

**Vote MPS Compliance level to Gender and Equity Requirements for the FY 2016/17 and 2017/18**

| S/N | Vote Name            | 2016/ 2017/1 |    |
|-----|----------------------|--------------|----|
|     |                      | 17           | 8  |
| 1   | MoGLSD               | 98           | 91 |
| 2   | EOC                  | 82           | 90 |
| 3   | KCCA                 | 58           | 78 |
| 4   | MoES                 | 80           | 78 |
| 5   | MoH                  | 84           | 75 |
| 6   | Arua R.H             | 55           | 73 |
| 7   | PC                   | 44           | 73 |
| 8   | UNBS                 | 42           | 71 |
| 9   | UPS                  | 68           | 71 |
| 10  | ULS                  | 42           | 70 |
| 11  | Lira University      | 40           | 70 |
| 12  | NCIC                 | 52           | 70 |
| 13  | MoLHUD               | 57           | 70 |
| 14  | OPM                  | 65           | 70 |
| 15  | MAAIF                | 49           | 70 |
| 16  | NFA                  | 47           | 70 |
| 17  | Ethics and Integrity | 60           | 69 |
| 18  | Gulu University      | 54           | 68 |
| 19  | MoTWA                | 53           | 68 |
| 20  | NPA                  | 40           | 67 |
| 21  | Mbarara R.H          | 59           | 66 |
| 22  | MoWT                 | 58           | 66 |
| 23  | Moroto R.H           | 59           | 66 |
| 24  | MoIA                 | 46           | 66 |
| 25  | Naguru R.H           | 69           | 66 |
| 26  | Judiciary            | 40           | 66 |
| 27  | Mulago HC            | 41           | 65 |
| 28  | MoTIC                | 46           | 65 |
| 29  | LDC                  | 41           | 64 |
| 30  | UBoS                 | 57           | 64 |
| 31  | PSC                  | 40           | 63 |
| 32  | Mubende R.H          | 58           | 63 |
| 33  | URSB                 | 43           | 63 |
| 34  | ESC                  | 52           | 63 |
| 35  | HSC                  | 41           | 62 |
| 36  | MoPS                 | 65           | 62 |
| 37  | Hoima R.H            | 40           | 62 |
| 38  | JSC                  | 41           | 62 |
| 39  | Gulu R.H             | 41           | 62 |
| 40  | NAADS Sec            | 50           | 62 |
| 41  | Butabika R.H         | 66           | 61 |
| 42  | Masaka R.H           | 62           | 61 |
| 43  | UPF                  | 65           | 61 |
| 44  | NAGRC & DB           | 44           | 61 |
| 45  | UCDO                 | 62           | 60 |
| 46  | MoFPED               | 57           | 60 |

**Cont. Vote MPS Compliance level to Gender and Equity Requirements for the FY 2016/17 and 2017/2018**

| S/N | Vote Name          | 2016/17 2017/18 |    |
|-----|--------------------|-----------------|----|
|     |                    |                 |    |
| 47  | UNRA               | 48              | 60 |
| 48  | NIRA               | New             | 60 |
| 49  | Soroti University  | 53              | 59 |
| 50  | Jinja R.H          | 47              | 59 |
| 51  | UEPB               | 40              | 58 |
| 52  | UCI                | 42              | 58 |
| 53  | D.GAL              | New             | 58 |
| 54  | LRC                | 69              | 58 |
| 55  | UNEB               | 42              | 57 |
| 56  | Kabale R.H         | 41              | 56 |
| 57  | Busitema Univ      | 53              | 56 |
| 58  | AGO                | 44              | 56 |
| 59  | EAC                | 40              | 56 |
| 60  | DDA                | 40              | 55 |
| 61  | Kyambogo Uni       | 42              | 55 |
| 62  | NITA               | 40              | 55 |
| 63  | MoEM               | 52              | 55 |
| 64  | NEMA               | 66              | 55 |
| 65  | DPP                | 86              | 54 |
| 66  | MoJCA              | 60              | 54 |
| 67  | LGFC               | 47              | 53 |
| 68  | URF                | 41              | 53 |
| 69  | IGG                | 51              | 53 |
| 70  | UMI                | 40              | 53 |
| 71  | MoFA               | 62              | 52 |
| 72  | NCDC               | 60              | 52 |
| 73  | UHRC               | 64              | 51 |
| 74  | Fort portal R.H    | 46              | 51 |
| 75  | UHI                | 47              | 51 |
| 76  | OP                 | 42              | 51 |
| 77  | Mission - Malaysia | 40              | 51 |
| 78  | REA                | 47              | 51 |
| 79  | EC                 | 72              | 51 |
| 80  | MWE                | 59              | 51 |
| 81  | ESO                | 44              | 50 |
| 82  | MoD                | 88              | 50 |
| 83  | Mol & NG           | 52              | 50 |
| 84  | Mission-India.     | 40              | 50 |
| 85  | Muni University    | 46              | 50 |
| 86  | PPDA               | 60              | 50 |
| 87  | UNMA               | 40              | 50 |
| 88  | URA                | 56              | 50 |
| 89  | MoSTI              | New             | 50 |
| 90  | Mission-Abu Dhabi. | 40              | 50 |

**Cont. Vote MPS Compliance level to Gender and Equity Requirements for the FY 2016/17 and FY 2017/2018.**

| S/N | Vote Name            | 2016/17 | 2017/18 |
|-----|----------------------|---------|---------|
| 91  | State House          | 55      | 50      |
| 92  | Mbale R.H            | 50      | 50      |
| 93  | NARO                 | 44      | 50      |
| 94  | NMS                  | 60      | 50      |
| 95  | MUBS                 | 43      | 50      |
| 96  | Soroti R.H           | 49      | 50      |
| 97  | UTB                  | 41      | 50      |
| 98  | FIA                  | New     | 50      |
| 99  | UIRI                 | 40      | 50      |
| 100 | UBTS                 | 52      | 52      |
| 101 | UVRI                 |         | 50      |
| 102 | MoLG                 | 48      | 50      |
| 103 | South Africa Mission | 40      | 50      |

The overall National Compliance to Gender and Equity requirements for the FY 2017/2018 was 50% compared to 53% the overall compliance for the FY 2016/2017.

**Recommendations to Sectors, Ministries, Departments and Agencies**

- All Sectors and MDAs should review the recommendations made on each of the assessment area.
- Respective Sectors/votes should liaise with the Commission in case more support and or guidance is required.
- It is recommended that all Sectors and MDAs should nominate focal persons whom the Commission should liaise with in matters of Gender and Equity as a short-term measure.
- Sectors and Votes should submit their BFPs and MPSs in time to enable the Commission complete the assessments in time.

**Conclusion**

The Commission is committed to working with Sectors and MDAs to enhance the Gender and Equity planning and budgeting as a strategy to redress imbalances and to promote equal opportunities for all in the country's concerted effort to attain a middle income status by 2020.

**Gender and Equity Compliance in Planning and Budgeting**

**Financial Year 2017/2018**



**Compliance of Sector Budget Framework Papers and Ministerial Policy Statements with Gender and Equity Requirements FY 2017/2018**

**EOC Vision and Mandate**

**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.

**Mandate :-** EOC is a constitutional body established by the EOC 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, color, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, and 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 which exist against them; and to provide for other related matters".

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## 1.0 Introduction

In accordance with Article 32(1) of the 1995 Constitution of the Republic of Uganda (as amended), Section (14) and (15) of the EOC Act 2007, Section 9 (6) (a) and (b), section 13 (15) (g) (i) and (ii) of the PFMA 2015 and sub section 4.1 of the NDP II (2015/2016-2019/2020), the EOC assessed Sector BFPs and MPSs for the FY 2017/2018 for compliance with Gender and Equity. The findings provided basis to the advisory note to the Minister responsible for Finance to issue a certificate of compliance with Gender and Equity Requirements. In addition, the findings were shared with Parliament in support of their oversight role highlighted in section 78 of the PFMA, 2015.

## 2.0 Definition of Key Terms

### 2.1 Gender

Gender refers to socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for men and women (WHO)

### 2.2 Equity

This is the quality of being fair and impartial. (Fair treatment/ circumstances may require affirmative action/ measures for one to be fair).

### 2.3 Gender Mainstreaming

This is a deliberate strategy for ensuring that women's and men's concerns and experiences are integrated into the design, implementation, monitoring and evaluation of all legislation, policies and programmes so that women and men benefit equally and gender inequalities and inequities are not perpetuated/ made worse.

### 2.4 Gender & Equity Planning & Budgeting

This is an approach of allocating and utilizing resources taking into consideration the different needs, interests and constraints of the marginalized and disadvantaged groups.

## 3.0 Purpose of Assessing BFPs and MPSs for Compliance with Gender and Equity Requirements.

- Legal Obligation (Article 32 (1) 1995 Constitution, EOC Act 2007, PFMA 2015)
- Inclusive Growth (17 SDG, NDP II aspirations)
- Advise the Minister Responsible for Finance on issuance of the G&E Certificate
- Support the oversight role of Parliament provided for in section 78 (1) and (2) of the PFMA, 2015
- Advocate for People Centered Plans and Budgets

## 4.0 Grading (Pass Mark=50%)

| Color | Performance | %        |
|-------|-------------|----------|
| 1     | V. Good     | 70%-100% |
| 2     | Good        | 60%-69%  |
| 3     | Fair        | 50-59%   |
| 4     | Low         | 40-49%   |
| 5     | V. Poor     | 0%-30%   |

## 5.0 The Commissions efforts to enhance compliance

- Finalized the Education and Health Sector gender and equity Compacts
- Developed Information, Education and Communication materials
- Reviewed and aligned the 2017/18 Gender and Equity assessment tools to Performance Based Budgeting.
- Developed the assessors guide,
- Conducted the Gender and Equity assessment initiation workshop for two officers that coordinate the compilation of MPSs in each of the MDAs.
- Revised the grading of the assessment criteria with reference to the recommendation made by Parliament to raise the pass mark from 40% to 50%.
- Selected and oriented the assessment Team on the processes and procedures.

## 4.0 Gender and Equity Assessment For the FY 2017/2018

The Equal Opportunities Commission assessed 16 Sector Budget Framework Papers and 139 Ministerial Policy Statements. The assessments focused on: the Sector's contribution to inclusive Growth (NDP II), highlight of key Performance Issues with respect to gender and equity, highlight of Past Performance and Medium Term Plans, Physical & financial Performance, Medium Term Plans, Sector Allocations and Medium Term Challenges.

## Sector Specific Compliance Level to Concerns of Gender and Equity for the FY 2017/2018

The overall national compliance to Gender and

| Sector                               | 2016/17    | 2017/18    |
|--------------------------------------|------------|------------|
| Agriculture                          | 54%        | 51%        |
| Lands, Housing and Urban Development | 45%        | 71%        |
| Energy and Mineral Development       | 34%        | 36%        |
| Works and Transport                  | 61%        | 50%        |
| ICT                                  | 49%        | 59%        |
| Tourism, Trade & Industry            | 33%        | 57%        |
| Education                            | 64%        | 64%        |
| Health                               | 66%        | 72%        |
| Water and Environment                | 40%        | 64%        |
| Social Development                   | 94%        | 88%        |
| Security                             | 76%        | 66%        |
| Accountability                       | 66%        | 57%        |
| Public Administration                | 61%        | 64%        |
| Justice Law and Order                | 40%        | 50%        |
| Public Sector Management             | 61%        | 52%        |
| Legislature                          | 63%        | 63%        |
| <b>National Average</b>              | <b>57%</b> | <b>60%</b> |

Equity requirements for the FY 2016/2017 and 2017/2018 was 57% and 60% respectively. Performance areas whose compliance level was below 50% include; Utilization of funds on G&E outputs FY 2016/2017 (41%), Reflection of G&E outcome indicators FY 2016/2017(47%) and Reflection of Medium Term G&E outcome indicators 2017/2018-2019/2020(49%).

## Overall Compliance of MDAs to concerns of gender and equity FY 2017/18

| Assessment Area/MPS Section                                          | 2016/17    | 2017/18    |
|----------------------------------------------------------------------|------------|------------|
| Vote contribution to the SDP from a G&E perspective                  | 65%        | 68%        |
| Responsiveness of Vote Objective to G&E                              | 63%        | 74%        |
| Responsiveness of Vote Program Outcomes to G&E                       | 60%        | 61%        |
| Responsiveness of Key Performance Issues to G&E                      | 36%        | 39%        |
| Reflection of performance on G&E outcome indicators                  |            | 5%         |
| Reflection of performance on G&E specific outputs                    | 56%        | 66%        |
| Reflection of funds utilised on G&E outputs                          | 48%        | 18%        |
| Reflection of Mechanisms for Promotion of G&E                        | 59%        | 31%        |
| Medium Term G&E interventions 2017/2018-2019/2020                    | 37%        | 54%        |
| Reflection of Medium Term G&E outcome indicators 2015/2016-2019/2020 | 33%        | 36%        |
| Responsiveness of Planned outputs to G&E                             | 59%        | 57%        |
| Commitment of funds to G&E Outputs                                   | 48%        | 52%        |
| Reflection of challenges to addressing G&E                           | 76%        | 47%        |
| <b>National Compliance Average</b>                                   | <b>53%</b> | <b>50%</b> |

The Commission in total received 139 Vote MPSs by 7th April 2017, a total of 103 MPSs obtained the minimum mark of 50% and 36 scored below the minimum.