementing policy decisions and resolutions of the Commission.

The Secretariat is composed of various departments, each with a departmental Head who reports to the Secretary to the Commission. The departments include: Education, Training, Information and Communications; Legal Services and Investigations; Research, Monitoring and Evaluation; Compliance and Reporting; as well as Finance, Administration and Planning.

Plans are also underway to establish outreach of the Commission at regional and/or district level.

FUNCTIONS OF THE EOC

The EOC was established to monitor, evaluate and ensure that all policies, laws, plans, programmes, activities, practices, traditions, cultures, customs and usages of:

- Organs of state at all levels
- Statutory bodies and public agencies
- Private businesses and enterprises
- Non-government organizations
- Social and cultural communities in Uganda are compliant with equal opportunities and affirmative action.

PURSUANT TO THE ABOVE FUNCTIONS, THE EOC:

- Investigates on its own or upon complaint by any person or group, any act, omission or practice that may seem to constitute discrimination of marginalization or otherwise undermine equal opportunities
- Examines and monitors any existing or proposed law, policy, culture, custom or plan likely to affect equal opportunities and takes appropriate action.
- Develops and manages information and educational programs to promote awareness of equal opportunities.
- Researches information and disseminates data to promote public discussions in respect of equal opportunities.
- Prepares and publishes guidelines for implementation of equal opportunities.
- Monitors Uganda's compliance with international and regional conventions in respect of realizing equal opportunities for all, especially those Conventions to which Uganda is a States Party.
- Enforces compliance and provides assistance, advice or remedy through mediation, conciliation, negotiation, settlement or other dispute resolution mechanisms to persons affected by abuses to equal opportunities.