



ANNUAL REPORT ON THE STATE OF EQUAL OPPORTUNITIES IN UGANDA FY 2021/2022

“Unlocking Socio-Economic Potential for Inclusive Development”

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By

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ABOUT THE EQUAL OPPORTUNITIES COMMISSION

The Equal Opportunities Commission (EOC) 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 based on gender, age, disability or any other reason created by history, tradition or custom to redress imbalances which exist against them; and to provide for other related matters".

Vision

A just and fair society where 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 group of persons through taking affirmative action to redress imbalances and promote equal opportunities for all in all spheres of life.

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, usages 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 based on 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.

Members of Equal Opportunities Commission



Hon. Safia Nalule Juuko – Chairperson



Joel Cox Ojuko - Vice Chairperson



Sr. Mary Wasagali Member
Member



Denise Tusiime
Member



Hajj. Habib Seruwagi
Member



Jane Ekapu
Ag. Secretary to the Commission

Foreword

In accordance with Section 24 (2) and (3) of the Equal Opportunities Commission Act, 2007, which mandates the Commission to publish, disseminate and submit to Parliament Annual Reports on the state of Equal Opportunities in the Country, the EOC has produced the 9th Annual Report on the state of equal opportunities in Uganda. The theme of this report is “Unlocking Socio-Economic Potential for Inclusive Development.”

The Government of Uganda (GoU) is committed to achieving Vision 2040 under the theme of; “A transformed Ugandan society from a peasant to a modern and prosperous country within 30 years.” Similarly, Uganda's National Development Plan (NDP III) Goal is to increase household incomes and improve the quality of life of Ugandans through sustainable industrialization for inclusive growth, employment, and wealth creation. In this regard, the Commission must track the distribution of the desired achievements across the different segments of the population. In addition, realising these commitments calls for the observance of equal opportunities for all in developing and implementing service delivery programmes, policies, and legislation.

Promoting equal opportunities for all and eliminating all forms of discrimination and inequalities is critical to addressing Uganda's development concerns, especially for vulnerable groups. According to the Uganda National Population and Housing Census Report of 2014, Females constitute 51% of the population, Children 55%, Youth 22.5%, Older Persons 3.7%, Persons with disabilities 12.4%, and Ethnic Minorities 1.4%. These categories constitute over 80 per cent of the Country's total population; therefore, dedicating efforts to realize their full potential is instrumental in achieving Uganda's development targets and the Sustainable Development Goals.

The 9th Annual Report is structured in two Sections: Section I presents the general introduction and the achievements attained by the Commission in redressing imbalances for the FY 2021/22. Section II presents the state of Equal Opportunities in the Country, focusing on: the performance of both Public and Private Institutions in ensuring equal opportunities for all persons and affirmative action for marginalized and vulnerable groups, the status of Employment, Access to capital and markets, Social Development; Works and Transport. It also presents the effects of natural and man-

made hazards on vulnerable groups, the state of Child and Maternal Health, the conclusion, and the Key Recommendations. The Commission calls upon actors responsible for the thematic focus areas to take recommended actions to eliminate marginalisation and inequalities cited in the report.

The Equal Opportunities Commission (EOC) is committed to working with all State and Non-State actors to redress imbalances cited in this report and promote equal opportunities for all to realise a just and fair society wherein all persons have equal opportunities to participate and benefit from all spheres of life.

FOR GOD AND MY COUNTRY

Hon. Safia Nalule Juuko (Mrs.)

CHAIRPERSON

Acknowledgement

The journey to redressing societal imbalances has been a concerted effort. The commission would like to acknowledge the President of Uganda for providing leadership in putting in place an enabling legal environment in the pursuit of Equal Opportunities for all, demonstrating exemplary commitment to redressing imbalances, and promoting equal opportunities for all.

We also recognise the Parliament of the Republic of Uganda; the Standing Committee on Equal Opportunities; the Committee on Gender Labor and Social Development; Budget Committee; Committee on Legal and Parliamentary affairs; and the Parliamentary Committee of Finance, Planning and Economic Development for their continued political support and mobilisation aimed at promoting equal opportunities for all.

In the same spirit, the Commission wishes to appreciate line Ministries, Departments, and Agencies of Government for collaborating with the Commission to execute its mandate. Special appreciation goes to the Ministry of Gender, Labour and Social Development and the Ministry of Finance, Planning and Economic Development for their continued support to the Commission. In addition, the Development Partners have financially supported and stood with the Commission, particularly; UN Women, Feed the Future, and European Union.

The Commission further appreciates the Civil Society Organisations that have joined hands with us in a concerted effort to redress imbalances and promote equal opportunities. In particular, the Commission wishes to recognise the Civil Society Budget Advocacy Group (CSBAG), Initiative for Social and Economic Rights (ISER), National Union of Disabled Persons in Uganda (NUDIPU), Forum for Women in Democracy (FOWODE), and the National umbrella for Persons with Albinism. These have all worked relentlessly in this venture.

Further gratitude is extended to the Uganda Bureau of Statistics, Ministry of Health, Office of the Prime Minister, Chief Administrative Officers, District technical staff, and District Local Council Members, among other stakeholders, for providing the information used to write this report.

Finally, the Commission highly appreciates its Members, Staff, and the entire team whose participation was critical to completing this Report. Uniquely, the Commission also recognizes and appreciates the Research, Monitoring and Evaluation Department for spearheading the coordination and production of this Report.

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List of Acronyms

ACHPR	African Charter on Human and Peoples' Rights
ADR	Alternative Dispute Resolutions
AIDS	Acquired Immune Deficiency Syndrome
AU	African Union
BFPs	Budget Framework Papers
BUBU	Buy Uganda, Build Uganda
CCFU	Cross-Cultural Foundation of Uganda
CEDAW	Convention on Elimination of all Forms of Discrimination against Women
COVID	Corona Virus Disease
CRC	Convention on the Rights of the Child
CREFAA	Convention on the Recognition and Enforcement of Foreign Arbitral Award
CRPD	Convention on the Rights of Persons with Disabilities
CSOs	Civil Society Organizations
DEVAW	Declaration on the Elimination of Violence against Women
DLGs	District Local Governments
EAC	East African Community
EACO	East Africa Communications Organization
ECD	Early Child Hood Development
EIA	Environmental Impact Assessment
EOC	Equal Opportunities Commission
ESS	Environmental and Social Safeguards
ESSP	Environmental and Social Safeguards Policy
FGD	Focus Group Discussion
FWODE	Forum for Women in Democracy
FY	Financial Year
G&E	Gender and Equity
GEB	Gender and Equity Budgeting
GEMIS	Gender and Equity Management Information System
GOU	Government of Uganda

HCD	Human Capital Development
HIV	Human Immune Deficiency Virus
HRBA	Human Rights-Based Approach
ICT	Information Communication Technology
IEC	Information, Education and Communication
KIs	Key Informants
LG	Local Government
MCH	Maternal and Child Health
MDA	Ministries, Departments and Agencies
MPED	Ministry of Finance, Planning and Economic Development
MGLSD	Ministry of Gender, Labor and Social Development
MoES	Ministry of Education and Sports
MOH	Ministry of Health
MPs	Ministerial Policy Statements
MSMEs	Micro, Small and Medium Enterprises
NCD	National Council for Persons with Disabilities
NDP	National Development Plan
NEMA	National Environment Authority
NGO	Non-governmental Organization
NIP	National Industrial Policy
NPA	National Planning Authority
NPSS	National Physical Planning Standards
NRM	National Resistance Movement
OPM	Office of the Prime Minister
OWC	Operation Wealth Creation
PFMA	Public Finance Management Act
PHC	Primary Health Care
PSD	Private Sector Development
SACCOs	Savings and Credit Cooperative Societies
SADI	South African Development Initiative

SAGE	Social Assistance Grant for Empowerment
SDG	Sustainable Development Goals
SDGEA	Solemn Declaration on Gender Equality in Africa
SHS	Shillings
SPSS	Statistical Packages for Social Scientists
STEI	Science, Technology, Engineering and Innovation
UBOS	Uganda Bureau of Statistics
UDHR	Universal Declaration of Human Rights
UGX	Uganda shillings
UHRC	Uganda Human Rights Commission
ULII	Uganda Legal Information institute
UN	United Nations
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHRC	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNRA	Uganda National Roads Authority
UVRI	Uganda Virus Research Institute
VMMC	Voluntary Medical Male Circumcision
WASH	Water, Sanitation and Hygiene
WHO	World Health Organization
YLP	Youth Livelihood Programme

Executive Summary

1.0 Introduction

In accordance with Section 24 (2) and (3) of the Equal Opportunities Commission Act, 2007, which mandates the Commission to publish, disseminate and submit to Parliament Annual Reports on the state of Equal Opportunities in the Country, the EOC has produced the 9th Annual Report on the state of equal opportunities in Uganda. The theme of this report is “*Unlocking Socio-Economic Potential for Inclusive Development.*”

This report is structured in two Sections: Section I highlights the general introduction and the achievements attained by the Commission in redressing imbalances for the FY 2021/22. Section II presents the state of Equal Opportunities in the Country, focusing on: the performance of both Public and Private Institutions in ensuring equal opportunities for all persons and affirmative action for marginalized and vulnerable groups, the status of Employment, Access to capital and markets, Social Development; Works and Transport services. It also presents the effects of natural and man-made hazards on vulnerable groups, the state of Child and Maternal Health, the conclusion, and the Key Recommendations.

The Commission employed quantitative and qualitative methodologies to collect, organize and analyze the data used in this Report. Data was collected using both Primary and Secondary sources and was analysed using various approaches, including descriptive statistics, content analysis, and comparative and ratio analysis to expound on the state of equal opportunities in Uganda for the FY 2021/2022. The data analysis packages used included; Stata, Statistical Packages for Social Scientists (SPSS), and Microsoft Excel.

2.0 Achievements of the Commission in Redressing Imbalances and Promoting Equal Opportunities for All FY 2021/2022

The Commission received and registered 697 complaints for the year under review, out of which 384 complaints (55.1%) were successfully concluded, whereas 17.9% were under investigation. On the other hand, 11.5% of complaints were pending investigation while 5.9% were pending Alternative Dispute Resolutions (ADR).

In FY 2021/2022, the Commission conducted several activities to strengthen equal opportunities and affirmative action compliance. They included; assessment of the National Budget Framework Paper (NBFP), Vote, Ministerial Policy Statements (MPS), and Local Government Budget Framework Papers (LGBFPs); developed tools, guidelines and conducted training to guide the process of mainstreaming gender and equity concerns into the budgets and plans for the various Ministries Departments and Agencies (MDAs) and Local Governments (LGs). In addition, the Commission conducted research and audits to identify gaps and propose policy recommendations that redress discrimination and marginalization.

The Commission also conducted community sensitisation sessions in the four regions of Uganda to promote understanding and appreciation of Equal Opportunities and Affirmative Action in implementing Government programmes. The same platform was vital for disseminating the guide for integrating Equal Opportunities and Affirmative Action in the implementation of the Parish Development Model (PDM).

3.0 Performance of Ministries, Departments, Agencies (MDAs), and Local Governments (LGs) in Gender and Equity Responsive Planning and Budgeting

The Commission assessed the National Budget estimates and eighteen Programme Budget Framework Papers for FY 2022/23 to establish the extent to which the development programmes had specified measures undertaken to equalize opportunities for men, women, persons with disabilities, and other marginalized groups. The National average score was 65.02%.

The Commission assessed 20 National Budget Framework Papers for FY2022/2023 and 158 Ministerial Policy Statements to establish compliance with gender and equity provisions. The report was submitted to the Minister of Finance, Planning and Economic Development, advising on the issuance of the Certificate of Gender and Equity.

4.0 The State of Equal Opportunities in Employment in the Private Institution Under Organisations Signed to the Gender Seal

Interaction with employers revealed that gender stereotypes about women's employment for some jobs or industries persist. For instance, women were perceived not to be eligible to work in "hard manufacturing factories" like steel and construction that require a lot of energy but rather in soft manufacturing industries. This attitude, if not transformed, is likely to affect the government's gains in addressing gender inequality and women empowerment.

Much as there has been a significant change in employers' attitudes regarding the employment of persons with disabilities, very few have committed themselves to design deliberate interventions or policies aimed at promoting inclusive employment policies. This has been exacerbated by challenges in ensuring reasonable accommodation at the workplace.

It also emerged that the costs associated with personal protection equipment have made most employers provide only gloves, helmets, gumboots, and high-visibility clothing to their employees. Other gadgets like eye protection, Respiratory Protective Equipment (RPE), safety footwear, and safety harnesses are not provided because they are costly.

While many employees know their employment rights, the demand for some is still low due to fear of losing their jobs and inefficiencies in implementing labour laws. As a result, some of the employees have adapted the silence approach to retain their jobs. For instance, all female participants reported having never been harassed and discriminated against at work.

While several international and regional labour laws do not recognize the in-kind payment of wages, participants revealed that this had been one of the payments used by employers. This has mainly taken the form of providing social amenities at the workplace like health insurance, National Social Security Fund (NSSF) contributions,

lunch and accommodation among others. However, as the participants revealed that they are not against the initiatives, they are not satisfied with the provided services.

5.0 The State of Equal Opportunities in Access to Capital and Local Markets Among the Vulnerable and Marginalised Groups

Most of the respondents were operating on a small scale, mainly smallholder farmers (62.5%) staying in rural areas. They mentioned that they did not have access to vehicles, good roads to transport their produce, and market linkages were weak or nonexistent. They further noted that they lacked inputs and technology and access to financial services to help them increase production. This would enable them to boost their incomes by improving and expanding their production.

More males (38.4%) compared to females (35.1%) had found market for their produce in the last six months. However, it should be noted that as women enter markets and engage in production, they face different constraints than their male counterparts. Social and cultural prohibitions assign gender roles to women, limiting their access to markets and restricting their occupational and sectoral mobility (OECD, 2007).

Findings revealed that (39.2%) of the vulnerable groups used daily markets to sell their products, followed by those that used middlemen (23.8%) and weekly markets (21.6%). Important to note was that only 1.2% used cooperatives, and 0.3% used online marketing arrangements.

Most of the respondents (30.8%) walked with their goods to the market, followed by those that relied on hired transport and those that used their bicycles (16.9%). The vulnerable people we interacted with mentioned that most of the roads in the rural communities were in a poor state, which affected the movement of goods and services to the markets.

34.7% of the respondents mentioned that they moved a distance of five to seven kilometres, followed by those that moved a distance of less than two kilometres (31.4%). Due to the long distances to access markets, respondents, especially farmers, mentioned that they could not afford to transport the goods/produce due to high

transport costs. This forced them to sell to middlemen who set prices in their favour, marginalising the vulnerable since the prices of the middlemen are usually low.

Access to Capital

Most of the respondents (54.1%) did not easily access credit when needed, while 45.9% were able to access it. Regarding sex, more males (47.7%) were able to access credit compared to females (44.7%). Regarding age, more adults (49.8%) were able to access credit compared to the youth and older persons (43.9%: 42.3%, respectively); regarding disability status, more persons without disabilities (46.3%) accessed credit compared to those with disabilities (45.5%).

Important to note was that only 2% of the vulnerable persons relied on projects from Government livelihood programmes in case they needed credit. This shows that majority of the vulnerable persons were not accessing these programmes. Since these programmes (Youth Livelihood Programmes (YLP), Uganda Women Entrepreneurship Programme (UWEP), persons with disabilities grant, among others) are going to be shifted and implemented under the PDM, massive sensitization/awareness campaigns among the vulnerable groups on the existence of these programmes should be prioritized such that the livelihood programmes are known and accessed by the intended target beneficiaries.

The majority of the respondents (78.5%) had access to land. However, it was argued that women could only enjoy access to land, but not ownership. Respondents mentioned that majority had the right to use the land for residence or agricultural activities comprising cultivation and the grazing of animals in addition to the collection of minor forest products with consent; however, they could not own it, which limited their access to capital.

Concerning land ownership, most of the respondents (63.2%), especially the vulnerable groups, did not own land. It should be noted that control and ownership of valuable assets, such as land and property, are important sources of capital in communities and within households. When vulnerable groups have more control over land, it not only empowers them to make decisions on land use but also allows them greater bargaining

power and economic opportunities, including access to capital, credit, and markets, among other opportunities.

6.0 State of Equal Opportunities in the Social Development Sector with a Focus On Special Grant for Persons with Disabilities

North Buganda received the highest percentage share of the special national grant disbursed fund compared to other sub-regions. The findings reveal that Acholi, Bunyoro, and Kigezi received the least percentage with 5.3%, 4.7%, and 3.2%, respectively. Whereas the programme is intended to cover the whole country, it has been implemented in 123 districts out of the 136 districts. Thirteen districts have not yet accessed and benefited from the grant namely; Madi Okollo, Karenga, Gomba, Butambala, Katakwi, Kaabong, Mitooma, Nakasongola, Ntoroko, Nwoya, and Rubirizi.

The majority (73%) of the beneficiaries were physically impaired, followed by beneficiaries with visual impairment at 11.8%, and beneficiaries with multiple impairments at 6.4%. Hearing impairment had 5.5%, while speech impairment had 2.5%. Few beneficiaries, at 0.9%, had a mental impairment. This implies that people with physical impairment actively participate and benefit from the disability grant compared to other types of disabilities. It is important to note that more efforts must be put in to ensure that even other types of disabilities participate in this grant.

The audit revealed that a substantial proportion of respondents were unemployed; without equal opportunities for them to access the disability grant, it will be hard for them to obtain and retain employment and economic self-sufficiency, and there will be a high dependency level on household members or Government welfare which negatively impacts household assets and a Country's economy.

The EOC audit revealed that 77% of persons with disabilities were aware of the disability grant, while 23% did not have any knowledge about the grant. The main reason for the level of awareness was increased sensitization by the district, sub-county officers (CDOs), politicians, recommendations by relatives, and LC1 chairpersons during community meetings, among others.

The EOC audit findings show that 50.7% of the beneficiaries are unaware of the other Government Social Programs, followed by 29.0% that do not meet the requirements to access it. Other reasons stated included; being discriminated by people without disabilities (5.5%), distance to the meeting point (2.1%), and delay in payment of money after meeting all the requirements, while others thought that they are only supposed to benefit from the disability grant (8.3%). This was also pointed out by one of their leaders during the interview.

The EOC audit findings reveal that 42.8% of the beneficiaries received funds from the disability grant, with a good number of them being in urban areas (43.7%) compared to rural areas (40.5%). In comparison, 57.2% have never received any funds from the disability grant despite meeting all the criteria needed.

Further analysis revealed that the outstanding reason cited by respondents for the collapse of business was the use of business money to cater to their basic needs like housing construction, medication/healthcare, and water (44.3%), followed by members agreeing to share the money amongst the group members as soon as it is received (21.4%), theft among group members/one of the members stealing the groups' money (17.1%) and lastly poor leadership of the group at (17.1%).

Generally, 28.5% of beneficiaries were satisfied with the process of access and benefit from the program, 30.1% were moderately satisfied with the process whereas 41.5% found the process unsatisfactory. This implies that the process of accessing the disability grant was generally inclusive enough to promote equality of opportunities by the beneficiaries of the grant program (Persons with disabilities and caretakers). More beneficiaries 58.1% found the process satisfactory) (satisfactory 28.5% and 30.1% moderately satisfied). The high satisfaction levels were mainly attributed to sensitization of Persons with Disabilities about the Disability Grant, Transparency in the selection process, and targeting of beneficiaries.

7.0 State of Equal Opportunities in the Provision and Access to Works and Transport Services

The regional imbalances still exist, with Lango having the least road network coverage at 1%, followed by West Nile at 2% and Bukedi at 3%.

Of the seven island districts made up of over 160 islands, only three districts are accessible by ferry: Buvuma Main Island, Namayingo Island, and Bugala Main Island in Kalangala District. Therefore, the government needs to continuously consider improving accessibility on all the islands to address equitable access challenges such as limited trade opportunities and access to social amenities such as schools and health facilities, which continue to affect Island communities.

Access to employment opportunities in road construction projects was still low at 10.2% among the vulnerable groups, and most had no formal contracts.

The level of involvement in the compensation process was still low among the vulnerable groups.

In communities where the construction of roads has happened, communities have registered many cases of gender-based violence.

8.0 The Effects of Natural and Man-Made Hazards Among the Disaster Prone Areas in Uganda

Findings revealed that floods are the most common type of hazards experienced at 43.8%, drought at 20.5%, and landslides at 14.1%. On the other hand, crop and animal pests and famine had the least percentage share at 13.9% and 7.6%, respectively.

Crop production was severely affected at 74.8%, followed by loss of houses at 70.25% and bridges at 62.16%, whereas education facilities, health services and water services were moderately affected at 51.3%, 43.2%, and 46.8%, respectively.

Analysis revealed that the most common type of relief after the occurrence of hazards was the food items at 98.6%, followed by 0.9 % for temporary housing materials/

tarpaulins and 0.46% for other support items like mattresses, blankets, and saucepans, among others.

Whereas there were strides made in availing relief to support the vulnerable groups and the communities, it was ascertained during the assessment that the support relief given was inadequate, with 65.9% of respondents answering in affirmative that support relief was insufficient and that amounts given could not take the household for even a week.

Findings reveal that 84.7% of respondents reported schools in the resettlement areas, followed by 79.4% who mentioned water services and 77.7% reporting availability of health facilities. On the other hand, good road networks and electricity registered the least percentages with 31% and 22.5% respectively.

Findings reveal that the majority (60.4%) of housing facilities in the resettlement camps were temporary, followed by 25.8% semi-permanent and 13.7% with permanent structures.

9.0 State of Equal Opportunities in Access to Maternal and Child Health Services in Uganda

Findings reveal that majority of the respondents (90.2%) visited Government health facilities for maternal and child-related health services. These were followed by those that went to private clinics (6.5%) and traditional birth attendants (3.2%).

The main reasons why some women did not visit a health facility while pregnant, according to ranking, were: long waiting periods (40.2%); long distances to health facilities (24.3%); unsatisfactory services at the health centres (14.6%); and lack of medicines at the health centres (8.8%) among others.

The main reason why some persons with disabilities did not visit health facilities while pregnant was; the long distances to health facilities and that, although all women are entitled to have access to high-quality maternity care, it was found that persons with disabilities (7.7%) found treatment costly, compared to persons without disabilities (2.3%). They were more likely to find healthcare providers' skills inadequate.

Findings reveal that most women (67.3%) were attended to by a skilled birth attendant while giving birth. These findings are close to the results of (Munabi-Babigumira, 2019), who highlighted that skilled birth attendance in Uganda increased from 35% in the 1990s to 42% in 2006 and 74% by 2016. This shows that the Government has made progress in reducing maternal deaths in Uganda since the use of skilled health providers during and after childbirth has been reported to reduce maternal and newborn deaths among women and children.

There are still regional disparities with regard to delivery from health facilities using a skilled birth attendant, with some sub-regions registering coverage on the use of health facilities during delivery of 60% and below. For example, regarding women delivering from health facilities, Bugishu and Bunyoro sub-regions had the lowest percentages of 57% and 56%, respectively. It should be noted that the lack of equitable access to health facilities by women during delivery in some sub-regions compromises the Country's efforts to realise equal opportunities for all.

Most women (89.4%) who did not use skilled birth attendants during delivery were using traditional birth attendants. In many rural communities of Uganda, it is common for traditional birth attendants to be more trusted, affordable, and respected by mothers because they are friendly and are close enough in the neighbourhood to help.

Most of the women interviewed (79.5%) mentioned that there was electricity at the maternity wards during childbirth, mainly solar power. Health workers that the EOC team interacted said that the availability of power eased their work and made the experience of giving birth more comfortable for mothers. On the other hand, a substantial proportion of respondents (20.5%) mentioned that they did not have electricity in the maternity wards during delivery.

Findings reveal that 40.3% of the women travelled less than 2 kilometres to the nearest health facility, followed by those that travelled two to five kilometres (35.8%) and those that travelled six to seven kilometres above (23.8%). Notably, most of the respondents (76.1%) travelled within the recommended radius of the Ministry of Health, which is five

kilometres and below. This shows that the government has made notable progress in bringing services, especially health services, closer to the people.

Women in rural communities in hard-to-reach districts like Kalangala expressed that the distance to health facilities was still a challenge since most of them (47.1%) travelled seven kilometres and above in search of maternal health services. They mentioned that there was no safe transport in Kalangala, yet it was hard to reach the island district and finding alternative means of transportation was difficult. Moreover, the district does not have a hospital. Kalangala HC IV is the primary referral health facility for the 64 habitable islands.

Concerning disability, the majority of persons with disability (52.2%) spent higher amounts, that is, UGX. 20,000 and above on accessing maternal and child healthcare services compared to persons without disability (29.8%). Interactions with women with disabilities in selected districts revealed that movement from their homes to health facilities in search of maternal and child healthcare and the high transport costs was the primary reason they found access to these services costly.

Findings reveal that most of the women (89%) mentioned having Mosquito Nets in their households. In addition, 98.1% of the women said they had adequate information on how to use them. This was attributed to the Government's program of door-to-door distribution of mosquito nets, whereby the majority of the women (87.5%) mentioned that they received the mosquito nets from the Government.

Most women (98.4%) accessed Immunization Services for their children while only 1.6% were unable to access them. These findings reveal that the Country has made tremendous achievements in immunization coverage which has contributed to the reduction of death of children under five. For example, the under-five mortality rate in Uganda has, over time, reduced from 76.3 per 1000 live births in 2010 to 43.3 per 1000 live births in 2021 (UNICEF, 2022).

CHAPTER ONE

GENERAL INTRODUCTION

1.0 Introduction

The Equal Opportunities Commission (EOC) is one of the key Government institutions leading the transformation Agenda, ensuring that nobody is left behind. The Commission is a Constitutional body established by the Equal Opportunities Commission Act, 2007 "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 also take affirmative action in favour of marginalized groups to redress imbalances which exist against them.

In accordance with Section 24 (2) and (3) of the Equal Opportunities Commission Act, 2007, which mandates the Commission to publish, disseminate and submit to Parliament Annual Reports on the state of Equal Opportunities in the Country, the Equal opportunities commission has produced the 9th Annual Report on the state of equal opportunities in Uganda. The theme of this report is *"Unlocking Socio-Economic Potential for Inclusive Development."*

This report is structured in two Sections: Section I highlights the general introduction and the achievements attained by the Commission in redressing imbalances for the FY 2021/22. Section II presents the state of Equal Opportunities in the Country, focusing on: the performance of both Public and Private Institutions in ensuring equal opportunities for all persons and affirmative action for marginalized and vulnerable groups, the status of Employment, Access to capital and markets, Social Development; Works and Transport. It also presents the effects of natural and man-made hazards on vulnerable groups, Child and Maternal Health, the conclusion, and the Key Recommendations.

1.1 Background

The 1995 Constitution of the Republic of Uganda obligates Government to ensure inclusive and balanced growth characterized by equal participation and benefit in Government programmes and distribution of services to all Ugandans. Specifically, **Article 32 (1)** states that; '...the State shall take affirmative action in favour of marginalised groups on the basis of gender, age, disability or any other reason created by history, tradition or custom, to redress imbalances which exist against them. To ensure this happens, the EOC was established under **Article 32(3)**, which provides that: - There shall be a Commission called the Equal Opportunities Commission whose composition and functions shall be determined by an Act of Parliament. This led to the enactment of the Equal Opportunities Commission Act, 2007 and the subsequent establishment of the Commission.

The functions of the Commission as stipulated in section 14 of the EOC Act include; (d) undertake research and organize, coordinate and promote workshops, seminars, conferences, and public discussions on equal opportunities and treatment in employment, education, social services, or social and cultural construct of roles and responsibilities in society; (e) consider such recommendations, suggestions, and requests concerning the promotion of equal opportunities as it may receive from any source;

Furthermore, Section 24 (2) and (3) of the EOC Act provide that; "(2) The Commission shall publish and disseminate periodic reports on its findings and shall submit annual reports to Parliament on the state of equal opportunities in the country" and "(3) The Chairperson shall sign the annual reports referred to in subsection (2) addressed to the Speaker of Parliament with a copy to the President".

Therefore, in line with the above, the Commission has produced the 9th Annual Report on the state of equal opportunities in Uganda, which examines Uganda's efforts toward eliminating discrimination and marginalisation among vulnerable groups.

1.2 Rationale of the Annual Report

For the period under review, this report focuses on “*Unlocking Socio-Economic Potential for Inclusive Development*” A number of factors informed the theme including;

- i. The extent to which Uganda has complied with the gender and equity provisions under the Public Finance Management Act, 2015. Especially the desire to ascertain the extent to which the needs of all Ugandans have been inclusively addressed when developing the National BFP, Sector BFPs and Ministerial Policy Statements to promote non-discrimination and embrace the global drive of 'leaving no one behind.
- ii. The need to inform industrial and employment policies to mitigate the social, economic, political, and environmental barriers that primarily affect the poor and vulnerable whose dignity is compromised due to discrimination.
- iii. The Government of Uganda's (GoU) commitment to Vision 2040 of 'A transformed Ugandan society from a peasant to a modern and prosperous country within 30 years.' As the Government strives to transform Ugandans by enhancing the average income earned by a Ugandan per year (per capita income) from UGX. 1.8 million in 2010 to UGX. Thirty-four million in 2040, it is critical to track the distribution of the desired achievements across the different segments of the population.
- iv. Fast-tracking the attainment of sustainable, inclusive economic growth and development and taking action where evidence-based gaps are cited.
- v. Highlighting how the lives of the marginalised constituents have improved through the various affirmative action programmes. Uganda's population is estimated at 42.9 million people (UBOS 2021), out of which over 80% constitute the marginalised and vulnerable groups. These include women (52%), youth (38%), orphans and other vulnerable children (55%), older persons (4%), ethnic minorities (1%), persons with disabilities (12%), the rural and urban poor (21.4%) and persons living with HIV/AIDS, among others.

The Commission is confident that the information provided in this Report will prove highly relevant to all sectors of Government, opinion leaders, researchers, academia, and all

other stakeholders involved in redressing imbalances and promoting equal opportunities for all, irrespective of sex, age, race, colour, ethnic origin, tribe, birth, creed, religion, health status, social or economic standing, political opinion or disability and any other related matters.

1.3 Data Sources

The Commission employed quantitative and qualitative methodologies to collect, organize and analyze the data used in this Report. The data collection sources included both Primary and Secondary data.

The Secondary data sources mainly included a review of the: National Population and Housing Census 2014, Uganda National Demographic and Household Survey (UDHS, 2019/20), Uganda National Housing Survey (2019/20), and Social Development data sets collected by the Ministry of Gender, Labor and social development, HMIS 2015-2022, and Ministry of Works data sets 2022.

Secondary data was also obtained through desk reviews of publications by public and private entities such as; Programme Budget Framework Papers (BFPs), Ministerial Policy Statements (MPSs) for the FYs 2021/2022, and credible individual research reports from different Organizations.

Primary data was obtained from research studies and audits undertaken by the Commission.

1.4 Methodology and data analysis

The methods used to obtain primary data included; key informant interviews, focus group discussions, administering individual questionnaires to marginalized and vulnerable groups, and observations. The stakeholders interviewed included; policymakers and implementers at all levels as well as members of the community at the grass root level and target beneficiaries of government programmes. In addition, several data analysis approaches were used, such as descriptive statistics, content analysis, comparative, and ratio analysis, to expound on the state of equal opportunities in Uganda for FY 2021/22.

The data analysis packages used included; Stata, Statistical Packages for Social Scientists (SPSS), and Microsoft Excel.

1.5 Sampling Approach

The sample size for the primary data was determined using the formula by Krejcie & Morgan (1970);

$$n = \frac{Z_{sqd} * P(1 - P) * Deff}{Esqd * RR * h}$$

Definition:

p: Proportion of population you want to estimate (proportion of marginalized people involved in the study).

n: Sample size

RR: Response Rate (95%). The response rate of 95% means that 95% of the population targeted responded to the studies/audits.

h: Household size

E: The level of precision you want to achieve (we used the level of precision at 0.05-equivalent 5%)

Z: Confidence level at 95% (1.96)

Deff: Design Effect (1.5)

The design effect was used to adjust the study sample size due to sampling methods such as cluster sampling resulting in better sampling than we would expect with simple random sampling. The design effect tells you the magnitude of these increases, and thus a total of 7,219 was sampled.

1.6 National, Regional, and International Legal and Policy Frameworks On Equal Opportunities

The Government of Uganda has formulated an informed National Legal and Policy Framework on equal opportunities whose effective implementation will enable Uganda to attain sustainable, inclusive growth and development.

At the international and regional level, Uganda has ratified several conventions, Treaties, Protocols and Declarations that enhance the promotion of equal opportunities.

1.6.1 International Legal and Policy Frameworks

The International conventions, treaties, protocols, and declarations relating to the promotion of equal opportunities to which Uganda is a party, include the following:

The Sustainable Development Goals (SDGs); SDG 10 & 16 aim to reduce inequality within and among the countries and promote peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions levels. The 2030 global agenda is centred on inclusiveness with the vulnerable among the targets for the various interventions. With the law in place, Uganda has ratified these International Treaties, which it is bound to respect and implement.

International Covenant on Economic, Social and Cultural Rights 1966, ratified in 1987:

Article 3 states that all men and women should have equal opportunities to enjoy all economic, social, and cultural rights.

The Convention on the Rights of the Child 1989, ratified in 1990:

Article 2 states that parties shall respect and ensure the rights outlined in the present Convention to each child within their jurisdiction without discrimination of any kind irrespective of the child's or their parent's or legal guardian's race, colour, sex, language, religion, political or other opinions, national ethnic or social origin, disability, birth or another status.

Convention on Elimination of all forms of Discrimination against Women (CEDAW), 1979, ratified in 1985: Article 10 calls upon State parties to take all appropriate measures to eliminate discrimination against women to ensure equal rights with men in all fields.

Convention on the rights of Persons with Disabilities 2006 ratified in 2008: This is an international human rights treaty of the United Nations intended to protect the rights and dignity of persons with disabilities. Parties to the Convention are required to promote, protect, and ensure the full enjoyment of human rights by persons with disabilities and that they enjoy full equality under the law. The Convention has served as the primary catalyst in the global movement from viewing persons with disabilities as objects of charity, medical treatment, and social protection to viewing them as full and equal members of society with human rights.

African charter on the rights and welfare of the child; Article 14 (b) of the charter seeks to ensure the provision of necessary medical assistance and health care to all children with an emphasis on the development of primary health care.

Article 14 (e) seeks to ensure appropriate health care for expectant and nursing mothers.

The United Nations Declaration on the Elimination of Violence against Women (DEVAW, 1993); Article 4 of the declaration highlights that States should condemn violence against women and should not invoke any custom, tradition, or religious consideration to avoid their obligation with respect to its elimination.

The 1995 Declaration and programme of Action of the World Summit for Social Development emphasises promoting and protecting the right of individuals to prevent and eliminate situations of domestic discrimination and violence. It also highlights the need to improve women and youth entrepreneurs' opportunities and working conditions by eliminating discrimination in access to credit, productive resources, and social security.

The Beijing Platform of Action 1995: This inspired Uganda to formulate its Gender Policy and the National Action Plan on Women. This emphasises full and equal participation of

women in political, civil, economic, social, and cultural life at the national and international levels and eradicates all forms of discrimination on the grounds of sex.

Convention on the Rights of Persons with Disabilities (CRPD); Article 27 of the UN Convention on the rights of PWDs states that "States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including those who acquire a disability during employment, by taking appropriate steps.

Convention on the Elimination of All Forms of Racial Discrimination, 1966; Article 5, in compliance with the fundamental obligations laid down in Article 2 of this Convention, provides for states' Parties to undertake to prohibit and eliminate racial discrimination in all its forms and to guarantee the right of everyone, without distinction as to race, colour, or national or ethnic origin, to equality before the law, notably in the enjoyment of the following rights: (e) Economic, social and cultural rights, in particular: (v) The right to education and training.

The Universal Declaration of Human Rights (1948); Article 23 (1) provides everyone with the right to work, free choice of employment, just and favourable conditions of work and protection against unemployment. (2) Everyone, without any discrimination, has the right to equal pay for equal work. (4) Everyone has the right to form and join trade unions to protect his interests.

1.6.2 Regional Frameworks

The regional conventions, treaties, protocols, and declarations relating to the promotion of equal opportunities to which Uganda is a party include the following:

The African Charter on Human and People's Rights, 1986: This is a human rights instrument intended to promote and protect the African continent's human rights and fundamental freedoms. Article 13 of this Charter recognises civil and political rights for all individuals.

The EAC Child Policy, 2016; Uganda is a signatory to the EAC child policy. The Treaty for establishing the EAC provides for promoting and protecting human rights as one of its fundamental principles. Furthermore, the Treaty requires the Partner States to cooperate closely in developing and adopting a common approach towards the disadvantaged and marginalized groups, including children (Article 120). And also calls for the harmonization of social policies of Partner States to address the situation of vulnerable groups, including children.

The Policy priority areas include; an integrated approach to providing quality education, health, and social protection to children with a strategic objective of improving access to and utilization of quality health care services, education, social protection, and other social services.

The African Youth Charter 2006: The second key objective of the Charter is to ensure the constructive involvement of Youth in the development agenda of Africa and their effective participation in the debates and decision-making processes in the development of the continent. The Charter sets a framework to enable policymakers to mainstream youth issues in all development policies and programmes. It thus provides a legal basis for ensuring youth presence and participation in government structures and forums at national, regional, and continental levels.

The African Charter on the Rights and Welfare of the Child 1990: The ACRWC defines a 'child' as a human being below the age of 18 years. It recognizes the child's unique and privileged place in African society and that African children need protection and special care. It also acknowledges that children are entitled to the enjoyment of freedom of expression, association, peaceful assembly, thought, religion, and conscience. It aims to protect the child's private life and safeguard the child against all forms of economic exploitation and hazardous work, interferes with their education, or compromises their health or physical, social, mental, spiritual, and moral development.

African Agenda 2063 is a Strategic framework for the continent's socio-economic transformation by 2063. It builds on and seeks to accelerate the implementation of past and existing continental initiatives for growth and sustainable development.

The African Union Gender Policy (2009): This regional policy is committed to socio-economic development, takes into account the diversity in the social, cultural, and traditional setting, and is making an effort to address cultures and practices which militate against the enjoyment of freedom and rights by women and girls. vi. The other legal instruments include the Maputo protocol, and African Protocol on Disability, among others.

1.6.3 National Legal Framework

The 1995 Constitution of the Republic of Uganda As amended, the 1995 Constitution of the Republic of Uganda provides the overarching legal and regulatory framework for the promotion of equal opportunities for all. Chapter IV states, "All persons are equal before and under the law in all spheres of political, economic, social and cultural life and every other respect and shall enjoy equal protection of the law." Furthermore, Article 21 (2) states that: "No person shall be discriminated against on the grounds of sex, race, colour, ethnic origin, tribe, birth, creed or religion or social or economic standing, political opinion or disability.

The Equal Opportunities Commission Act 2007: Under Act, No. 2 of 2007 (EOC Act), "the Commission was established 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 based on gender, age, disability or any other reason created by history, tradition or custom to redress imbalances which exist against them and to provide for other related matters."

The Employment Act, 2006: Section 6 (1) of the Employment Act provides that "it shall be the duty of all parties including the Minister, Labor Officers and the Industrial Court to seek and to promote equality of opportunity to eliminate any discrimination in employment." In addition, Section 6 (3) states that "discrimination in employment shall be unlawful and it includes any distinction, exclusion or preference made based on race, colour, sex, religion, political opinion, national extraction or social origin, the HIV/AIDs status or disability which has the effect of nullifying or impairing the treatment

of a person in employment or occupation or of preventing an employee from obtaining any benefit under a contract of service."

The Public Finance Management Act, 2015 (PFMA): This was introduced to promote equal opportunities in the Planning and Budgeting process with three sections on compliance with gender, and equity requirements and these are;

- i. **Section 9 (6) (a) and (b); Section 9 (6)** states that "the Minister shall, in consultation with the Equal Opportunities Commission, issue a certificate: (a) certifying that the Budget Framework Paper (BFP) is gender and equity responsive and, (b) specifying measures taken to equalise opportunities for women, men, persons with disabilities and other marginalised groups."
- ii. **Section 13 (11) e (i) and (ii); Section 13 (11) (e)** states that "a certificate shall be issued by the Minister responsible for Finance in consultation with the Equal Opportunities Commission (i) certifying that the budget is gender and equity responsive and, (ii) specifying the measures taken to equalise opportunities for men, women, persons with disabilities and other marginalised groups c) Section 13 (15) g (i) and (ii):..."
- iii. **Section 13 (15) (g)** states that "a certificate shall be issued by the Minister responsible for Finance in consultation with the Equal Opportunities Commission: (i) certifying that the ministerial policy statement is gender and equity responsive and, (ii) specifying measures taken to equalise opportunities for men, women, persons with disabilities and other marginalised groups."

Persons with Disabilities Act, 2019: Section 9 (1) of the Act states that "an employer shall not discriminate against a person with a disability based on the disability of the person. Section 9 (2) (a) and (c) of the act also provides that an employer shall, in any advertisement for a job, where appropriate, encourage persons with disabilities to apply and provide an employee with a disability reasonable accommodation in the performance of the job at task".

The Children Amendment Act, 2016

The act defines child neglect as “the failure to provide for the basic physical, emotional and developmental needs of a child, in areas such as health, education, emotional development, nutrition, shelter, and safe living conditions, which cause or have a high probability of causing impairment to a child’s health or physical, mental, spiritual, moral or social development.

1.6.4 National Policy Framework

Vision 2040 is Uganda’s overarching policy framework designed to propel Uganda towards the upper middle-income status by 2040. Vision 2040 emphasises ‘leaving no one behind,’ This report highlights Uganda’s progress on inclusive growth and development and the commitment to leaving no one behind.

Third National Development Plan (NDP III) 2020/21 – 2024/25

This National Development Plan (NDP) is the third in a series of six NDPs that will guide the nation in delivering the aspirations articulated in Uganda Vision 2040. The NDP III (2020/21 – 2024/25) is anchored on the progress made, challenges encountered, and lessons learnt from previous planning and implementation experiences of NDPI and NDP II. The Plan defines the broad direction for the country and sets critical objectives and targets for the sustainable socioeconomic transformation of Uganda. NDP III’s **VISION** states, “A Transformed Ugandan Society from a Peasant to a Modern and Prosperous Country within 30 years” the **GOAL** is “To Increase Average Household Incomes and Improve the Quality of Life of Ugandans” under the **THEME**, “Sustainable Industrialization for inclusive growth, employment and sustainable wealth creation.”

The Uganda Gender Policy (2017): This Policy gives guidance and directs the planning, resource allocation, and implementation of development programmes using a gender perspective. Both men and women are targeted, emphasising women’s participation in decision-making, resource management, and land ownership.

The National Policy on Disability (2006): this policy aims at promoting equal opportunities for enhanced empowerment, participation, and protection of the rights of PWDs. This is in recognition that PWDs can perform to their full potential given

favourable conditions and opportunities irrespective of their social, economic, or cultural background.

The Uganda National Youth Policy (2016): the theme of the policy is 'Unlocking Youth Potential for Sustainable Wealth Creation and Development.' The policy is premised on the need to address a range of challenges the youth face in the development process and harness their potential to contribute to national development. It provides a basis for holistic integration and inclusion of the youth in Uganda's development while appreciating the current impact of globalisation and its associated advantages and disadvantages.

The National Orphans and Other Vulnerable Children Policy (2004): Provides a framework to address concerns and needs and ensure equal enjoyment of opportunities for orphans and other vulnerable children.

The National Policy for Older Persons (2009) seeks to achieve equal treatment, social inclusion, and empowerment of older persons. It includes nine interventions at various levels that ensure improved quality of life of older persons and emphasise utilisation of community-based interventions to address older persons' concerns and needs by encouraging local governments to plan and implement programmes for them.

The Equal Opportunities Strategic Plan, 2020/2021– 2024/2025: the five-year EOC Strategic Plan focuses on the theme 'Promoting Equal Opportunities for Inclusive Growth' through strengthening the service delivery standards and systems to enhance the services delivered to Ugandans, especially the vulnerable and marginalised groups of people. The plan emphasises equal access to opportunities across all aspects of life as a significant prerequisite for inclusive growth, socio-economic transformation, and sustained improvement of both human welfare and development.

The National Employment Policy of 2011 was instituted to create a comprehensive and integrated framework for employment creation. This is because of the growing recognition of the government's need to take the lead in ensuring that the expanding labour force has access to productive employment opportunities. Accordingly, the policy focuses on employment-intensive growth; labour market information; labour

productivity and skills; promotion of agriculture and rural employment; improving the informal sector, micro and small-scale enterprises; private sector growth and employment; improving labour administration and labour standards; externalisation of labour; employment of vulnerable groups and promotion of gender equality; and promotion of youth employment.

The Uganda Vision 2040 includes a number of commitments, emerging development opportunities, and global trends that provide a basis and foundation for the realisation of the policy. One of Vision 2040 aspirations is to have unity in diversity and equal opportunities irrespective of gender, tribe, ethnicity, or religion, aspirations for a future in which men, women, youth, children, and persons with disabilities are empowered to participate as equal partners in development, among others.

The Local Content policy, 2017: in 2017, Cabinet passed the Local Content policy, which prioritises the employment of Ugandans, procurement of Ugandan Companies, and use of locally manufactured goods in all undertakings where funds are used or where the undertaking is a licensable activity. This is aimed at promoting Small and Medium size Enterprises (SMEs), targeting marginalised groups to ensure their participation in inclusive development.

National Land Use Policy: The development of markets directly impacts land use and the ability to use land more effectively. This is underscored by the fact that Uganda is primarily an agricultural country, and thus the land is the primary source of livelihood for many people. The land use policy in Uganda is, therefore, inseparable from the development of markets. It is argued that the land use policy in Uganda is the main spatial development framework for the country meant to guide and bring about orderly national development by separating incompatible land uses. The policy recommends practical ways to achieve business competitiveness through land registration rights, titling of ownership, and other activities to be handled at the district level rather than at the central government level.

National Trade Policy, 2007: The National Trade Policy advocates for effective and efficient institutions, a supportive legal framework, adequate and efficient trade facilitating infrastructure, cross-border trade, regional integration, and appropriate

human capital and skills in both the private and public sectors. The trade policy charges the government with the cardinal role of eliminating barriers to trade and providing an enabling environment in which the private sector can thrive and build the capacity to produce quality goods and services competitively, reliably, and on a sustainable basis. The policy further identifies and emphasizes the linkages between the trade and productive sectors (agriculture and industry) for sustainable economic development. The policy also takes care of trade-in services by private sector providers.

CHAPTER TWO

**ACHIEVEMENTS OF THE COMMISSION ON REDRESSING
IMBALANCES AND PROMOTING EQUAL OPPORTUNITIES FOR
ALL FY 2021/2022**



2.0 Introduction

The Commission has a distinctive mandate of eliminating discrimination and inequalities against individuals or groups of persons and taking affirmative action in favour of groups marginalised to redress imbalances against them.

During the Financial Year 2021/2022, the Commission continued implementing her Strategic Plan 2020/2021-2024/2025 under the theme, "Promoting Equal Opportunities for Inclusive Growth." The priorities for the period under review were further guided by the Commission's mandate¹, the NRM manifesto 2021-2026, the Sustainable Development Goals (SDGs), vision 2040, the National Development Plan III, the minimum Deliverables by His Excellency Yoweri Kaguta Museveni, the President of the Republic of Uganda to the members of the Commission and the Budget Call Circular for the FY 2021/2022.

In accordance with sections 14 and 15 of the EOC Act, 2007, the Commission's mandate stretches to all the State Institutions (Ministries, Departments, Agencies, and Local Governments), the private sector, Civil Society Organisations, Cultural Institutions, Faith Based Organisations and to the individual or household level among others. The EOC's mandate is inclusiveness in national growth and development and equitable access to social justice.

This chapter highlights the financial and activity performance of the Commission during the financial year 2020/2021. The financial performance shows the Commission's budgetary allocations and expenditures for the Government of Uganda and the development partners. In contrast, activity performance highlights the key achievements in light of the Commission's mandate to redress imbalances and promote equal opportunities for all.

¹ "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".

2.1 EOC Financial Performance

This subsection presents the Commission's budget allocations over the past 5-year period and the overall Recurrent and Development Budget Performance for the FY 2021/2022. It entails the extent to which the Commission was funded and its adherence to budget objectives through compliance with the Public Finance Management Act, 2015 (as amended). It also shows the policy and budget priorities, budget allocations, and programmes promoting inclusive growth and equal opportunities to support the budget strategy. The primary sources of funding during the period were the Government of Uganda Consolidated Fund plus development partners (European Union and UN women).

2.1.1 Recurrent and Development Budget performance

During FY 2021/2022, the Commission had a total budget of UGX 13.27 bn under GoU funding (excluding off-budget/project funding from Development Partners). By the close of the financial year, 100% had been received, and 98.6% of the received budget was absorbed as per the approved annual work plan and budget.

Table: 2.1: Budget Performance for FY 2020/2021 in UGX

Budget components	Annual Budget	Released	% age released	Expenditure	%age spent
Wage	2,966,807,972	2,966,807,972	100%	2,932,807,972	98.8%
Non-Wage	9,945,304,416	9,945,304,416	100%	9,841,304,416	99.0%
Development	360,364,600	360,364,600	100%	355,364,600	98.6%
Grand Total	13,272,476,988	13,272,476,988	100%	13,129,476,988	98.6%

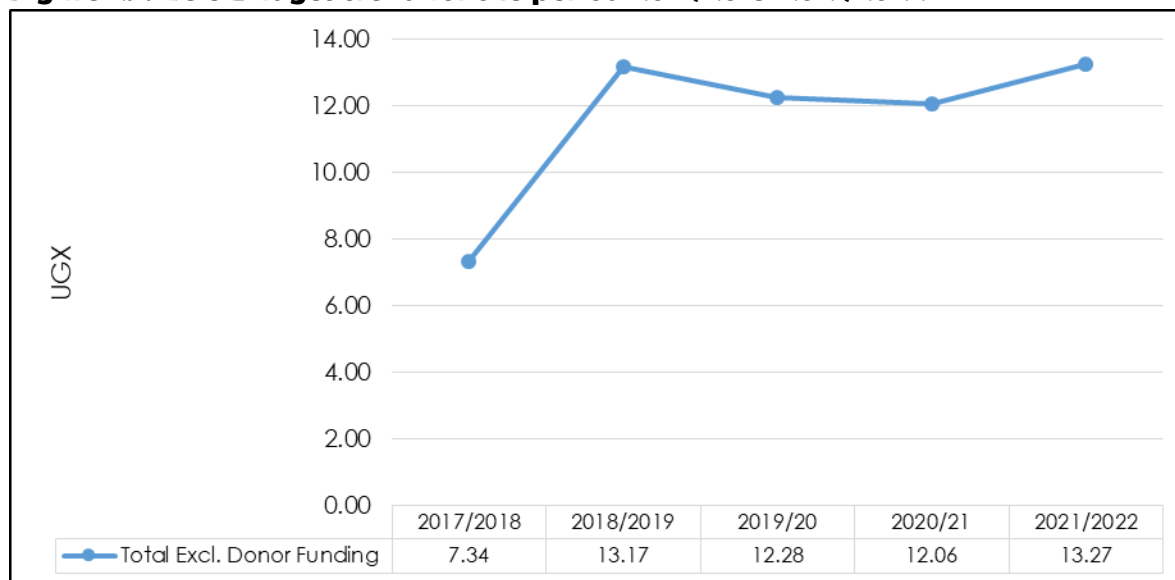
Source: EOC Budget Performance Progress reports FY 2021/2022

In the financial year under review, the Commission received UGX. 9.94bn non-wage of the planned recurrent budget and utilized 99.0% to implement interventions addressing Equal Opportunities in the country. However, the budget is still minimal to effectively support the Commission to successfully implement comprehensive interventions addressing gender and equity concerns.

2.1.2 Trends in financing the EOC budget

The financial performance indicates the Commission's budget allocations from GoU over the past 5-year period. The graph below presents the trend for funding from FY 2017 to FY 2021/22.

Figure 2.1: EOC Budget trend for the period 2017/2018-2021/2022



Source: EOC Budget Reports

During the FY 2017/2018, the total funding was UGX 7.34 bn and increased in the FY 2018/2019 to 13.17bn, then a reduction to 12.28bn in 2019/2020. In FY 2020/2021, the Commission observed a further decline to 12.01bn due to COVID-19 pandemic budget cuts and rampant inflation to finance the prevention and response interventions directed towards flattening the pandemic curve. In FY 2021/2022, the budget slightly increased to 13.27bn. However, the budget has been consistently below the required level of funding to fully implement the Commission's mandate.

2.2 Achievements of the Commission for the FY 2021/2022

This subsection presents the achievements of the Commission in line with the five (5) strategic objectives of the EOC strategic Plan 2021/2022-2024/2025. These include:

1. To enhance redress to complaints on violations of the principles of Equal opportunities.

2. To enhance the responsiveness of national policies, laws, and programmes to equal opportunities and affirmative action for inclusive growth.
3. To strengthen compliance with Equal opportunities and affirmative action in public and private institutions for more inclusive and sustainable development.
4. To promote a public mindset toward Equal Opportunities.
5. To strengthen and sustain the growth and development of the Equal Opportunities Commission for improved service delivery for all.

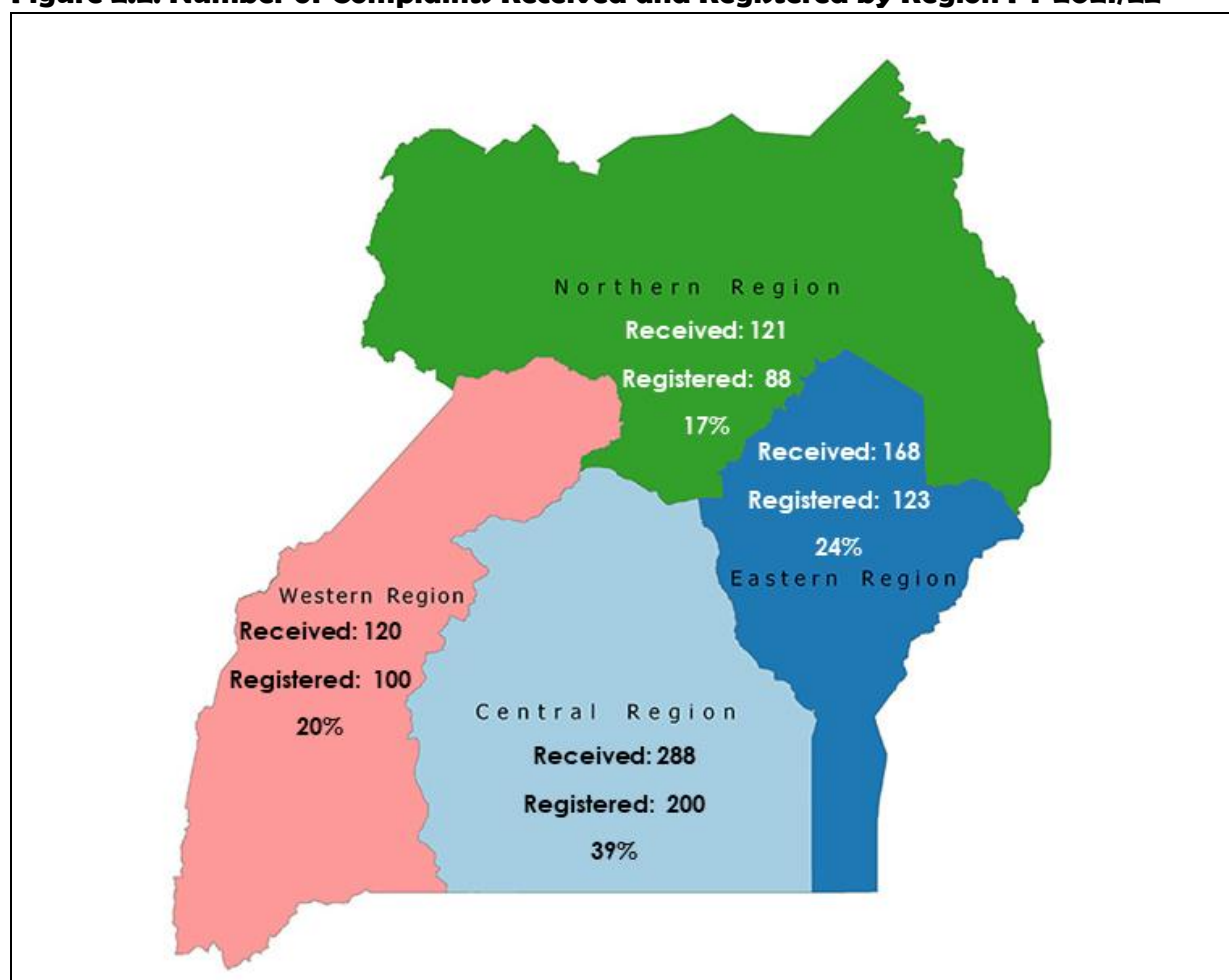
2.2.1 Strategic Objective one: To enhance redress to complaints on violations of the principles of Equal opportunities

This objective contributes to the Governance and Security programme under the NDP III, which aims to strengthen the people-centred delivery of security, law, and order. Under this, the commission planned to register, assess, and investigate complaints arising from discrimination and marginalization to enhance access to social justice. These complaints were handled and concluded through various approaches, including adjudication through tribunal hearings, referrals to other relevant institutions, and alternative dispute resolution mechanisms, e.g. mediation, among others. The progress in specific areas is indicated below;

2.2.1.1 Complaints Received and Registered by the Commission

The Commission receives complaints through various means, including; walk-ins, email, sensitisation meetings & awareness campaigns. During the period under review, the Commission received 697 complaints from all regions of the country from youth, women, men, ethnic minorities, older persons, persons with disabilities, and other vulnerable groups. Table 2.1 below presents the Equal Opportunities Commission's complaints in FY 2021/2022.

Figure 2.2: Number of Complaints Received and Registered by Region FY 2021/22



Source: EOC complaints register 2021/2022

Analysis shows that complaints were received in four regions of the country, with the Central region registering the highest at 288 (39%), followed by the Eastern region with 168 complaints (24%), then the Western region with 120 complaints (20%), and northern with 88 complaints (17%).

2.2.1.2 Nature of Complaints Received

The Commission received various complaints from different people, including men, women, youth, persons with disabilities, ethnic minorities, and institutions. These complaints were registered according to the nature of discrimination and marginalisation. The details on the nature of complaints/category of complaints received by gender are shown in Table 2.2 below.

Table 2.2: Nature of Complaints Received by Sex

S/N	Discrimination/Marginalisation	Number of complaints	Female	Male	%age
1	Employment	192	92	100	27.5%
2	Land	132	89	43	18.9%
3	Economic	53	3	50	7.6%
4	Property rights	186	90	96	26.7%
5	Political	19	10	9	2.7%
6	Health	43	40	3	6.2%
7	Education rights	69	23	46	9.9%
8	Family matter	3	0	3	0.4%
	Total	697	347	350	100.0%

Source: EOC EOC Complaints Register 2021/2022

The nature of complaints was mainly related to issues of property rights (26.7%), Land rights (18.9%), employment (27.5%), political (2.7%), economic rights (7.6%), health (6.2%), Family matters (0.4%) and education right (9.9%). Further analysis of the complaints received by gender shows that most complaints registered were by males at 50.2% (350), whereas other counterparts, the males, were at 49.8% (347).

2.2.1.3 Status of complaints handled by the Commission

Following the receipt, assessment, and investigation of complaints, their merit is determined based on admissibility or inadmissibility in light of the Commission's mandate to eliminate discrimination and marginalization and promote equal opportunities for all. Complaints outside our mandate at the Commission are referred to other relevant institutions. The admissible complaints are handled through the Tribunal and Alternative Dispute Resolution mechanisms. The status of all complaints dealt with by the Commission for FY 2021/22 is shown in Table 2.3 below.

Table 2.3: Status of Complaints Registered by the Commission for the FY 2021/2022

S/N	Status of Complaints	Total Number of complaints	percentage of Complaints
1	Concluded Complaints	384	55.1%
2	Complaints under Investigation	125	17.9%
3	Pending investigations	80	11.5%
4	Pending ADR	41	5.9%
5	More information needed	67	9.6%
	Grand Total	697	100.0%

Source: EOC Complaints Register 2021/2022

For the year under review, 697 complaints were received and registered, out of which 384 complaints (55.1%) were successfully concluded, whereas 17.9% were under investigation. On the other hand, 11.5% of complaints were pending investigation while 5.9% were pending ADR.

2.2.1.4 Progress on Tribunal operation

Section 14 (4) of the Equal Opportunities Act mandates the Commission to hear and determine complaints on discrimination, marginalization, or actions that undermine the enjoyment of equal opportunities. This is operationalized by holding Tribunal sessions involving pre tribunal activities and district consultative meetings before the actual hearings. The specific outputs realized are articulated below under (i) Pre-tribunal activities and (ii) Tribunal hearings.

i) Pre tribunal hearing

During the FY 2021/2022, the Commission carried out Eight Pre tribunal activities in the districts of Omoro, Masindi, Rubanda, Rukiga, Mukono, and Buikwe. The legal team organises the sessions. The Commission Counsel organized witnesses needed to prepare for the scheduled Tribunal hearings and advised them on the necessary documents for the hearing. Legal advice was also given to the participants who had several legal issues. These participants could come to the pre-tribunal meetings owing to the radio talk shows that were aired before the pre-tribunal.

In its mandate, the Commission conducted public inquiries and Tribunal/ADR sessions in Uganda's four regions to address marginalisation and discrimination complaints. During the period under review, the Commission conducted public inquiries and tribunal hearings. The Table below shows tribunal recommendations and their impact on the lives of vulnerable groups.

ii) Tribunal Hearings

The Commission conducted tribunal sessions in different locations to take services nearer to their clients and minimize their transport costs. See pictures below



The Commission conducted circuit tribunal sessions in different locations to take services nearer to their clients and minimize their transport costs. See the pictures below.

2.2.1.5 Success Stories on Access to Social Justice

As a result of the Commission's work on handling complaints through ADR mechanisms and Tribunal operations, several marginalized/discriminated individuals or groups have been able to access social justice and enjoy equal opportunities. The status of the recommendations and their impact on the marginalised are summarised in Table 2.4 below.

Table 2.4: Equal Opportunities Commission recommendations and their impact on vulnerable

S/N	Complaint / Tribunal (EOC) recommendations	Timelines	Progress	Impact on the lives of vulnerable people.
1	<p>AJIGA TOM & 98 ORS VS ARUA DISTRICT LOCAL GOVERNMENT (EOC/NR/008/19)</p> <p>The commission ordered upgrading the salaries of the parish chiefs with Diploma in Education from U7 to U5. The tribunal awarded them 1,000,000 shillings each and payment of salary arrears.</p>	Progressively for one year.	The implementation is ongoing, and a report shall be issued to Commission upon expiration of six months.	<p>1. The Parish Chiefs can now access credit facilities from banks and other financial facilities.</p> <p>2. Their appointment letters of U5 have been made legitimate</p> <p>3) the District Service Commission has done verification of the Parish Chiefs who are Diploma holders in Education</p>
2	<p>Wanyama Peter Hassan vs Essella Country Hotel (EOC/CR/071/22(persons with disability))</p> <p>The tribunal ordered payment of his monies for the work done at the hotel with interest.</p>	3 (three months)	The parties fully concluded it to the complaint.	<p>1. His carpentry workshop has fully expanded.</p> <p>2. He has now re-opened his Carpentry workshop.</p>
3	<p>Kabahinda scovia vs st, Thomas more ss kitana (EOC/WR/45/21)</p> <p>The Commission ordered payment of her salary arrears and</p>	3 (Three months)	It was fully concluded	<p>1.) Her salary arrears were paid together with Terminal benefits.</p> <p>2.) The complainant was able to go back to school and complete her</p>

S/N	Complaint / Tribunal (EOC) recommendations	Timelines	Progress	Impact on the lives of vulnerable people.
	other terminal benefits. Issue of certificate of service to the complainant.			Bachelor's Degree in Education from Makerere university. 3.) The complainant was issued a certificate of service
4	Vincent Oketchwininyu vs Okoro Coffee Growers cooperative Union Ltd (EOC/CR/12/21) The commission ordered for payment of salary arrears and other benefits	Three (3) months	the parties fully concluded it.	1). He could access all his salary arrears and other terminal benefits. 2). He was issued a certificate of service. 3). He was able to enroll for further studies
5	Erwau David versus Alert Guards & SS Ltd EOC/CR/123/21 The commission ordered for payment of salary arrears, NSSF, and other terminal benefits	Six (6) months	It was fully concluded	1) The complainant was paid all his salary arrears and NSSF. 2) He was re-instated back to employment.
6	Karuhije Eriasi vs. Kampala Apostolic school EOC/CR/44/22 The tribunal ordered for payment of salary arrears and terminal benefits.	Three months	The said recommendation was concluded	1.) The complainant's salary arrears were fully paid and other terminal benefits. 2.) The complainant was issued with Certificate of service.
7	Atizuyo grace & 22 ors vs Arua district Local Government EOC/NR/90/20 The tribunal ordered for the confirmation Of the complainants and an	Six months	The implementation was partially done.	3) The complainants were confirmed into the public service, and some of their salaries were increased. 4) Some complainants can now access loans

S/N	Complaint / Tribunal (EOC) recommendations	Timelines	Progress	Impact on the lives of vulnerable people.
	increase in their salary segments.			from banks and other financial institutions. 5) 3). Complainants are given Confirmation letters.
8	Tumusime Patrick vs National water Sewage Corporation. EOC/CR/071/15 The tribunal ordered payment of salary arrears and the issue of a certificate of service.	Three months	It was fully concluded	1) Payment of salary arrears and insurance of certificate of service to the employee.
9	Mpunga Moses vs Mukasa Hamis (EOC/ CR/029/17) The Commission ordered equal distribution of the property given to the family as a gift.	One month	It was fully implemented	1) Every family member got a share in the property. 2) The clan fights stopped immediately after the recommendation of the Commission was implemented.
10	Nalubega Rukia vs ABSA (Barclays Bank) EOC/CR/108/16 The commission ordered payment of the money over deducted from the complainant's salary and compensation payment.	One month	It was fully implemented	1) Her over-deducted monies were refunded back to her through her official bank account at Barclays Bank. 2) The respondent paid all the compensation the Commission awarded to the complainant.
11	Mwonge Henry & ors vs Departed Asian Property Custodian Board (EOC/CR/181/16) The commission ordered the issue of a certificate	Three months	It was fully implemented.	1) The certificate of ownership was issued to complainants.

S/N	Complaint / Tribunal (EOC) recommendations	Timelines	Progress	Impact on the lives of vulnerable people.
	to the occupiers of the property in Issue.			
12	Kasule Rashid & Ors vs Arua District Local Government EOC/NR/018/19	Six months	it was partly implemented	1) Eighty-One Complainants were confirmed after spending ten years in employment. 2) The complainants could access credit facilities from financial institutions and Banks since it is always required to obtain copies of confirmation letters before being given loans from the said institutions.
13	Richard Kakooza vs SINATECH EOC/CR/181/21 The commission ordered the respondent to pay the complainant all his monies and other benefits	One month	It was fully implemented	1) The complainant was paid all his entitlements. 2) He started his business name in the central Kampala Business District.
14	KISEKA RONALD vs MS AMBITIOUS CONSTRUCTION CO. EOC/CR/086/22 (The commission ordered compensation for the injuries sustained during the work time and the employers' place of work.	Six months	It was fully implemented	1) The complainant was fully compensated. 2) He was returned to employment and is still working with the respondent. 3) The employer accorded him health Care. 4) The staff has been issued medical insurance to prevent such injuries from getting aggravated.

S/N	Complaint / Tribunal (EOC) recommendations	Timelines	Progress	Impact on the lives of vulnerable people.
15	MUTUNGI DEO VS OKWI HARIS EOC/CR/027/17 The Commission Ordered payment for the value of the land.	Six months	The Commission orders were Complied with	1) The complainant was paid the value for the land taken away by the respondent. 2) Both parties created the accessway for easy accessibility to their place of residence.
16	Nabukera Evelyn VS Kids Kinder Garden & Day Care Center EOC/CR/010/18 The Commission ordered payment of her salary arrears and other terminal benefits.	Six months	The Commission Orders were fully complied with	1) She was paid all the salary arrears and other terminal benefits. 2) She was given a certificate of service by her employer.
17	Aya Margarate vs Our Lady of Africa Nursery School Bina EOC/CR/003/19 The commission ordered payment of her salary arrears and the issue of a certificate of service.	One month	The Commission Orders were complied with in totality.	1) she was paid all the monies that Commission awarded her. 2) The certificate of service was issued to her. 3) She has enrolled
18	Florence Byaruhanga vs. Amb. Ketenta k (EOC/ WR/077/17) The Commission ordered compensation of the complainant and the purchase of another land for her.	Eight months	The recommendations of the commission were fully complied with.	1) The complainant was given land in Kabarole district. 2) She was paid all the compensation as recommended by the Commission.

S/N	Complaint / Tribunal (EOC) recommendations	Timelines	Progress	Impact on the lives of vulnerable people.
19	ADAKU SIRAJI VS CENTURY BOTTLING CO. LTD EOC/CR/034/19 The commission ordered compensation of the complainant for injuries sustained during his employment.	Six months	The commission's recommendation was fully complied with by the parties to dispute.	1) His claim was fully paid. 2) He was issued a certificate of service.
20	RUTH WANYAMA VS LUWEERO DISTRICT EOC /CR/100/21 The commission ordered reinstatement back to employment and paid all the salary arrears.	Six months	It was partially implemented, and the respondent still has two more months to conclude his tasks.	1) The complainant is back to work, and her name is already reinstated to the government payroll. 2) She has already accessed a loan facility from the bank.

2.2.2 Objective 3: To strengthen compliance with equal opportunities and affirmative action in public and private institutions for more inclusive and sustainable development

This objective contributes to the Development Implementation Plan and Human Capital Development Programme of the NDP III. In the FY2021/2022, the Commission conducted several activities to strengthen Equal Opportunities and affirmative action under this objective. Some of the activities undertaken included; assessment of the National Budget Framework Paper (NBFP), Vote Ministerial Policy Statements (MPS), and Local Government Budget Framework Papers (LGBFPs); development of tools, guidelines and conducted training to guide the process of mainstreaming gender and equity concerns into the budgets and plans for the various MDAs and LGs. In addition, the Commission conducted research and audits to identify gaps and propose recommendations that redress discrimination and marginalization, as elaborated below.

2.2.2.1 Assessment of Budget Framework Papers/ Ministerial Policy Statements

In FY 2021/2022, the Commission assessed 20 National Budget Framework Papers for FY2022/2023 and 158 Ministerial Policy Statements to establish compliance with gender and equity provisions. The report was submitted to the Minister of Finance, Planning and Economic Development, advising on the issuance of the Certificate of Gender and Equity. The Compliance level of the National BFP for the FY2022/2023 was 70%, while the average score was 67.6%.

2.2.2.2 Capacity building of stakeholders on Gender & Equity

The Commission Conducted training for Honorable Members of Parliament to support their oversight role in section 78 of the PFMA. Under the 11th Parliament, the Commission has oriented four committees: Equal Opportunities Committee, Gender Committee, Budget Committee, and Health Committee. A total of 151 Parliamentarians attended the orientation.

Picture for the training conducted in parliament



2.2.2.3 Development and dissemination of compacts on G&E

Section 14 (2) (c) and (f) of the Equal Opportunities Act 2007 empowers the Commission to develop, conduct and manage information and educational programs to facilitate and promote public awareness, understanding, and acceptance of equal opportunities. It also empowers the Commission to prepare and publish guidelines for implementing equal opportunities and avoiding acts, practices, usage, customs, tradition, or cultures that undermine equal opportunities. In this regard, the Commission

developed and disseminated guidelines on inclusive service delivery, such as the guide for inclusive implementation of the Parish Development Model (PDM), Local government guidelines on gender, and equity planning and budgeting. The guidelines highlighted anticipated barriers, risks, and possible actions to address specific issues for promoting equal opportunities, affirmative action, and gender and equity responsiveness for the marginalised and vulnerable groups to effectively participate in and benefit from the PDM.

To disseminate and popularise the Guide, the Commission secured slots and participated in Regional PDM Training of Trainers (ToT) workshops organized by the PDM secretariat. These trainings targeted local governments, Community Development Officers (CDOs), District Planners, and Finance Officers. The Commission also utilised its various outreaches – including community sensitisations, to disseminate the PDM Guide to Parish Chiefs in the districts where outreaches were conducted.

In addition, the Commission disseminated Programme Gender and Equity compacts and other reference materials to all the MDAs and selected Local Governments as an approach to building capacity for gender and equity planning and budgeting.



Picture of some of the disseminated materials and launching of the PDM

2.2.2.4 Engagement of Special interest groups on their provisions in the National Budget

The commission conducted post-BFP assessment dialogues with the special interest groups that included persons with disabilities, women and girls, youth, and older persons. The objective was to share the key findings from the assessment, especially the programmes that target the various groups. They also solicit their gender and equity needs for consideration in the next planning and budgeting phase.



2.2.2.5 Gender and Equity Management Information System update (GEMIS)

In 2021/2022, the Commission upgraded the Gender Management Information online system (GEMIS); and automated all the 20 programs in line with the NDP III planning and budgeting framework to ease the G&E compliance assessment process. The online system is an efficiency improvement tool for conducting all the Gender and Equity processes, including Capacity building, assessment of budgets and plans, and tracking, among others, continued to spearhead gender and equity planning and budgeting training for the planning units of all the 176 Local Governments across the country. The training targeted the district planning units to enhance their skills and knowledge on how to plan and budget inclusively.

2.2.2.6 Research monitoring and evaluation

Under this, the Commission had three main activities, i.e., to conduct research on the dynamics of inequalities, discrimination, and marginalization among the population, audit government programmes on compliance to equal opportunities and affirmative action in favour of vulnerable and marginalized groups, and also submit the annual report on the state of equal opportunities in Uganda for 2020/21. The achievements in specific areas are explained below;

a) Conducted Research and Audits on Equal Opportunities

The Commission conducted studies on the dynamics of inequalities, discrimination, and marginalization among the vulnerable people aimed at finding solutions to emerging social problems to inform policy & decision-making on action areas to redress imbalances and promote equal opportunities for all. In the period under review, the Commission conducted studies to promote inclusive development and growth through improved access and participation by various marginalised groups. The studies are listed below;

- i. A study on access to capital and local markets among disadvantaged groups in Uganda.



Women selling different commodities along the Masaka – Bukakata Highway

- ii. A work and transport sector study on compliance with equal opportunities and affirmative action.
- iii. A study on access to child and maternal health services among marginalized groups in Uganda's East, Central, Northern and Western regions.
- iv. A study on the effects of man-made hazards among the marginalised groups in all regions of Uganda.

In addition, the Commission carried out audits on resource utilization & status on compliance to equal opportunities in implementing the affirmative action programs of Special grants for persons with disabilities. The audit examined the programme to identify equitable access and assess whether the programme benefitted targeted beneficiaries.

b) Compilation of the Annual Reports on the state of Equal opportunities

The Commission compiled the 8th annual report on the state of equal opportunities in Uganda, highlighting the performance of various parties or stakeholders in regards to equal opportunities to identify corrective action and replicate best practices on equal opportunities

The Report on the state of equal opportunities in Uganda for FY 2020/2021, whose theme was "*promoting equal opportunities and equitable access to social services for inclusive growth and sustainable development*," was presented to the speaker and disseminated to various stakeholders.

2.2.3 Objective 4: To promote a positive public mind-set among and towards the vulnerable groups for equitable participation and access to livelihood as well as development opportunities

This objective is under the Community Mobilization and Mind-set Change program under NDP III, which aims to empower families, communities, and citizens to embrace national values and actively participate in sustainable development.

In accordance with Section 14(2) (a) and (f) of the Equal Opportunities Commission Act, 2007, the Commission is mandated to Develop, conduct and manage educational programs to facilitate and treat employment, education, and all social

services. This mandate is a direct call to “take EOC to the people,” including MDAs, local governments, vulnerable/marginalised groups, civil society, cultural and religious institutions, media, and the private sector; with a concentration on conducting equal opportunity forums, stakeholder sensitization/training sessions, community dialogues, and school debates, print/electronic/social media engagements. Related to this, the Commission engaged in intensive public awareness campaigns; and passed on knowledge and skills to relevant stakeholders using various approaches as articulated below.

2.2.3.1 Development and dissemination of IEC Materials

In FY 2021/22, the Commission developed assorted Information Education Communication (IEC) materials and distributed them amongst various MDAs, Local Governments, Private Organisation, CSO, and FBOs, among others. The materials included brochures, calendars, diaries, shirts, caps, and T-shirts. The commission also produced pull-up banners: backdrop banners, and social media posters. In addition, the brochure was translated into the local languages of Luganda, Luo, Runyankole-Rukiga, Runyoro-Rutoro, Lugbara, and Swahili to ensure wide awareness raising and visibility of the Commission.

The public awareness programmes have deepened people's knowledge of the services offered by the commission, leading to an increase in the number of complaints relating to marginalization and discrimination reported to the Commission.

2.2.3.2 Participated in Commemoration of National and International recognized days that relate to EOC mandate

Within the year, the Commission physically or virtually interacted with stakeholders in commemorating days relating to the Mandate of the Commission in promoting Equal Opportunities for all, inclusiveness, Gender and Equity concerns, and affirmative action, which include; Independence Day on 9th October, National Liberation Day, International Day of Persons with Disabilities on 3rd December, the International Human Rights Day on 10th December, International Women's Day and National Public Service Day. In addition, on all occasions, EOC physically or virtually interacted with a cross-section of stakeholders to understand and appreciate the need to embrace equal

opportunities and affirmative action in all socio-economic interventions. Accordingly, the Commission:

- i. Ran congratulatory messages on Independence Day and National Liberation Day in the New Vision.



- ii. To commemorate the International Day of Persons with Disabilities on 3rd December, a stakeholder's dialogue was conducted in Mpigi district – attracting 47 participants.
- iii. To commemorate International Human Rights Day, a stakeholder's dialogue to denounce Gender-Based Violence against Children, Girls and young women amidst the COVID-19 pandemic was held on 10th December 2021 at Grand Global Hotel in Makerere.
- iv. To commemorate International Women's Day, the Commission developed and published posters on the relationship between the day and the work of the Commission and conducted a women's dialogue at Silver Springs Hotel in Kampala.

- v. Relayed a statement and exhibited IEC materials on the National Public Service Day at a Fair in Kololo under the theme: "Bringing Citizens and Government Closer to Service Delivery for Socio-Economic Transformation."



Sr. Mary Wasagali delivers the opening remarks during the IHRD Stakeholders' engagement on mitigating Gender Based Violence (GBV) and dissemination of guidelines for integrating Equal Opportunities, Affirmative Action, Gender, and Equity concerns in the implementation of the Parish Development Model at Grand Global Hotel in Makerere – Kikoni

2.2.3.3 Publicity in print and electronic media

Commission held a series of radio and TV talk shows in various media houses across the country. The issues discussed over the year included popularizing the Commission and its mandate; social justice mechanisms at the Commission; gender and equity responsiveness in government plans and budgets, implementation of the Parish Development Model; the COVID-19 interventions; G&E responsiveness of the National Budget; as well as the various themes of the celebrated national and international days.

Table 2.5: Media engagements by the Commission FY 2021/2022

SN	Activity	Name of print/ electronic media outlet	Language coverage	Key output of the activity
1	TV Talk shows	NTV, NBS, UBC TV Bukedde TV	Luganda and English	
2	Radio talk shows	UBC, CBS, Radio West, Voice of Kigezi, Open Gate FM, Mega FM, Radio Buddu, Arua One, Boona FM, Shine FM, Megha FM, Capital FM, Elgon FM, Voice of Teso, Dunamis FM	Runyankole/Rukiga, Luganda Lugbara,	Public awareness on EOC functions & mandates (Like legal clinic G&E in planning and budgeting, G&E in planning and budgeting, and the 8th ARSE
3	Newspaper publication	New Vision, Bukedde, and Daily Monito	English, Luganda	
4	Jingle	Radio West, Radio Buddu, Open Gate FM, and Mega FM	Runyankole/Rukiga, Luganda Acholi, Lumasaaba	Public awareness of EOC functions & mandate

In addition to the above, the commission conducted four breakfast dialogues with media personnel at the sub-regional level: Acacia Hotel in Mbarara attracting 32 journalists; Collin Hotel in Mukono with the participation of 34 journalists; Imperial Royale Hotel in Kampala drawing 89 journalists; and Rosewood Hotel in Mbale with 60 participants. All dialogues focused on the promotion of equitable and accountable reporting on the issues of marginalized and vulnerable individuals and groups. A total of 215 participants were engaged during the breakfast meetings.



EOC Commission members pose for a group photo with partners and stakeholders after a media breakfast meeting with media personnel at Imperial Royale Hotel in Kampala.

2.2.3.4 Mobilisation and Sensitisation of Communities for Inclusive Development

The Commission conducted eight community sensitization sessions in the four regions of Uganda to promote understanding and appreciation of Equal Opportunities and Affirmative Action in implementing Government programmes. The same platform was vital for disseminating the guide for integrating Equal Opportunities and Affirmative Action in the implementation of the PDM. The Community sensitizations were conducted in: Masaka City and Buikwe District (Central Uganda); Bulambuli and Butebo districts (Eastern Uganda); Kiryandongo and Masindi districts (Western Uganda) and Oyam and Amuru districts (Northern Uganda). Overall, a total of 460 stakeholders were engaged during the sensitization workshops.

2.2.3.5 Equal Opportunity Forums and School Debates

Within the year, six Debates/dialogues were conducted with tertiary institutions and other education stakeholders, focusing on the promotion of understanding and appreciation of Equal Opportunities and Affirmative Action in education and other development aspects. Specifically:

- a) Three dialogues were conducted in Kyenjojo, Bugiri, and Bugweri districts, targeting education stakeholders to discuss the poor performance in primary and secondary schools.
- b) One inter-university dialogue on the state of equal opportunities was conducted with: Makerere University, Makerere University Business School, Kyambogo University, Kampala International University, Uganda Christian University, and the Islamic University in Uganda. The theme of the dialogue was "Promoting Women/Girls Empowerment through Information Access."
- c) Two debates were conducted with two tertiary institutions - Gulu and Kabale Universities, to discuss the State of Equal Opportunities in education during the post-COVID era.

The Commission reached out to 410 students and other stakeholders through these debates and dialogues.



Objective 5: To Strengthen and sustain the growth and development of The Equal Opportunities Commission for Improved service delivery for all

Several actions were implemented for the sustained institutional strengthening of the Commission. Notable interventions over the reporting period are:

- i. Staff recruitment – eight (8) additional staff have been recruited on an additional secondment, volunteer, or replacement basis over the reporting period.

Although a considerable gap remains unfulfilled, this has tremendously improved the staffing level for technical and support functions.

- ii. Office and administrative infrastructure – the focus was on increasing office space by partitioning and acquiring office space in central business Kampala.
- iii. Training of Members of the legal department in tribunal handling and ADR mechanisms.

CHAPTER THREE

**COMPLIANCE PERFORMANCE OF THE NATIONAL BUDGET
WITH GENDER AND EQUITY PLANNING AND BUDGETING
REQUIREMENTS FOR FY 2022/23**

3.0 Introduction

In fulfilment of Section 14 (1) of the Equal Opportunities Commission Act, 2007 and Sections² of the Public Finance Management Act, 2015, the Equal Opportunities Commission annually assesses the Budget Framework Papers (BFPs) and Vote Ministerial Policy Statements (MPS) for gender and equity budgeting responsiveness and advises the Minister of Finance, Planning and Economic Development (MFPED) on the issuance of a Certificate of gender and equity compliance to MDAs and LGs. As a result, they comply with gender and equity planning and budgeting provisions under the PFMA 2015. However, the non-compliant entities are not issued a Certificate and cannot have their annual budgets considered by Parliament for appropriation.

The Government of the Republic of Uganda remains committed to achieving its aspirations under Vision 2040. It recognises Gender and Equity responsiveness in appropriation and utilisation of Public Funds as a fundamental strategy to ensure inclusive planning and budgeting for all people. It is no wonder, therefore, that the theme for the Budget for FY 2022/23 was "Industrialization for Inclusive Growth, Employment and Wealth Creation," and the budget was to achieve three main objectives, that is;

- i. To mitigate the COVID-19 impact on business activity and livelihood by supporting the economy's recovery back to normalcy by increasing access to capital, revamping health infrastructure and health systems, reducing vulnerability, and ensuring access to education.
- ii. To speed up recovery of the economy to sustain economic growth for socioeconomic transformation through re-prioritising and delivering impactful investments and restructuring resources/budget to areas with more value for money.
- iii. To sustain macroeconomic stability, peace, and security as key foundations for growth and development by keeping exchange rate stability, inflation control, maintaining an adequate reserve of forex; and mitigating emerging internal and external security threats.

² of the PFMA (i) 9 (6) (a) and (b); (ii) 13 (11) e (i) and (ii)2; and 13 (15) g (i) and (ii)2 of

The three objectives aimed to significantly change the lives of the most vulnerable populations by addressing the bottlenecks to production, incomes, and general well-being.

3.1 Rationale for Gender and Equity Planning and Budgeting

Gender and Equity planning and budgeting are contributing to the realisation of inclusive development by:

- i. Enforcing the various legal provisions; Article 32 (1) of the 1995 Constitution of the Republic of Uganda states that; "Notwithstanding anything in this Constitution, the State shall take affirmative action in favour of groups marginalised based on gender, age, disability or any other reason created by history, tradition or custom, to redress imbalances which exist against them."
- ii. In addition, the PFMA, 2015 Sections; 9 (6) (a) and (b); 13 (11) e (i) and (ii); and 13 (15) g (i) & (ii) and the EOC Act, 2007 under section 14 among others, require compliance with Gender and Equity responsive planning and budgeting.
- iii. Contributing to realising global commitments among other frameworks such as SDG 5: Achieve gender equality and empower all women and girls. SDG 5 target 5. c urges all UN Member States, Uganda inclusive, to be committed to adopting and strengthening sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels. The above target is measured using indicator 5. c.1; "Proportion of the countries with systems to track and make public allocations for gender equality and women's empowerment."
- iv. Enforcing the various Affirmative Action Programmes: Uganda's population is estimated at 41 million people (UBOS 2019). Of the total population, women constitute 52%, orphans and other vulnerable children (55%) of all the children, 12% are persons with disabilities and 4% for older persons. The rural and urban poor constitute 21.4%, while ethnic minorities constitute 1% of the total population.
- v. The Government instituted Affirmative Action Programmes to address the development needs of vulnerable persons, for example, the Youth Venture Capital Fund, Youth Livelihood Programme, OVC programmes, Persons with

Disabilities Grant, the Senior Citizens Grant (SCG), and now the Parish Development Model (PDM), which is intended to lift 39% of the poor households from Poverty through boosting production, financial inclusion, value addition and effectively bring about regional balancing. It is therefore essential to ensure that the plans and budgets explicitly target the most vulnerable during the resource appropriation process and ensure budgetary fulfilment of Government commitments.

- vi. To address the poverty challenge, various Ministries, Departments, and Agencies ought to focus the available scarce resources on interventions that will economically change the lives of the most vulnerable groups, with particular emphasis on the lagging sub-regions behind on the poverty scale. The country's poverty level remains high at 20.3% (UHHS 2019/2. Bukedi sub-region at 35%. 38% for the Sebei sub-region. 22 % for Busoga Sub-region, Karamoja sub-region at 60% and 13 per cent of people in Bugisu Sub-region. There is a need for actions that tackle regional inequalities in the sub-regions that are lagging. Increasing Household Incomes and Improving the Quality of Life among the regions lagging urgently necessitates embracing Gender and Equity Responsive Programming within the commitment to leave no one behind. Therefore, Departments and Agencies should focus scarce resources on interventions that will economically change the lives of the most vulnerable groups, with particular emphasis on the sub-regions.
- vii. Eliminating Income Inequalities in Uganda; there is a global concern about the poor getting poorer and the rich getting richer. Uganda's Gini coefficient for income inequality is high at 0.41. However, this is expected to reduce to 0.37 by 2024/25. A Gini coefficient of zero expresses perfect equality, where everyone has the same income. On the other hand, a Gini coefficient of one (or 100%) represents maximum inequality where only one person has all the income. To reduce the income gap between the rich and poor, measures should be taken to equalize opportunities by ensuring Gender and Equity responsive planning and budgeting.

3.2 Legal and Policy Frameworks

Uganda is party to and has domesticated the international and regional framework that guide on the implementation of gender and equity responsive planning and budgeting.

3.2.1 International and Regional Frameworks

The Global Agenda 2030, underpinned by 17 SDGs, is the overarching global framework for implementing gender and equity planning and budgeting under the theme "Leaving no one behind." The 17 Sustainable Development Goals are premised on sustainable, inclusive growth and development. Uganda is committed to achieving the 17 goals through Vision 2040, and the attendant five-year National Development Plans to realise the full potential of every Ugandan with emphasis on the vulnerable and marginalised groups in society.

Uganda is a signatory to several international and regional instruments providing gender and equity. The Convention on the Elimination of All Forms of Discrimination against Women (1979))

- i. The Beijing Declaration and Platform for Action (1995),
- ii. The International Conference on Population and Development (1994),
- iii. The United Nations Declaration on Violence against Women (1993),
- iv. The Convention on the Rights of the Child (CRC, 1990)
- v. The African Charter on the Rights and Welfare of the Child, (1990)
- vi. The Sustainable Development Goals (2030)
- vii. The African Union Gender Policy (2009)
- viii. The African Charter on Human and Peoples Rights (1981)
- ix. The Solemn Declaration on Gender Equality in Africa (SDGEA) (2004)
- x. The Un Convention on the rights of Persons with Disabilities, 2006

3.2.2 National Legal and Regulatory Framework

The 1995 Constitution of the Republic of Uganda (as amended); provides the overarching legal and regulatory framework for gender and equity planning and budgeting in the country. Article 32 (1) of the Constitution provides that the State shall

take affirmative action in favour of marginalised groups based on gender, age, disability, or any other reason created by history, tradition or custom, to redress imbalances which exist against them.

The Equal Opportunities Commission Act, No. 2 of 2007 (EOC Act); Section 14 (1) and 14 (b), (c), (d), (e), and (f) of the Act, provides the requirement for all state and non-state institutions to comply with gender and equity responsive planning and budgeting.

The Public Finance Management Act, 2015 (PFMA); provides for Gender and Equity responsive planning and budgeting under; Sections 9 (6) (a) and (b); 13 (11) e (i) and (ii); and 13 (15) g (i) and (ii);

- a) Section 9 (6) (a) and (b); states that the Minister shall, in consultation with the Equal Opportunities Commission, issue a certificate; (a) certifying that the Budget Framework Paper (BFP) is Gender and Equity responsive; and (b) specifying measures taken to equalize opportunities for women, men, persons with disabilities and other marginalized groups.
- b) Section 13 (11) e (i) and (ii); Section 13 (11) (e) states that a certificate shall be issued by the Minister responsible for Finance in consultation with the Equal Opportunities Commission (i) certifying that the budget is Gender and Equity responsive; and (ii) specifying the measures taken to equalize opportunities for men, women, persons with disabilities and other marginalized groups.
- c) Section 13 (15) g (i) and (ii); Section 13 (15) (g) 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
- d) Specifying measures to equalize opportunities for men, women, persons with disabilities, and other marginalized groups.

3.2.3 The National Policy Framework

Uganda's Gender and Equity policy tenets have been devolved to planning and budgeting and have been updated over the years. They are underscored by the motivation to redress issues and concerns of marginalisation, discrimination, injustice,

exclusion, unfairness, and inequality in access to resources, services, and benefits. The following comprises some of the critical policy frameworks:

- i. The National Equal Opportunities Policy 2006;
- ii. The Uganda Gender Policy 2007;
- iii. The National Development Plan III 2020/21-2024/25;
- iv. The National Youth Policy 2001;
- v. The National Disability Policy 2006;
- vi. The National Orphans and Other Vulnerable Children's Policy 2004; and
- vii. The National Policy for Older Persons. (2009)

3.3 Assessment Findings for Gender and Equity Responsive Planning and Budgeting FY 2022/2023

This chapter presents the gender and equity assessment findings for the FY 2022/2023, covering three planning frameworks: i) National Budget Framework Paper (NBFP), ii) the Programme specific Budget Framework Papers for the twenty programmes under the NDP III, and iii), the Vote Specific Ministerial Statements covering (158 Votes).

The section presents the performance of each framework showing scores based on the standard gender and equity variables, the trend over the past years, attendant gender and equity commitments, the financial allocations for implementing the commitments, key gaps, and recommendations.

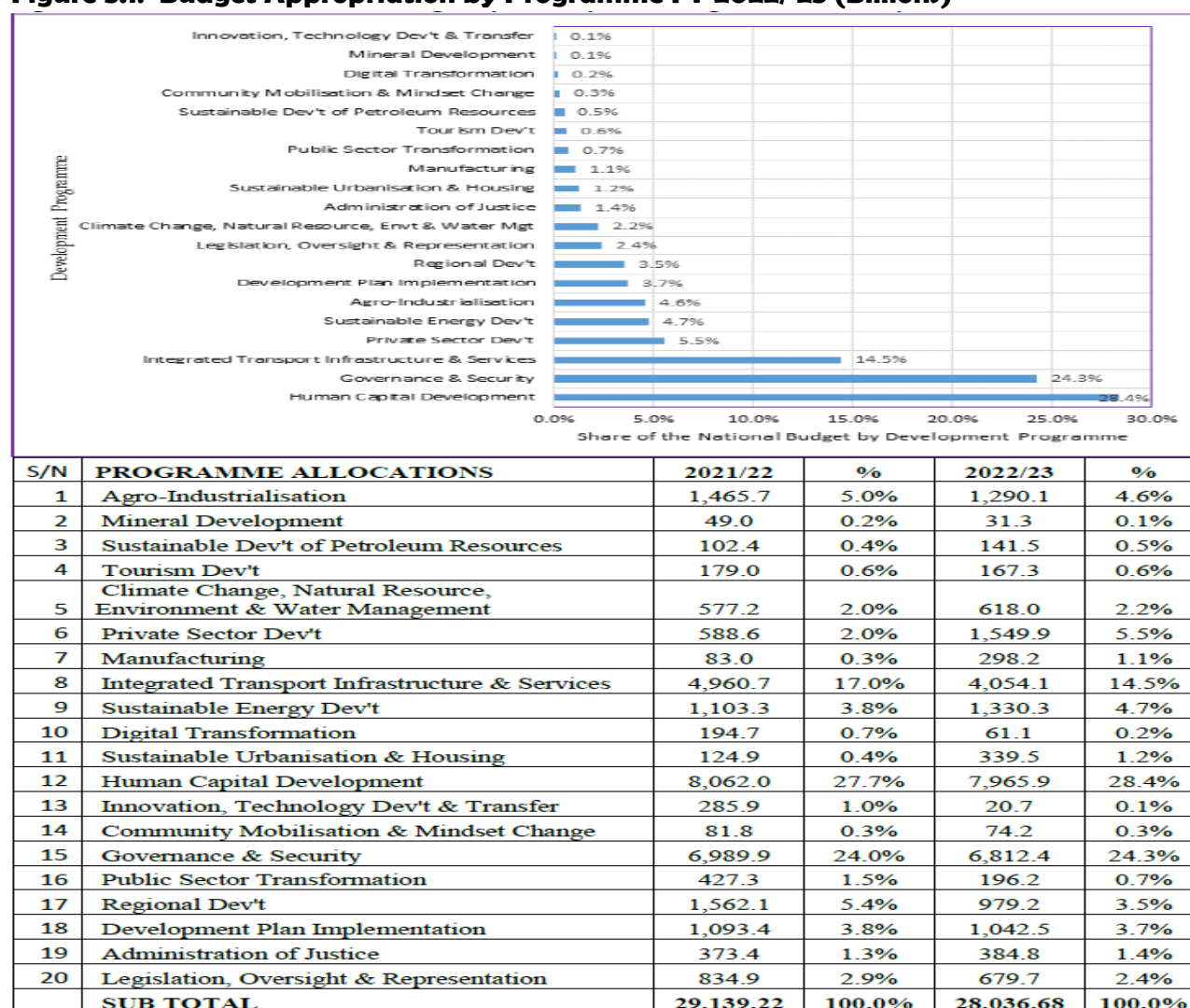
3.3.1 National Budget Framework Paper Gender and Equity Assessment Findings

The Parliament of Uganda, sitting on 28th January 2022, approved the National Budget Framework Paper with a proposed total Budget of UGX 45,325.7 Billion, out of which UGX 28,036.68 Billion (62%) was allocated towards the delivery of mainstream Government Programmes structured under the twenty (20) National Development Programmes. Out of this, UGX 11,214.8 Billion (40%) is directed towards interventions that address explicit gender and equity issues and lead to increased access to, participation in, and benefit from Government services by the vulnerable people. The Commission notes that this is an improvement from the allocation of the past year,

which was 35% in the allocation towards explicit Gender and Equity responsive interventions.

The assessment findings revealed that three Programmes were allocated the largest share of the national budget. These include: i.e. Human Capital Development 28.4% (UGX 7,965.9 Billion), Governance and Security 24.3% (UGX6,812.4 Billion), and Integrated Transport Infrastructure Services 14.5% (UGX 4,054.1Billion) and the smallest share was to the Programmes of Innovation, Technology Transfer 0.1% (UGX20.7 Billion), Mineral Development 0.1% (UGX31.3 Billion) and Digital Transformation 0.2% (UGX 61.1Billion) Figure 3.1 below presents the national budget allocations.

Figure 3.1: Budget Appropriation by Programme FY 2022/ 23 (Billions)



Source: Compiled by EOC using 2nd BCC

Human Capital Development (HCD) Programme ensures well-educated, skilled, and healthy human resources are in place to facilitate development. The Programme comprises Education, Health, Water, and Social Development, which directly impact the welfare and productivity of vulnerable people, especially along the human lifecycle.

The highest budget allocation of 28.4% (UGX 7,965.9 Billion) to the Human Capital Development Programme demonstrates the government's commitment to improving the health, education and general welfare of vulnerable populations. First and foremost, the programme will support young people to grow, thrive, and transit to gainful employment through childhood immunization, early childhood development, primary secondary education, and skills development. The Programme also aims to improve child and maternal outcomes by increasing access to safe and clean water and sanitation and life expectancy, which are key gender and equity outcomes.

However, it is worth noting that the resource allocation of up to 20% to the Human Capital Development programme is still substantially low. This is because the programme comprises key sectors of Education, Health, and Social protection. The international and regional commitments, for example, the African Union pledged on 1st April 2001, required all countries to allocate at least 15% of their annual budget to improve health.

The second highest allocations are to Governance and Security Programme. The Programme is vital in ensuring a stable, predictable, secure political environment for social-economic development. The vulnerable persons suffer the brunt of chaotic environments without strong and dependable accountability mechanisms. Thus the investment will help build a strong and secure security system.

Third highest allocation to the integrated transport infrastructure service at 14.5 % (UGX 4,054.1 Billion) is aimed at developing a seamless, safe, inclusive and sustainable multi-modal transport system. Infrastructure plays an essential role in contributing to a higher economic growth rate, improving the country's standard of living. Moreover, infrastructure is key to global and domestic trade and market systems integration. Thus

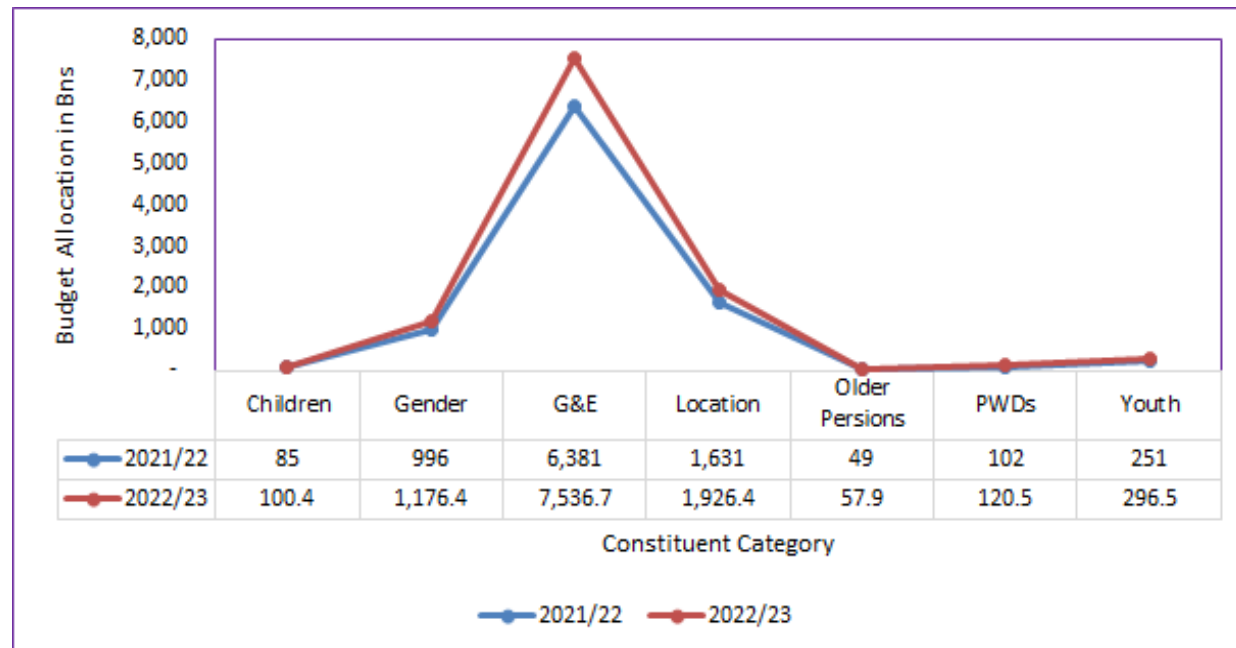
access to and efficiency of transport infrastructure is critical to Uganda's competitiveness and ability to harness its regional and globalization potential.

However, the Commission is concerned about the low allocation to the Agro-industrialization Programme, which is still minimal at UGX 1,290.1 billion, which is 4.6%, as Uganda is an agricultural Country, with 64% of its population employed in Agriculture. The program impacts three elements, i.e., Food security, income, and employment, which significantly affect the realisation of gender equality and equitable development. Without enough investment in the Programme, there may be adverse effects on the food and nutrition of the children, an increase in Gender Based Violence (GBV) at a household level due to food insecurity, children not regularly attending school, as well a decrease in employment and incomes of the young people due to low productivity. In addition, the allocation is far below the commitment required by the Maputo Declaration on Agriculture and Food Security in Africa" (Assembly/AU/Decl. 7(II)) to allocate at least 10% of national budgetary resources to agriculture and rural development policy implementation.

3.3.2 National Budgetary Commitment Towards Gender and Equity Responsive Interventions FY\$ 2021/2022-2022/23

Budgetary Commitment towards gender and equity responsive interventions for the FY 2022/2023 is derived from the mandatory requirement of gender and equity responsive planning and budgeting. Figure 3.2. below presents the national budgetary commitment toward gender and equity responsive interventions for the FY 2022/2023.

Figure 3.2: National Budgetary Commitment Towards Gender and Equity Responsive Interventions FYs 2021/22- 2022/2023



Source: Computed by EOC using MPSs and work plans for the FY 2022/23

From the Figure above, the highest share (67.2%) of the budget was allocated towards interventions that inclusively address the needs of the various vulnerable categories at the same time. This was followed by interventions targeting disadvantaged geographical locations (17.2%) and women and girls with a share of 10.5%. The youth were allocated 2.64%, while the rest categories, including children, older persons and persons with disabilities, were each given 1%. This disproportionate allocation of resources without due regard to the magnitude of vulnerability and marginalization is of concern to the Commission. For example, women constitute 52% majority of whom still suffer societal and cultural discrimination and abuse, the orphans and other vulnerable children (55%) of all the children, 12% are persons with disabilities and 4% for older persons, and ethnic minorities that constitute 1%, of the total population. There is, therefore, a need to pay more attention to the inequalities in allocating resources.

3.3.3 Overall Commitment of the 2022/23 Ministerial Policy Statements to deliver Services to the Marginalised groups and hard-to-reach places

The Commission analysed the key areas in the planning and budgeting process by the various Ministries, Departments, and Agencies. The performance in these specific

assessment areas directly impacts the Vote's overall gender and equity performance. Below is a table showing the performance of the various assessment areas by year.

Table 3.1: Overall compliance of MPs/Votes with gender and equity requirements for the FYs 2018/2019–2022/23 by assessment areas

S/N	Assessment Area/MPS Section	2018/19	2019/20	2020/21	2021/22	2022/23
1	Vote contribution to the NDP from a G&E perspective	98.6%	100%	100%	100%	90.8%
2	Responsiveness of Vote Objectives to G&E	69%	60%	68%	70%	71.7%
3	Reflection of performance on G&E outcome indicators	34%	40%	55%	54%	50%
4	Review of performance on G&E-specific outputs	51%	63.3%	65%	66%	62%
5	Medium Term G&E interventions 2018/2019-2022/23	48%	60%	64%	67%	61%
6	Responsiveness of Planned outputs to G&E	52%	61%	68%	65%	64.2%
7	Reflection of challenges to addressing G&E	75%	75%	80%	85%	76.7%
	National Compliance Average	58%	60%	65.71	66%	65.02%

Source: EOC G&E Assessment FY 2022/2023

Results in Table 3.1 above reveal a decline in a commitment by the Votes assessed concerning consideration of vulnerable people (women, youth, Persons with disabilities, Older Persons, and Children) and the hard-to-reach places (Islands, areas inhabited by Ethnic Minorities, mountainous areas, poor communities, and remote rural areas) when developing plans and budgets. However, despite the overall commitment to gender and equity planning and budgeting, the Commission will focus on these areas in their next action, including capacity building, tracking, and feedback to MDAs.

During the period under review, the Commitment of the Votes to deliver Services to vulnerable people and hard-to-reach places declined from 66% (FY 2021/22) to 65.2% (FY 2022/23).

The good performance in the assessment areas of Contribution to NDP III objectives, the responsiveness of the Vote strategic objectives, and reflection on the gender and equity challenges to addressing gender and equity with attendant solutions, are a result of the Commission's input into the NDP III development processes, where the

Commission provided a Gender and Equity issues Paper for consideration among other engagements, and the capacity building trainings for MDAs, creating "Gender and Equity Awareness."

3.3.4 Compliance of Vote Ministerial Policy Statements with Gender and Equity Requirements for FY 2022/2023

The Equal Opportunities Commission assessed 158 (100%) Ministerial Policy Statements, of which the average compliance score was 65.02%. In addition, all the 158 Votes met the minimum requirements of 50% mark and above.

Table 3.2 below shows the performance of each of the Vote Ministerial Statements.

Table 3.2: Compliance of MDAs with Gender and Equity Requirements for the FY 2020/21-FY2022/23

S/N	Vote	MDA	2020/21	2021/22	2022/23
1	18	Ministry of Gender, Labour and Social Development	95.10%	96.00%	92%
2	19	Ministry of Water and Environment	81.40%	82.00%	82.16%
3	124	Equal Opportunities Commission	90.10%	90.00%	81.89%
4	22	Ministry of Tourism, Wildlife, and Antiquities	59.40%	82.00%	80.62%
5	304	Kyambogo University	82.40%	70.00%	79.62%
6	122	Kampala Capital City Authority	78.10%	79.00%	76.89%
7	411	Soroti Regional Referral Hospital	75.40%	76.00%	76.50%
8	106	Uganda Human Rights Commission	75.40%	76.00%	76.50%
9	310	Lira University	77.10%	78.00%	76.35%
10	302	Mbarara University	79.10%	76.00%	76.35%
11	143	Uganda Bureau of Statistics	75.40%	76.00%	76.07%
12	158	Office of the President-ISO			76%
13	142	National Agricultural Research Organisation	67.70%	69.00%	76.07%
14	103	Inspectorate of Government (IG)	59.70%	68.00%	76.07%
15	126	National Information Technology Authority	68.40%	74.00%	76.00%

S/N	Vote	MDA	2020/21	2021/22	2022/23
16	3	Office of the Prime Minister	80.10%	75.00%	75.80%
17	12	Ministry of Lands, Housing & Urban Development	77.80%	70.00%	74.70%
18	145	Uganda Prisons	75.40%	76.00%	74.50%
19	8	Ministry of Finance, Planning & Economic Dev.	70.70%	70.00%	74.35%
20	407	Jinja Regional Referral Hospital	72.70%	74.00%	74.15%
21	104	Parliamentary Commission	70.40%	70.00%	73.89%
22	23	Ministry of Kampala Capital City and Metropolitan Affairs		79.00%	73.80%
23	13	Ministry of Education and Sports	80.10%	81.00%	73.10%
24	120	National Citizenship and Immigration Control	68.10%	76.00%	72.85%
25	101	Judiciary	72.70%	70.00%	72.15%
26	413	Mbarara Regional Referral Hospital	79.10%	80.00%	71.53%
27	144	Uganda Police Force	73.10%	66.00%	71.23%
28	419	Entebbe Regional Referral Hospital	52.40%	69.00%	71.20%
29	408	Kabale Regional Referral Hospital	70.10%	71.00%	71.05%
30	15	Ministry of Trade, Industry, and, Cooperatives	72.70%	68.00%	70.85%
31	5	Ministry of Public Service	70.40%	70.00%	70.70%
32	307	Kabale University	78.80%	68.00%	68.95%
33	20	Ministry of ICT and National Guidance	60.00%	60.00%	68.95%
34	16	Ministry of Works and Transport	67.00%	68.00%	68.95%
35	418	Kawempe Referral Hospital	67.40%	66.00%	68.95%
36	308	Soroti University	60.10%	61.00%	68.45%
37	505	Mission in Kenya	69.40%	70.00%	67.70%
38	306	Muni University	69.40%	70.00%	67.70%
39	138	Uganda Investment Authority	69.40%	70.00%	67.70%
40	105	Law Reform Commission	67.10%	72.00%	67.55%
41	7	Ministry of Justice & Constitutional Affairs	69.10%	70.00%	67.55%

S/N	Vote	MDA	2020/21	2021/22	2022/23
42	146	Public Service Commission	70.40%	68.00%	67.20%
43	11	Ministry of Local Government	70.10%	68.00%	67.05%
44	117	Uganda Tourism Board	67.40%	69.00%	66.20%
45	129	Financial Intelligence Authority	61.70%	65.00%	66.18%
46	141	URA	51.10%	64.00%	66.18%
47	127	Uganda Virus Research Institute	54.10%	54.00%	66.18%
48	416	Naguru Referral Hospital	68.10%	70.00%	66.10%
49	137	National Identification and Registration Authority	50.40%	67.00%	66%
50	527	Mission in Juba	63.70%	72.00%	65.85%
51	1	Office of the President	67.40%	68.00%	65.70%
52	14	Ministry of Health	72.40%	78.00%	65%
53	131	Auditor General	52.70%	55.00%	64.70%
54	402	Butabika National Referral Hospital	66.40%	67.00%	64.70%
55	147	Local Government Finance Commission	66.40%	67.00%	64.70%
56	535	Uganda Embassy in Algeria, Algiers	71.10%	62.00%	64.55%
57	153	PPDA	63.70%	69.00%	64.35%
58	311	Law Development Center	72.40%	60.00%	64.20%
59	301	Makerere University	65.40%	67.00%	64.20%
60	531	Mission in Ankara	67.40%	65.00%	64.20%
61	525	Mission in Russia	61.40%	63.00%	64.20%
62	516	Mission in Saudi Arabia	61.40%	63.00%	64.20%
63	534	Consulate in Mombasa	65.10%	67.00%	64.05%
64	405	Gulu Regional Referral Hospital	63.10%	69.00%	64.05%
65	17	Ministry of Energy and Mineral Development	65.10%	67.00%	64.05%
66	9	Ministry of Internal Affairs	72.10%	60.00%	64.05%
67	503	Mission in Canada	65.10%	67.00%	64.05%
68	520	Mission in DR Congo	65.10%	67.00%	64.05%

S/N	Vote	MDA	2020/21	2021/22	2022/23
69	507	Mission in Nigeria	65.10%	67.00%	64.05%
70	150	National Environment Management Authority	71%	66.10%	64%
71	162	Uganda Microfinance Regulatory Authority			64%
72	420	Mulago Specialised Women and Neonatal Hospital	70.40%	71.00%	63.91%
73	113	Uganda National Roads Authority	67.40%	65.00%	63.91%
74	514	Mission in Geneva	63.40%	65.00%	63.90%
75	509	Mission in Rwanda	57.70%	59.00%	63.90%
76	512	Mission in Ethiopia	62.40%	64.00%	63.90%
77	21	Ministry of East African Community Affairs	59.40%	44.00%	63.90%
78	406	Hoima Regional Referral Hospital	59.70%	72.00%	63.85%
79	401	Mulago National Referral Hospital	65.70%	66.00%	63.85%
80	125	National Animal Genetic Res. Centre and Data Bank	56.70%	67.00%	63.85%
81	303	Makerere University Business School	62.40%	69.00%	63.70%
82	2	State House	63.40%	68.00%	63.70%
83	128	Uganda National Examinations Board (UNEBC)	61.40%	70.00%	63.70%
84	524	Mission in Iran	69.70%	61.00%	63.35%
85	415	Moroto Regional Referral Hospital	64.40%	66.00%	63.20%
86	414	Mubende Regional Referral Hospital	67.40%	63.00%	63.20%
87	111	National Curriculum Development Center	60.40%	70.00%	63.20%
88	136	Uganda Export Promotion Board	64.40%	58.00%	63.20%
89	403	Arua Regional Referral Hospital	64.10%	66.00%	63.05%
90	134	Health Service Commission	70.10%	60.00%	63.05%
91	506	Mission in Tanzania	64.10%	66.00%	63.05%
92	163	Uganda Retirements Benefits Regulatory Authority			63%
93	409	Masaka Regional Referral Hospital	68.70%	61.00%	62.85%

S/N	Vote	MDA	2020/21	2021/22	2022/23
94	110	Uganda Industrial Research Institute	60.70%	61.00%	62.85%
95	156	Uganda Land Commission	61.70%	60.00%	62.85%
96	102	Electoral Commission	60.40%	69.00%	62.70%
97	517	Mission in Denmark	59.40%	60.00%	62.70%
98	112	Ethics and Integrity	64.10%	65.00%	62.55%
99	515	Mission in Japan	60.10%	61.00%	62.55%
100	135	Directorate of Government Analytical Laboratory	59.00%	60.00%	62.50%
101	148	Judicial Service Commission	59.70%	61.00%	62.35%
102	521	Mission in Sudan	63.70%	65.00%	62.35%
103	132	Education Service Commission	53.40%	67.00%	62.20%
104	114	Uganda Cancer Institute	68.40%	60.00%	62.20%
105	116	National Medical Stores	67.10%	60.00%	62.09%
106	519	Mission in Italy	63.10%	65.00%	62.05%
107	115	Uganda Heart Institute	60.10%	60.00%	62.05%
108	421	Kayunga Referral Hospital			62%
109	164	National Council for Higher Education			62%
110	157	National Forestry Authority	65%	63.10%	62%
111	165	Uganda Business & Technical Examination Board			62%
112	108	National Planning Authority	63.70%	64.00%	61.85%
113	510	Mission in Washington	58.40%	59.00%	61.70%
114	312	Uganda Management Institute	59.40%	72.00%	61.64%
115	10	Ministry of Agriculture, Animal & Fisheries	74.10%	84.00%	61.64%
116	4	Ministry of Defence	57.10%	70.00%	61.64%
117	410	Mbale Regional Referral Hospital	66.40%	68.00%	61.64%
118	417	Kiruddu Referral Hospital	59.70%	60.00%	61.64%
119	154	Uganda National Bureau of Standards	64.40%	66.00%	61.64%

S/N	Vote	MDA	2020/21	2021/22	2022/23
120	159	External Security Organisation	54.70%	62.00%	61.35%
121	530	Consulate in Guangzhou	62.40%	64.00%	61.20%
122	109	Uganda National Meteorological Authority	64.40%	62.00%	61.20%
123	119	Uganda Registration Services Bureau	62.40%	64.00%	61.20%
124	149	National Population Council			61%
125	422	Yumbe Referral Hospital			61%
126	133	Directorate of Public Prosecutions	55.70%	60.00%	60.85%
127	151	Uganda Blood Transfusion Service (UBTS)	54.70%	61.00%	60.85%
128	529	Mission in Bujumbura	57.40%	58.00%	60.70%
129	526	Mission in Canberra	56.70%	58.00%	60.35%
130	107	Uganda AIDS Commission	61.70%	63.00%	60.35%
131	309	Gulu University	67.70%	69.00%	59.82%
132	152	NAADS Secretariat	69.40%	69.00%	59.82%
133	160	Uganda Coffee Development Authority	71.40%	60.00%	59.82%
134	412	Lira Regional Referral Hospital	77.10%	78.00%	59.36%
135	6	Ministry of Foreign Affairs	68.10%	65.00%	59%
136	404	Fort Portal Regional Referral Hospital	64.10%	64.00%	59.36%
137	528	Mission in Abu Dhabi	54.70%	58.00%	59.35%
138	522	Mission in France	54.40%	58.00%	59.20%
139	305	Busitema University	75.70%	70.00%	59%
140	140	Capital Markets Authority	0.00%	52.00%	59.00%
141	123	National Lotteries and Gaming Regulatory Board	0.00%	54.00%	59%
142	523	Mission in Germany	55.70%	56.00%	58.85%
143	501	Mission in New York	54.40%	57.00%	58.70%
144	502	Mission in England	53.10%	58.00%	58.55%
145	121	Dairy Development Authority	66.70%	68.00%	58.27%
146	139	Petroleum Authority of Uganda	53.40%	57.00%	58.20%

S/N	Vote	MDA	2020/21	2021/22	2022/23
147	166	National Council of Sports			58%
148	161	Uganda Free Zones Authority			58%
149	511	Mission in Egypt	52.70%	57.00%	57.85%
150	513	Mission in China	51.40%	58.00%	57.70%
151	118	Road Fund	63.70%	65.00%	57.55%
152	155	Uganda Cotton Development Organisation	69.70%	65.00%	57.55%
153	504	Mission in India	51.40%	57.00%	57.20%
154	508	Mission in South Africa	38.00%	52.00%	55.00%
155	532	Mission in Somalia	48.00%	52.00%	54.50%
156	518	Mission in Belgium	46.00%	50.00%	52.50%
157	533	Mission in Malaysia	44.00%	50.00%	51.50%
158	536	Uganda Embassy in Doha, Qatar	40.00%	54.00%	51.50%
		Average	63.50%	66.08%	65.02%

Table 3.2 above shows that the national average performance was 65.02%. The highest performing Vote was the Ministry of Gender Labour and Social Development at 92%, followed by the Ministry of Water and Environment at 82.16% and the Equal Opportunities Commission at 81.89%. The least performing entities are The Uganda Embassy in Doha, Qatar, at 51.50%. Mission in Malaysia at 51.50% and Mission in Belgium at 52.50%.

3.3.5 Trends on Overall Compliance of MPs with Gender and Equity Requirements

Overall the performance level of compliance of Ministerial Policy Statements with Gender and Equity requirements in the FY 2022/2023 is good. However, there was a registered reduction in the average performance between the last financial and the current financial year by 1.06 percentage points from 66.08 % to 65.02%.

The reduction by 1.06 percentage points from last year's performance scores is attributed to the establishment of new Votes. However, these have not yet received specific trainings in gender and equity planning and budgeting. These are Missions

abroad, National Council of Sports, Uganda Free Zones Authority, National Population Council, referral hospitals of Kayunga and Yumbe, Uganda Microfinance Regulatory Authority, Uganda Retirements Benefits Regulatory Authority, National Council for Higher Education, Uganda Business & Technical Examinations Board and External Security Organization. The reduction in the continuous capacity-building training for MDAs is due to limited funding to the Commissions.

3.3.6 Selected Gender and Equity Responsive Interventions Committed by Category

The Commission has selected some Gender and Equity responsive interventions to demonstrate how each of the constituents has been catered for in the budget. Table 3.3 show the specific interventions per Constituency.

Table 3.3: Selected interventions and Resource Allocations Specifically Targeting Children

S/N	MDA	G&E Commitment	Amount (Billion)
1	Uganda National Medical Stores	Procurement and delivery of Anti-Malarial Medicines (ACTs) to accredited facilities worth UGX. 4.75 Bn	4.75
2	Kawempe Referral Hospital	"Pediatric Hospital Beds procured, Specialized Neonatal HFVO Mechanical Ventilator to be procured at UGX. 0.800	0.80
3	Uganda Human Rights Commission	Train 360 teachers on Human Rights Based Approach in post-Covid-19 schooling for students and pupils management across the 12 regional offices.	0.55
4	Ministry of Gender, Labour and Social Development	150 cases of capital offenders at Kampiringisa National Rehabilitation Centre will be assessed for discharge and integration into communities	0.20
5	Mulago Specialized Women and Neonatal Hospital	8000 immunizations to be conducted at UGX 0.182	0.18
6	Ministry of Gender, Labour and Social	1,050 people engaged in anti-FGM and child marriage campaigns in Nakapiripirit district at the	0.05

S/N	MDA	G&E Commitment	Amount (Billion)
	Development	cost of UGX. 0.05 billion	

Table 3.4: Selected Interventions and Resource Allocations Specifically Targeting Gender Concerns

S/N	MDA	G&E Commitment	Amount Billions
1	Ministry of Gender, Labour and Social Development	Support supervision and technical backstopping on Gender Mainstreaming and Gender Based Violence Management conducted in 17 District Local Governments.	0.05
2	Ministry of Finance, Planning, and Economic Development	Resettlement Action Plan (RAP) for Mbegu and Land for Mbegu water supply acquired	0.05
3	Ministry of Gender, Labour and Social Development	146 newly elected District and City Women Council Chairpersons oriented and inducted on the roles and responsibilities.	0.03
5	Ministry of Gender, Labour and Social Development	Social Equity and Rights Inclusion Inspections report prepared for 34 Local Governments	0.13
7	Ministry of Health	MoH has Committed UGX179.477 Bn to construct 81 Maternity Units across the country	179.48
8	Ministry of Tourism, Wildlife, and Antiquities	60 District Vermin Control Officers trained in Human-Wildlife conflict management practices and Community Wildlife Scouts supported to operate effectively.	118.75
10	Ministry of Health	MoH has Committed UGX. 20.323 Bn to upgrade Health centres from HCII to HCIII, HCIII to HCIV, and construct Maternity/general wards, staff houses, theatres and outpatient departments	20.32
11	Ministry of Defence	Continue COVID-19 vaccination of personnel. Enforce SOPs. Testing and continuing supporting national response, e.g., collaborating with the Ministry of Health to provide medical support in health facilities and other infrastructure, as well as manufacturing PPEs.	8.10

S/N	MDA	G&E Commitment	Amount Billions
12	Lira University	The welfare of students was maintained, living out allowance for Government sponsored students paid, and students sensitized about the Sexual Harassment policy at UGX. 6.5 Bn	6.50
13	Ministry of Energy and Mineral Development	Land for resettlement of the PAPs acquired at 6.2 Bn	6.20
14	Ministry of Gender, Labour and Social Development	MGLSD has committed to UGX. 5.023 Bn to build the Capacity of 129 Local Government staff (DCDOs, Gender Focal Persons, and Planners, of which 79 are male and 50 female) on Gender Mainstreaming and Gender & Equity Budgeting in 35 Local Governments conducted	5.02
15	Lira Referral Hospital	259,200 condoms, 29,00 HIV kits procured/ distributed, 16 CSOs & service providers trained, 35 Health Workers trained in Key Persons (1940) Voluntary Medical Male Circumcision (VMMC), 12 places with male-friendly interventions, 100 % HIV+ mothers enrolled in care, 90 % HCTs, 95% viral load suppressed.	4.72
16	Mulago Specialized Women and Neonatal Hospital	"10000 Inpatients, 500 Referrals attended to, 2000 deliveries done, 2080 Surgeries were done, and 1000 intensive care patients were attended to. Assorted Equipment Maintained." at UGX. 4.350	4.35
17	National Information Technology Authority	Deliver/transport Internet Bandwidth to MDAs/LGs and target user groups across the country through the National Back Bone Infrastructure (NBI) at UGX4.22 Bn	4.22
18	Makerere University Business School	20691 students registered with at least 45% female and 4% with Disabilities	2.55
19	Masaka Referral Hospital	Medical equipment was procured, user training conducted, and wards renovated.	2.10
20	Ministry of Defence	UGX 0. 2.01 has been allocated to; a) Disseminate the new HIV prevention strategy b) Training counsellors on new prevention HIV strategy c) Sensitize troops and their families on combination prevention options d) Antiretroviral Therapy for clients e) Increase the number of ART clinics	2.01
21	Office of the Prime Minister	OPM has committed UGX1.945 Bn towards the implementation of the HIV/AIDS Workplace Policy, Under the DRDIP project, the community beneficiaries will be sensitized to HIV/AIDS	1.95

S/N	MDA	G&E Commitment	Amount Billions
22	Kiruddu Referral Hospital	"21,519 patients admitted, treated and discharged, 2,228 major surgeries performed" at UGX. 1.88	1.88
23	Uganda Management Institute	Supervise 100% of all works at the Institute, hold 24 security committee meetings, install 2 CCTV cameras, coordinate 100% of the cleaning and sanitation works at the Institute, subscribe to 2 Associations, and pay 100% of utilities - water at UGX. 1.821.	1.82
24	Ministry of Defence	UGX.1.62 Bn has been allocated towards; i. Wealth Creation for wives of soldiers and female combatants' ii. Psycho-social support to UPDF spouses and their children iii. Gender inclusion during recruitment, training, and deployment	1.62
25	Arua Referral Hospital	Essential medicine and supplies procured worth UGX1.23bn,	1.23
26	Entebbe Regional Referral Hospital	1.2bn value of medicines dispensed	1.20
27	Entebbe Regional Referral Hospital	"Improve the diagnostic investigations. Avail more specialized equipment. Put up plans for staff attendance" at UGX. 0.9	0.90
28	Soroti University	Soroti University Committed UGX0.875 Bn to procure and Install Medical Equipment to enhance Care Health	0.88
29	Ministry of Health	Health workers' capacity built-in provision of Kangaroo Mother Care. Reproductive, Maternal, Newborn, Child, and Adolescent Health (RMNCAH) sharpened disseminated at the National and Regional levels. In addition, the maternal Audit report was finalized and disseminated.	0.87
30	Lira Referral Hospital	5,610 Admissions, Average Length of Stay (ALOS) is four days, Bed Occupancy Rate(BOR) 85%, Surgeries 7,222, Deliveries 4864, and Pediatrics 25,263.	0.85
31	Office of the Prime Minister	OPM has committed to UGX. 0.82 Bn for COVID-19 response of its staff that will be utilised through, among others providing sanitisers, masks, Organizing health camps and sensitization and vaccination camps	0.82
32	Uganda National Bureau of Standards	600 standards developed will significantly solve the challenge of counterfeit goods/ products, which are prey to poor households and communities and hard to reach and work areas.	0.71

S/N	MDA		G&E Commitment	Amount Billions
33	Mbarara Hospital	Referral	42,000 General OPD attendances, 130,000 Special clinics attendance and contacts 12,000 Deliveries.	0.66
34	Kiruddu Hospital	Referral	"Patient furniture worth 200,000,000 is procured, Specialized Medical Equipment worth 450,000,000 procured"	0.65
35	Kawempe Hospital	Referral	"30,000 ANC visits, 5,000 Family Planning, 6,000 pre-term babies seen, 84,000 Outpatients seen" at UGX. 0.6362	0.64
36	Makerere University Business School		30 CCTV cameras installed at UGX0.629 this intervention will, among others, improve the safety and security of female students.	0.63
37	Makerere University Business School		Recruit/ promote 708 competitively qualified and highly motivated staff with at least 30% female	0.62
38	National Citizenship and Immigration Control		4,000 Refugee Convention Travel Documents (CTDs) were issued, and conduct 2 Sensitization of refugee Communities were carried out	0.55
39	Mbale Hospital	Referral	60,000 patients admitted, ALOS 3 days, 120,000patient days, 400 referred, and 85 BOR.	0.47
40	Lira University		7 km of planned University roads opened, routine maintenance of 10 km of roads to provide access to all users done, eight culvert lines and headwalls constructed, construction works supervised, and reports provided	0.45
41	Mbale Hospital	Referral	88,000 patients to be seen in general OPD and 28,000 in special clinics.	0.39
42	Mbarara Hospital	Referral	30,000 admissions 4 Days Average length of stay. 85% Bed occupancy rate 8,000 operations done.	0.34
43	Kawempe Hospital	Referral	"2,600 Physiotherapy patients attended to. 2,500 Occupational therapy patients were seen. Public awareness campaigns and education talks were conducted. This will improve the accessibility of the students with visual and physical impairments Monthly Specialized clinics are organised" at UGX. 0.330	0.33
44	Moroto Hospital	Referral	10,000 patients Admitted, 86% bed occupancy rate, six days average length of stay, 1,000 Deliveries registered, and 3,500 significant surgeries done.	0.32
45	National Identification and Registration Authority(NIRA)	and	NIRA has committed UGX0.314 Bn to issue 34,000 death certificates which are instrumental in accessing the deceased's property and or benefits, especially in the interest of OVC and Widows	0.31

S/N	MDA	G&E Commitment	Amount Billions
46	Parliamentary Commission	Improved citizen engagement and participation to increase input by the population, especially the vulnerable groups, in legislative processes.	0.29
47	Butabika Hospital	Procurement of incinerator and other medical equipment at the cost of UGX. 0.284	0.28
48	Kiruddu Referral Hospital	"5000 Physiotherapy Sessions carried out, 3000 Occupational Therapy Sessions carried, 52 Health education sessions carried out at Medical Assessment Centre IV community engagement meetings held" at UGX. 0.270	0.27
49	Moroto Referral Hospital	65,000 General Out-Patients seen, 45,000 planned Out Patient Special Clinics done.	0.25
50	Kabale University	39 staff (25 male and 14 female) supported completing a PhD. Programme, Sixteen (8 male and eight female) Masters programs while 2 staff (1 female 1 male) professional courses	0.25
51	Ministry of Works and Transport	MoW&T has committed UGX. 0.82 Bn for COVID-19 response of its staff that will be utilised through, among others providing Sanitizers, Masks, Organizing Health Camps and Sensitization And Vaccination Camps	0.25
52	External Security Organisations	Collecting and submitting Intelligence on Covid-19 developments at UGX. 0.25	0.25
53	Masaka Referral Hospital	Forecast to see 88,000 patients in general OPD and 28,000 patients in the Specialized Clinics.	0.24
54	Mbarara Referral Hospital	5,500 X-ray examinations, 8,000 Ultrasound examinations, 93,000 lab tests, 6,000 Blood Transfusions CT Scans 1,600, 1,100 ECG, 280 ECHO, 280 Endoscopy Examinations, 200 Renal Dialysis sessions.	0.23
55	Kawempe Referral Hospital	Medical supplies were availed in time (drugs) at UGX. 0.220	0.22
56	Uganda Industrial Research Institute	Establishment of a fully operational UGX room production facility which will help in Research and Development (R&D) and production of high-standard room products.	0.21

S/N	MDA		G&E Commitment	Amount Billions
57	Uganda Research Institute(UVRI)	Virus	"clinic supported to deliver clinical services 3000 outpatients seen per year At least 6000 laboratory investigations are carried out every year patients receive medicines 2000 clients tested for HIV and other STIs 800 women receive FP methods per year."	0.20
58	Uganda Research Institute(UVRI)	Virus	"7000 Stool samples tested For polioviruses, Wastewater tested for various virus Research on vaccine-preventable diseases including COVID-19."	0.20
59	Mission in Ethiopia		Two trade exhibitions were organized or attended, 2 meetings were held or facilitated with potential and existing importers of Ugandan products, 2 Market Research visits were conducted, and information was shared with the relevant authorities in Uganda.	0.20
60	Moroto Hospital	Referral	100,000 planned laboratory & pathological, 4,000 X-ray examinations done, 5,000 Ultrasound done, 2,000 Blood transfusions.	0.19
61	Ministry of Health		Integrated technical Support supervision visits and mentorships of health workers in providing quality Emergency Obstetric care (EmONC) in 16 RRHs conducted. Essential Maternal and Newborn Care (EMNC) guidelines, FP Costed Implementation plan, FP Advocacy Strategy, and FP-2030 commitments are disseminated nationally and in 16 health regions. Critical cadre mentored on method mix of Family Planning including new Contraceptive technologies like Sayana Press and Implanon NXT in 16 health regions. Quarterly national stakeholder coordination meetings on the integration of GBV and SRHR/HIV/TB/nutrition services were conducted.	0.19
62	Soroti Hospital	Referral	50,000 general Out-patients seen. 2500 Surgical outpatients, 2000 pediatric Outpatients seen, 5500 orthopaedic outpatients seen, 2000 Gynecology Out-patient seen, 12000 Eye outpatients seen, 6000 ENT outpatients seen.	0.17
63	National Information Technology		Enhance compliance with Data Protection and Privacy Act and related Standards, Policies, And	0.17

S/N	MDA	G&E Commitment	Amount Billions
	Authority	Practice codes.	
64	Ministry of Defence	Operationalize the MoDVA Gender and Equity Policy.	0.16
65	External Security Organisations	Provide intelligence about environmental-related issues like Climate Change.	0.15
66	Petroleum Authority of Uganda	Enterprises sensitized/trained about bid information to build the capacity of local enterprises to widen their opportunities to favourably compete with foreign firms as well as promoting BUBU for equitable development	0.15
67	Uganda Cotton Development Organisation	Mobilize farmers, form groups & monitor the establishment of 4,800 demonstration plots by field Extension Workers (FEWs) in 72 districts, including ten hard-to-reach ones. Supervise FEWs, as they train 145,000 farmers, including 350 women, 220 youth groups & 250 PWDs, on crop husbandry, using demonstrations.	0.15
68	Ministry of Gender, Labour and Social Development	Psychosocial support and reintegration for 60 migrant & returnee workers were provided at the cost of UGX. 0.1422. Many illiterate or semi-illiterate female youth have suffered some form of GBV.	0.14
69	Ministry of Water and Environment	8,000 farmers in the project targeted districts across the country and refugee hosting communities supported with tree seedlings of assorted species to establish 113,000 Hectares of forest plantation.	0.14
70	Uganda Coffee Development Authority	Medical Insurance was provided to 96 male and 60 female Staff and their beneficiaries, 96 male and 60 female Staff insured on group Personal Accident (GPA) against injury and accidental death, A Covid-free and safe workplace is maintained.	0.13
71	Uganda National Bureau of Standards	Substandard goods were seized to safeguard the economically and socially vulnerable groups, usually the target for substandard cheap goods.	0.13
72	Kiruddu Referral Hospital	"Assorted laboratory reagents delivered by National Medical Stores(NMS) and reagents worth 200M procured to fill the gaps, 8000 units for blood transfusion provided"; Lack of blood is a critical factor in maternal morbidity and mortality.	0.12
73	Kiruddu Referral Hospital	"4000 x-rays examinations performed, 5000 ultrasound examinations performed 1000 CT Scan examinations carried out" at UGX. 0.12. These are inevitable for expectant mothers	0.12
74	Kabale University	Kabale University netball court upgraded	0.11

S/N	MDA	G&E Commitment	Amount Billions
75	Masaka Referral Hospital	Patient management and review by the Hospital Health Team Improved. These are inevitable for preventing and addressing life-threatening conditions, especially for vulnerable groups such as the elderly and children.	0.11
76	Lira Referral Hospital	6754 x- rays conducted 10679 Ultrasound contacts, 310,094 Laboratory contacts. Access to the vulnerable's free or subsidized costs for these services are guaranteed.	0.10
77	Naguru Referral Hospital	A total of 80,000 General Outpatients attended to; 400 patients were referred to the hospital; 400 Emergency Ambulance Services provided; And 2,000 Trauma and emergency services provided".	0.10
78	Mubende Referral Hospital	5% Specialized clinic attendance increase (17,000 General OPD attendances, 84,000 Specialized clinic attendances, and 4,000 referral cases attended to.	0.10
79	Consulate in Guangzhou	Uganda's tourism potential was showcased in 3 tourism exhibitions, and 6 Chinese Tour Operators engaged in marketing Uganda's Tourism Industry.	0.06
80	Ministry of Gender, Labour and Social Development	The capacity building of 100 stakeholders (LG and CSO staff) on National GBV Data Base Management was conducted in 20 Local Governments.	0.05
81	Ministry of Agriculture, Animal Husbandry and Fisheries	MAAIF has committed UGX. 40 Million n to train vulnerable farmers, including women, on modern post-harvest handling, storage and safety technologies, including the use of Hermetic Bags, Pics bags, Silos, Dryers, Warehouses, and Aflasafe biocontrol.	0.04
82	Soroti University	Training of teaching staff to design blended online courses conducted, Introduction of videos for each course developed, Multimedia Content for one pilot course was developed, and Student multimedia help resources were developed. This was done to respond to the COVID-19 disruptions in the Education Sector.	0.04
83	Entebbe Regional Referral Hospital	Diagnostic services i.e.; "2,400 X-rays taken, 3,200 ultrasounds".	0.03
84	Mubende Referral Hospital	90 per cent of clients tested (25,000 clients tested for HIV) for HIV, 90 per cent of positive cases initiated on ART, and 90 per cent with suppressed Virus. 100 per cent of HIV Positive pregnant mothers started ART.	0.02

S/N	MDA	G&E Commitment	Amount Billions
85	Mission in Sudan	Develop gender and equity guidelines for the mission.	0.00
86	Uganda National Medical Stores	Procurement and delivery of Anti-Malarial Medicines (ACTs) to accredited facilities.	4.75

Table 3.5: Selected Interventions and Resource Allocation Specifically address Geographical imbalances (Location)

S/N	MDA	G&E Commitment	Amount
1	Ministry of Health	Refurbish five general hospitals of Abim, Bugiri, Kawolo, Busolwe, and Itojo	24.86
2	Ministry of Water and Environment	Four (4) Valley tanks were constructed to 100% completion in the Districts of Ntungamo, Ntoroko, Kyotera, and Kamwenge using Equipment that provides water for livestock	16.00
3	Ministry of Energy and Mineral Development	Designs and construction of Regional Office in Hoima. This provides job and business opportunities for the local community and moves the services nearby.	8.80
4	Ministry of Gender, Labour and Social Development	12 LGs of Rakai, Kalangala, Sembabule, Butajeja, Kaliro, Bududa, Agago, Kotido, Alebtong, Buhweju, Kanungu, Ntoroko, and Buliisa guided and supported to establish public and community libraries at the cost of UGX. 6.9 Bn. Hitherto, these districts did not have any public or community libraries in existence	6.90
5	Ministry of Works and Transport	UGX. 6.5 Bn (90) % has been allocated for cumulative works towards the development of Kabale International Airport.	6.50
6	Office of the Prime Minister	OPM has allocated UGX. 5.805 Bn to distribute tree seedlings and assorted grafted seedlings to Refugees and host community households for environmental mitigation measures. Establishing grass and tree species areas in the Karamoja sub-region under Karamoja Integrated Development Programme (KIDP).	5.81
7	Ministry of Gender, Labour and Social Development	MoGLSD has allocated UGX. 4.1 Bn to dispose of 120 cases of labour disputes through Regional Circuits (Fort-Portal, Gulu, Lira, Mbale, Jinja, Soroti, Masaka, Mbarara, and Mubende)	4.10

S/N	MDA	G&E Commitment	Amount
8	Ministry of Health	MoH has committed UGX.4.058 to functionalise Health facilities in 9 districts of Karamoja (equipped and tooled) per level of care and conducting annual outreaches for Public Health Mobilization and awareness campaigns. This is key for these districts, which are hard to reach and work in.	4.06
9	Ministry of Health	Refugee Health and Nutrition program was coordinated, and Health Sector Refugee Response Plan (HSIRRP) was implemented.	2.35
10	Ministry of Works and Transport	MoW&T has committed UGX. 1.4 Bn to operationalise nine Rescue Boats, 1 Firefighting Boat, and 1 Ambulance boat.	1.40
11	Ministry of Gender, Labour and Social Development	MGLSD has committed to inspecting 1,400 workplaces on Occupational Safety and Health Standards across the country.	1.06
12	Uganda Human Rights Commission	Train 20 new City leaders (Heads and their Deputies) from the 10 New cities of Uganda (Lira, Arua, Masaka, Soroti, Mbale, Mbarara, Fort Portal, Gulu, Jinja, Hoima) on Human Rights Based Approach.	0.55
13	NAADS Secretariat	One (1) Regional Farmer Service Center (RFSC) in Kasese was constructed and equipped with basic facilities for Monitoring, Supervision and Follow-up of RFSC interventions carried out.	0.43
14	National Planning Authority	Enhance the Capacity of stakeholders on the Parish Development Model.	0.39
15	Ministry of Lands, Planning and Urban Development	Guidelines for energy efficient, green building design and energy efficiency to mitigate the impact of Climate Change in Buildings were prepared and disseminated in selected districts of Masindi, Buliisa, and Kaliro.	0.30
16	Uganda Cotton Development Organisation	Mobilize and train about 7000 seed growers, including; Prisons, on the production of cotton planting seed in Serere, Amolatar, Dokolo, Apac, Alebtong, Pader, Kitgum, Amuru, Rubirizi, Buliisa, Hoima, Masindi. Monitor seed growing, organize marketing & ginning seed crops at UGX. 0.277	0.28
17	National Planning Authority	Established at least two regional industrial parks.	0.25
18	Local Government Finance Commission	The gap between Local Governments' lagging the National Average for particular services through local Government Budget Consultative workshops.	0.25
19	Mission in Japan	Ugandans in distress assisted, including vulnerable	0.23

S/N	MDA	G&E Commitment	Amount
		Youth.	
20	Ministry of Trade, Industry, and Cooperatives	1000 MSMEs trained in resource efficiency, Gender, Violence, Environment, Product Marketing, and value addition in the Northern and Bunyoro regions.	0.23
21	Uganda Tourism Board	Tourism products profiled, developed, and refurbished/improved in 3 Cities (Kampala, Entebbe, and Jinja) which have a competitive advantage for promoting equitable development)	0.20
22	Uganda Tourism Board	Tourism Investment opportunities promoted in the domestic, 3 Regional, and 6 International source markets	0.20
23	Uganda Human Rights Commission	Conduct mediations into 50 alleged human rights violations by five regional offices (Lira, central, Mbarara, Arua, and Soroti).	0.18
24	Ministry of Kampala Capital City and Metropolitan Affairs	KCCA to profile disaster-prone areas, especially flooding areas in Greater Kampala Metropolitan Area (GKMA).	0.18
25	Ministry of Trade, Industry, and Cooperatives	1000 MSMEs trained in Bar Cording and Credit Rating in all the Cities and the districts of Mbarara, Mbale, Gulu, Fort Portal, and Lira.	0.17
26	Uganda Export Promotion Board	Four infield producer-exporter linkage activities were conducted for horticulture and grains in the Central, Eastern, and Northern regions.	0.12
27	MAAIF	MAAIF has allocated UGX. 40.8Mn to rehabilitate 30km of farm access roads in Buvuma.	0.04

Table 3.6: Selected Interventions and Resource Allocations Specifically Targeting Old Persons Concerns

S/N	MDA	G&E Commitment	Amount
1	Ministry of Gender, Labour and Social Development	A total of 358,420 senior citizens benefit from the SAGE programme.	131.47
2	Office of the Prime Minister	OPM has committed UGX33Bn to pay a one-off gratuity to 10,000 civilian war veterans from Luwero Triangle	33.03
3	Kabale University	A Biological Scheme to support children and spouses of staff members in academic growth through tuition reduction was developed and implemented.	0.25
4	Ministry of Health	MoH has committed UGX 0.21 towards Stakeholders Mobilization to advocate for Non-Communicable Diseases (NCDs) prioritization at all levels.	0.21

S/N	MDA	G&E Commitment	Amount
		Strengthened NCD multi-sectoral capacity to accelerate national response to NCD prevention and control. NCD services implementing entities supported at Regional Referral Hospital (RRH), HC IVs, Cities, Municipalities, and district Local Governments.	

Table 3.7: Selected Interventions and Resource Allocations Specifically Targeting Persons with Disabilities Concerns

S/N	MDA	G&E Commitment	Amount
1	Kyambogo University	Ten (10) Computer Programmes that are disability-friendly integrated into 32 Undergraduate and 4 Masters Programmes	0.02
2	Kyambogo University	Computers procured for persons with disabilities with all features	0.07
3	MoGLSD	1,600 Persons with Disabilities enterprises provided a special income generation grant reaching 24,000 beneficiaries.	131.47
4	Uganda Industrial Research Institute	Implementation of a project on developing sunscreen lotions for skin cancer prevention for persons with albinism.	0.21
5	Ministry of Education and Sports	MoES has committed UGX. 0.188 Bn to train 150 teachers (at least 40% male) in Sign language, braille, and pedagogy to support learners with Special Needs.	0.19
6	Kabale University	Four cartons of Braille Papers, 4 Tablets, 8 Stylus, and three typing machines were purchased, delivered, and used by students with visual impairment.	0.16
7	Mission in France	Put in place convenient facilities for persons with disabilities at the chancery premises.	0.10
8	National Information Technology Authority	Create awareness through media, and conduct change management activities by training PWDs, women, and illiterate persons on the operation of GoU services.	0.06

Table 3.8: Selected Interventions and Resource Allocations Specifically Targeting Youth concerns

S/N	G&E Commitment	Amount	Responsibility Centre
1	Facilitate Professional training and retraining in planning competencies in MDAs and LGs and Solicit capacity-building opportunities	0.34	MOFPED
2	Reduce informality Management for MSMSEs	0.03	MoFPED
3	Materials for research engineering laboratory for graduate students and academic staff established	0.20	Kyambogo University
4	Popularizing Vocational education programmes in Secondary Schools	0.01	Kyambogo University
5	A total of 800 Rangers were recruited, and refresher training for rangers in areas of Command and control conducted	118.75	Ministry of Tourism, Wildlife, and Antiquities
6	1,668 youth trained in entrepreneurial and life skills for livelihood.	4.12	Ministry of Gender, Labour and Social Development
7	UGX. 3.28 Bn has been allocated towards Diaspora Engagement	3.28	Consulate in Guangzhou
8	Field Practical Training, field attachment, and internships were conducted for 240 students in different Wildlife -based organizations. 45 field-based practical lessons were conducted.	2.99	Ministry of Tourism, Wildlife, and Antiquities
9	10000 ANC Clinic, 3200 Gynae OPD, 600 physiotherapies, 1200 Family Planning Services conducted.	2.13	Mulago Specialized Women and Neonatal Hospital
10	A total of 100 tourism sector players trained in digital marketing to enhance their capacity	1.02	Uganda Tourism Board
11	Phase IV works of the Science Lecture Halls construction completed.	0.87	Kabale University
12	Ensure 10 Sports leagues and wins are realised.	0.49	Makerere University Business School
13	MGLSD has committed to improving the repayment of the Youth Venture Capital Fund through media campaigns.	0.41	Ministry of Gender, Labour and Social Development
14	Train 200 community youth in Paper Production using cheap available raw materials.	0.40	Uganda Industrial Research Institute
15	Carry out hands-on training of at least 100 students from higher institutions of learning in science and engineering skills transfer and job creation by conducting community outreaches/SMEs in bamboo value addition and soap making at UGX. 0.4	0.40	Uganda Industrial Research Institute

S/N	G&E Commitment	Amount	Responsibility Centre
16	State House has committed to engaging with the International community on trade-related opportunities	0.39	State House
17	2,150 youths and women mobilized for entrepreneurship startups and business formalization. (215 startups trained per city for the ten cities of Arua, Gulu, Jinja, Mbarara, Mbale, Masaka, Moroto, Fort portal, Lira, and Soroti) at UGX. 0.241	0.24	Ministry of Trade, Industry, and Cooperatives
18	100% of suspected illegal immigrants successfully prosecuted	0.22	National Citizenship and Immigration Control
19	Diaspora meetings or conventions are organised to discuss how to promote Uganda's interests abroad, including how to address the needs of the people in Japan.	0.21	Mission in Japan
20	KCCA has committed to mapping all GKMA Tourism Sites and their products (including Cultural Sites and Products)	0.20	Ministry of Kampala Capital City and Metropolitan Affairs
21	"COVID-19 impact on Structural Determinants and Social Transitions among adolescents in Rakai and surrounding districts Measured Adult Health and Mortality in Rakai and surrounding Districts measured."	0.20	Uganda Virus Research Institute(UVRI)
22	A total of 825 footballs and netballs were provided to promote sports and life skills among the Youth; 50 Youth Football Clubs were equipped with jerseys as a means to encourage continuity in sports	0.20	Ministry of Gender, Labour and Social Development
23	At least one trade delegation to Uganda organized Follow up and monitored the implementation of the MOU on Trade signed between Uganda and Ethiopia.	0.20	Mission in Ethiopia
24	KCCA has committed to coordinating the preparation of project profiles and pre-feasibility studies for job creations centres focusing on; markets, incubation Centre's, innovation Centre's, modern slaughter areas, Artisan parks and display areas, open working spaces in Kampala city, Mukono,, Wakiso and Mpigi DLG and their municipalities.	0.18	Ministry of Kampala Capital City and Metropolitan Affairs
25	Shelters for distressed migrant workers abroad were established at UGX. 0.1422.	0.14	Ministry of Gender, Labour and Social Development

S/N	G&E Commitment	Amount	Responsibility Centre
26	Secure market worth two million Us Dollars for Ugandan Coffee, fruits, vegetables and other exports.	0.13	Mission in Saudi Arabia
27	Train 200 Youth Cooperative Society members.	0.12	Ministry of Trade, Industry, and Cooperatives
28	Supervision of Mental, Neurological, and Substance Abuse Services.	0.12	Ministry of Health
29	Accelerate the acquisition of urgently needed skills in key growth areas at UGX. 0.099	0.10	Mission in Saudi Arabia
30	UGX. 0.05 Bn has been allocated to promote Investment promotion conferences	0.05	Consulate in Guangzhou
31	One Road Show organized five Diaspora activities aimed at attracting Ugandans to the Diaspora for national development.	0.05	Mission in Somalia
32	Development of Petrochemical industries supported at UGX. 0.044	0.04	Ministry of Energy and Mineral Development
33	Scholarships sourced, and the beneficiaries are usually young people.	0.04	Mission in Japan
34	Carry out 200 guided tours at Uganda Industrial Research Institute UIRI Nakawa and Namanve Campuses, including Promotional Tours for youth, women, and other marginalized groups with a focus on showcasing available opportunities from which they can benefit.	0.04	Uganda Industrial Research Institute
35	Trade agreements with Japan and South Korea were initiated, negotiated, and concluded or signed at the cost of UGX. 0.036,257. To create markets and employment for young Ugandans.	0.04	Mission in Japan
36	MoGLSD has committed UGX. 0.035 Bn to review the National Youth Policy 2016 Action Plan.	0.04	Ministry of Gender, Labour and Social Development
37	Uganda's private sector operators are linked to business counterparts in Japan and South Korea.	0.02	Mission in Japan
38	Dissemination of information on prevention and reduction of prevalence rates in Human trafficking.	0.02	Uganda Embassy in Algeria, Algiers

3.4 Compliance of the National Budget Framework Paper (NBFP) with Gender and Equity Requirements FY 2022/2023

The Commission assessed the National Budget Framework Paper's compliance with Gender and Equity requirements for FY 2022/23, to specifically identify the overall budget outlook and advise the Minister responsible for Finance to issue the Certificate of Gender and Equity compliance. This is done before the other budgeting and planning processes of the budgeting cycle proceed.

The National BFP was assessed following Schedule III of the PFMA, 2015, focusing on four sections whose level of responsiveness significantly impacts the social well-being of the populace, especially the vulnerable. The assessment areas are: (i) Medium-Term Macroeconomic Forecast on the Domestic Product by region and the rate of inflation; (ii) Medium-Term Fiscal Framework with targets of Government that meet the needs of the vulnerable; (iii) Statement of the resource for the annual budget to improve financing of gender and equity responsive Programmes; (iv) Statement of the policy measures, particularly examining the debt burden and tax measures that affect the vulnerable.

The findings reveal that, overall, the National compliance level was 70%; the National BFP is largely gender and equity responsive. The assessment/parameters that the Commissions consider in assessing the national BFP for gender and equity Compliance are performed as follows:

3.4.1 Medium-Term Macroeconomic Forecast

The Commission assessed the gender and equity performance based on the Medium-Term Macroeconomic Forecast as provided for under schedule 3 of the PFMA 2015, in particular,

- i) **The Average and Year-End Gross Domestic Product (GDP);** The Commission assessed the overall GDP and established that it was within the NDP III target and the contributing sectors to GDP to measure the Government 's efforts in improving productivity and income. The assessment findings show an improvement. By December 2020, Uganda's GDP was 37.37 USD Billion compared to the previous year, which was 35.17 Billion. Uganda's economy increased by 13.7% year-on-year in

the second quarter of 2021, much higher than the projected downward growth of 3%. The growth was mainly supported by the industrial sector, which shot 17.7% (Mining, 48.8, manufacturing, 18%, and construction, (16.3) faster than the estimated 2.8%. The service industry followed at 14.5%, much higher than 5.5%, especially hotels and restaurants that grew by 82.8% compared to the targeted 2.7% as a result of opening up the Tourism Sector, Information Communication (39.1% vs 16.5%, professional, scientific and technical 33.6% vs 60.1% and financial and insurance at 21.7% vs 10.1%. However, the Agricultural activity had minimal improvement at 0.7% VS -02%). Where there is a recorded increase in the GDP, most of the farmers who constitute the majority of the vulnerable and marginalized people derive low income from their produce due to limited movement to markets as a result of the Lockdown, equally some of the people in the hotel industry lost their jobs

- ii) **The inflation rate** was another factor considered during the assessment because of its impact on the purchasing power of marginalized and vulnerable populations. The inflation rate was not within what was projected in the NDP III target. The inflation rate was 2.6 % by December 2020. This is higher by 0.60 % compared to the previous. The high rate of inflation erodes the ability of vulnerable people to acquire essential services like health care, transportation, food, and housing, among others, further reducing the quality of their lives.
- iii) **Regarding employment and unemployment**, unemployment refers to the share of the labour force without work available for and seeking employment. Uganda's unemployment rate for 2020 was 2.44%, a 0.72% increase from 2019. It is estimated that the unemployment rate will be 2.5% by December. This has very negative consequences on the youth who need employment, and this is attributed to the impact of Covid19. In Uganda, one employed person supports a chain of other people, especially relatives, many of whom are retired or aged, to meet their basic needs.
- iv) **The Interest Rates on Domestic Borrowing**, Commission, examined the interest rate for domestic borrowing, which directly impacts vulnerable people's abilities. Due to the Covid-19 lockdown of the economy, the Central Bank lowered its lending rate from 7% to a record low of 6.5% in July 2021. This Government action on reducing

the interest rate was a progressive gender and equity intervention because it stimulates private sector investment, which creates employment for the youth and effectively boosts incomes. However, the Government should monitor and intervene if the Commercial lending rates continue to rise in the short run because the economy has not yet recovered fully.]

- v) Accordingly, the Commercial Banks also lowered their lending interest rates from 19.55% to 17% and 16.28% and 18.28% in the following months. However, the interest was raised in October 2021 and continues to rise, which negates the very objective for which the Central lending rates were lowered.

3.4.2 Medium-Term Fiscal Framework

The Commission rated the Government's Medium-Term Fiscal Framework objectives as highly gender and equity responsive. Two of the three Government's medium-term fiscal framework targets are gender and equity-responsive. i.e.

- i) To mitigate the COVID19 impact on business activity and livelihoods, support the economy's recovery back to normality by increasing access to capital, revamping health infrastructure and health systems, reducing vulnerabilities, and ensuring access to education.
- ii) To speed up the economy's recovery to sustain economic growth for socio-economic transformation through re-prioritizing and delivering impactful investments and restructuring resources /budgets to areas with more value for money.

3.4.3 Statement of the Resource for the Annual Budget for the next Financial Year

The assessment also focused on funding for programmes that specifically address gender and equity issues and the rate of improvement in relation to the International commitments. The critical Programmes are Agriculture and food security, health, and education, which are key determinants in the well-being of vulnerable people.

Based on the overall budget strategy for FY 2022/23, where Government seeks to implement policy actions to accelerate interventions to put an end to the health and social crisis posed by the coronavirus pandemic and recover the economy back to pre-COVID level, and subsequently place effort on achieving our planned socio-economic development goals.

The detailed analysis of the Programme allocations shows that the Government has planned and allocated funds to interventions that explicitly address gender and equity concerns in all the 20 Programmes. The strategic ones under the national BFP, as reflected in the national budget estimates and the budget strategy, are as follows:

- i. The Government has committed to opening the economy fully by January 2023 to allow recovery of all the sections of the economy; continued closure has caused the unemployment of people, including the vulnerable people working in small businesses, affected the night economy, the entertainment industry, the private actors in primary and secondary education among others and the communities that depend on these businesses as the market for their products.
- ii. Conduct countrywide vaccination to mitigate the COVID19 impact and maintain resources in the budget to increase the capacity for other communicable and non-communicable diseases.
- iii. Fast-tracking the National Health Insurance Policy
- iv. Ambulance systems to reduce the cost of the services to the Government.
- v. Sustainably bringing back education to normality and attaining pre-COVID19 levels of access to education.
- vi. Enhancement of the well-being of Ugandans by improving health infrastructure and systems and ensuring the learning of students. The task of re-igniting the economy, safeguarding lives, and supporting vulnerable groups.

- vii. Improvement of productive infrastructure, including ICT to support digitising the economy, energy reliability and affordability, and effective transport development and maintenance
- viii. Commercialize oil and gas resources, expedite mineral beneficiation, and fully exploit Uganda's tourism potential.
- ix. Reform the Public Sector for greater effectiveness and efficiency.
- x. Restoring business activity by increasing access to capital, particularly the EMYOOGA Funding to provide seed capital for special interest enterprising groups.
- xi. Industrialization mainly focusing on agro-industry and light manufacturing. The Government will expand storage and processing capacity for agricultural commodities within the 18 zones of the country and support industries that use locally sourced raw materials to produce most of the goods that we imported

The Government's commitment to realising the key gender and equity International commitments, the Human Capital Development Programme was allocated 20% of the national resources. However, it is worth noting that the Programme consists of Education, Health, Water and sanitation, and Social protection sectors, therefore the 20% allocation is far below the African Union pledge on 1st April 2001 for all countries to allocate at least 15% of their annual budget to improve the health sub Programme alone.

In terms of progressive improvement, the HCD Programme's budget allocation was reduced from Uganda shillings to 8,062.05 Billion, a 20% reduction worth 6,461.730 Billion.

The allocation to Agro industrialization Programme, at only 5.2 % worth UGX. Shillings 1,666.900 Billion shillings. This was an increment compared to last year's e Programme budget was increased compared to the previous year by Uganda shillings 201.2 Billion, which is 13.7% higher than the previous financial year. However, it is below the Maputo declaration of 2003 and the CAADP that aimed to increase annual national budgetary allocations for agriculture to at least 10%.

3.4.4 Statement of the Policy Measures

The Commission considered two variables under policy measures, i.e., tax policy and the debt burden, including any actions taken to reduce the effect of both measures on vulnerable people.

i. Tax Policy Initiatives/Reforms

A tax policy heavily impacts the most vulnerable by reducing their purchasing power and capacity to engage in business sustainably. However, the findings showed that the Government, through its BFP and Budget strategy, demonstrates a commitment to recovering the economy back to pre Covid 19 era, and the Government will not introduce any new taxes in the FY 2022/23; instead, efforts will be towards tax compliance to widen the tax base.

ii. Debt Burden and Commitments to the Debt Burden

The debt burden is 53.1%, well above the expected threshold of less than 50%, due to increased borrowing to fund social and economic stimuli to mitigate the impact of Covid19. However, there is a commitment to reduce the debt burden by operationalizing the Domestic Arrears Management Strategy and engaging with development partners for grants to fund social programs.

3.4.5 Gender and Equity Emerging issues of Concern

At a National level, the debt burden is high above the thresh hold. This negatively affects the general population, especially the ability to retain resources required to achieve the development objectives.

3.5 Emerging Gender and Equity Issues from the Assessment of the National Budget Framework Papers

- i. The Worsening of the COVID19 pandemic through successive waves will cause further disruption to business activity and place additional pressure on the health system. The challenge of the COVID19 pandemic has had far-reaching implications and has led to an increase in the fiscal deficit. The slowdown in growth plus the additional expenditure requirements to finance Government's response measures constrains fiscal space and necessitates additional borrowing. At a household and community level, Covid19 escalates the abuse of

vulnerable people, including women and girls, through Gender-Based Violence, Violence against children, child marriage and defilement, child labour as well as loss of jobs leading to general poor quality of life.

- ii. Uganda's Debt to GDP ratio has since increased from 41.0% in FY2019/20 to 49.9% as of June 2021. The ratio is projected to increase to over 52.7% by this financial year and peak at 53.1% at the end of FY2022/23. Also, there are issues affecting the effective management of public debt. These include, among others, low absorption, access to the right of way for infrastructure projects, and the change in the global financing landscape that now offers less concessional financing.

3.6 Commission's Commitments and Plans towards the implementation of Gender and Equity Provisions

The Commission will continue to undertake its role in promoting gender and equity planning and budgeting to reap the benefits of the approach, particularly in promoting equitable access, benefit, and participation in public goods, services, and opportunities for individual and collective development. Especially the Commission plans to undertake the following."

- i. Conduct tracking of the government's implementation of Gender and equity commitments as indicated in the various Votes plans and budgets.
- ii. Study the implication of the emerging issues such as environmental degradation and climate change, Covid-19 on the vulnerable population and strategically advise the government on how to address the effects through gender and equity planning approach.
- iii. Collect information and data on the vulnerable populations to guide the government on the inclusive implementation of its programmes.
- iv. Promote the inclusive development of the Parish Development Model as a vehicle for increased household production and incomes as well as improved management of community social and economic infrastructure.
- v. Monitor and produce a national monitoring and evaluation report on gender and equity programming across key high-impact programmes.

- vi. Participate in the midterm review of the National Development Plan(NDPIII), with a view to addressing gender and equity issues emerging from its implementation in the past two years.

3.7 Conclusion

The National Development Plan III aims to increase household incomes and improve Ugandans' quality of life through Sustainable Industrialization for inclusive growth, employment, and wealth creation. This is envisaged through gender and equity planning and budgeting, ensuring that all people, including the vulnerable, benefit from the development agenda. The Commission, therefore, is committed to assessing the national budget and plans and carrying out additional initiatives to promote the approach, including tracking and producing accountability reports on high-impact gender and equity indicators and capacity building of the actors to sustain the process, among others.



The Chairperson EOC, Hon Safia Nalule Juuko, handing over the Vote MPS Gender and Equity Assessment Report to the Vice Chairperson Parliamentary Standing Committee on Budget HON. Wamakhuyu Mudimi Committee in Parliament, in April 2022.



The Principal Planner EOC, Mr James Mugisha, with two Members of the Budget Committee, Hon Kateshungwa and Hon Denise Nyangweso, shortly after presenting the Assessment Report

3.8 Recommendations

With reference made to the assessment findings, the Commission hereby makes recommendations to the Votes/MDAs assessed and the Ministry of Finance Planning and Economic Development as follows:

- i. All the 158 votes were issued with the Certificate of Gender and Equity Compliance as per the relevant section(s) of the PFMA 2015.
- ii. The Ministry of Finance is to adhere to the timelines provided in the law and detailed in the Treasury Instructions 2017 Section 4.21 on the submission of the Vote Ministerial Policy Statements to accord the Equal Opportunities Commission sufficient time for assessment and production of the report.
- iii. In addition, consider improving the key inflation rates, debt burden, lending rates, and unemployment situation through fiscal and monetary measures, as these have far-reaching adverse effects on vulnerable populations.
- iv. The MDAs to address the specific issues raised on their MPSs for improvement.
- v. The MDAs should invest in orientation and training of their staff and management on gender and equity and the effective use of the various Gender and Equity

Budgeting tools in place, which include: The Gender and Equity Compacts, the Statistics Strategy, the Gender and Equity issues paper for NDP III, the EOC Annual Report on the State of Equal Opportunities in Uganda among others.

CHAPTER FOUR

THE STATE OF EQUAL OPPORTUNITIES IN EMPLOYMENT IN THE PRIVATE INSTITUTION UNDER ORGANIZATIONS SIGNED TO THE GENDER SEAL



4.0 Introduction

This chapter presents the policies, laws, and regulations governing employment; the status of employment in the Private Sector targeting organizations under the private sector foundations; and recommendations to address the identified gaps.

A conducive work environment has been singled out as one of the critical factors that can enable equal access and retention of competent and talented employees in any organization. The work environment has been conceptualized as those processes, systems, structures, tools, or conditions in the workplace that influence favourably or unfavourably individual employee rights and performance (Kiruja & Karanja, 2014). In addition, the work environment encompasses policies, rules, culture, resources, working relationships, work location, and internal and external environmental factors, all of which influence how employees perform their job functions (Kiruja & Karanja, 2014). Ruchi & Surinder (2014) assert that the quality of the workplace environment expresses the dignity of employees in that organization and impacts the level of employee motivation and subsequent performance. Several scholars concur that how employees engage with their immediate environment affects their error rate, level of innovation and collaboration with other employees, absenteeism, overall job performance, and, ultimately, how long they stay in the organization (Kiruja & Karanja, 2014).

Uganda's private sector comprises over 1,100,000 enterprises employing approximately 2.5 million people, an equivalent of 90% of total non-farm private sector workers. Even though Uganda's private sector continues to be dominated by Micro enterprises (93.5%), Small scale enterprises (4.1%), and Medium enterprises (2.4%), it contributes to 80% of the country's GDP. Notwithstanding, the mortality rate in private enterprises remains high, with most enterprises collapsing within the first three years or remaining small or informal over their lifetime (MoFPED, 2019). The Government's Private Sector Development (PSD) agenda aims to reduce the informal sector, increase factor productivity, and improve the business environment to lower the cost of doing business and improve the investment climate.

Cognizant of the low competitiveness and technological index of Uganda's exports due to insufficient investment in Science, Technology, Engineering, and Innovation (STEI), the Government of Uganda is prioritizing investments in sustainable energy and ICT to drive the Industrialization Agenda and improve internet connectivity to support business growth (MoFPED, 2019). However, this calls for a conducive working environment for people involved in the Private Sector if this is to be achieved and contribute to the achievement of Sustainable Development, Vision 2040, and NRM manifesto 2021-2026. Consequently, in support of its Private Sector Development Agenda, in 2017, the government of Uganda launched a five-year National Strategy for Private Sector Development (NSPSD) to increase the competitiveness of the Private Sector and enhance its contribution to economic development. Other key policies that facilitate Private Sector development include National Industrial Policy (NIP) 2008; National Trade Policy (NTP), 2007; Oil and Gas and Investment Policy, 2008; Micro, Small and Medium Enterprises (MSMEs) Policy 2015; National Land Policy; Education Policy; Employment Policy; Buy Uganda, Build Uganda (BUBU) Policy and the Investment Code Act, 2019, among others. However, notwithstanding these regulatory frameworks, incidents of the poor working environment in the Private Sector and stagnated growth continue to be reported.

4.1 Legal and Policy Framework

4.1.1 International Framework (Global Strategic Documents and Instruments):

This sub-section presents the legal and policy frameworks at the International, Regional and National levels regarding employees' rights at the workplace.

The Vienna Convention on the Law of Treaties, 1969

Article 27 of the Treaty thereof is to the effect that a State is under the obligation to honour its international commitments, even if it means changing its domestic law, thus the principle of “*pacta sunt servanda*.” There is a general duty to bring municipal law into conformity with obligations under international law. A State which has contracted valid international obligations is bound to make in its legislation such modifications as may be necessary to ensure the fulfilment of the obligations undertaken.

A State cannot successfully amend domestic legislation to evade obligations incumbent upon it under international law; national law cannot derogate from International law. The principles enunciated in Treaties are therefore justifiable in Uganda.

Uganda as a country has obligations at the International level. It is committed to these obligations per **Article 123** of the Constitution of the Republic of Uganda, 1995, as amended, which makes provision for the execution of Treaties, Conventions, and Agreements, and consequently, the **Ratification of Treaties Act, Cap. 204** was enacted to govern the ratification of Treaties. With the law in place, Uganda has ratified several inclusive development International Treaties, which it is bound to respect and implement:

International Convention on Economic, Social and Cultural Rights, 1966

Uganda is a signatory to ICESCR, which she ratified in 1987, and Government is required to provide periodical reports to relevant United Nations Committees, to which the Equal Opportunities Commission, and the Initiative for Social and Economic Rights, are key strategic partners.

Article 2.2 of the Covenant thereof stipulates that State Parties to the present Covenant undertake to guarantee that the rights enunciated in the present Covenant will be exercised without discrimination of any kind as to race, colour, sex, language, religion, political or other opinions, national or social origin, property, birth, and other status.

Articles 2 and 3 of the ICESCR sets out State obligations to guarantee the enjoyment of economic, social, and cultural rights to all without discrimination. The commitment to eliminate discrimination also includes a duty to ensure that individuals and entities in the private sphere do not discriminate on prohibited grounds.

The International Covenant on Economic, Social, and Cultural Rights (ICESCR) sets out obligations on such issues as the right to work and the enjoyment of just and favourable conditions of work (including fair wages and equal pay for equal work, safe and healthy working conditions; as well as rest, leisure and reasonable limitation of working

hours and periodic holidays), the right to property, the right of everyone to form Trade Unions, the right to social security, the right to education, the right to an adequate standard of living, the right to the enjoyment of the highest attainable standard of physical and mental health, and the right to enjoy the benefits of scientific progress and its applications. Furthermore, state Parties are expected to take steps, individually and through international assistance and cooperation, especially economic and technical, to the maximum of its available resources, to progressively achieve the full realization of the rights recognized in the present Covenant by all appropriate means, including particularly the adoption of legislative measures.

Guidance provided by the Committee on Economic, Social, and Cultural Rights, which monitors the implementation of the Covenant at the national level through regular reporting and dialogue, has clarified that there are minimum core obligations that need to be met concerning the rights set out under the Instrument.

The Covenant calls on States to ensure equal opportunities for all men and women to enjoy all economic, social, and cultural rights. States should address the specific impacts of business activities on women and girls and incorporate a gender perspective into all measures to regulate business activities that may adversely affect economic, social, and cultural rights.

This includes, amongst others, ensuring that pregnancy should not constitute an obstacle to employment and not constitute justification for the loss of employment.

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

This international instrument, also referred to as the 'International Bill of Rights for women, was adopted in 1979 by the UN General Assembly. The Instrument essentially spells out what constitutes discrimination against women and lays out the agenda for national action against different forms of discrimination. Uganda is a State Party to this legislation, having signed on 30th July 1980 and ratified the same on 22nd July 1985.

The right of access to justice for women is essential to realising all the rights protected under the Convention on the Elimination of All Forms of Discrimination against Women. Article one of the Convention defines discrimination against women as "...any distinction, exclusion or restriction made based on sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, based on equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."

The Convention provides the basis for realising equality by ensuring women's equal access to and participation in political and public life, including elective politics, health, employment, and education.

Article 2 is to the effect that State Parties condemn discrimination against women in all its forms and agree to pursue, by all appropriate means and without delay, a policy of eliminating discrimination against women and, to this end, undertake;

- (a) to embody a policy of equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein,*
- (b) to adopt appropriate legislative and other measures, including sanctions where applicable, prohibiting discrimination against women,*
- (c) to establish legal protection of rights of women on equal basis with men and to ensure through competent national tribunals and other public institutions the adequate protection of women against discrimination,*
- (f) to take appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs, and practices which constitute discrimination against women.*

Article 3 (1) and 7(a) - (c) of the Convention thereof are also emphatic on inclusion.

Articles 10, 11, and 13 of CEDAW affirm women's rights to non-discrimination in education, employment, and economic and social activities. These demands are given particular emphasis with regard to the situation of rural women, whose struggles and vital financial contributions warrant more attention in policy planning.

Article 14 and 15 asserts the full equality of women in civil and business matters. Furthermore, the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) emphasizes that discrimination against women violates the principles of equality of rights and respect for human dignity. Discrimination is defined as any distinction, exclusion, or restriction made based on sex in political, economic, social, cultural, civil, or other fields.

CEDAW positively affirms the principle of equality by requiring States Parties to take all appropriate measures, including legislation, to ensure the full development and advancement of women to guarantee them the exercise and enjoyment of human rights and fundamental freedoms based on equality with men.

The Convention on the Rights of Persons with Disabilities, 2006

The Convention on the Rights of Persons with Disabilities and its Optional Protocol was adopted by the United Nations General Assembly on 13 December 2006. Uganda signed the Convention on 30th March 2007 and ratified it on 25th September 2008.

Article 1 sets out the purpose of the Convention as being to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity. It further defines Persons with disabilities as including those with long-term physical, mental, intellectual, or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

Article 13 provides for the 'access to justice wherein it is stated that States Parties shall ensure adequate access to justice for persons with disabilities on an equal basis with others, including through the provision of procedural and age-appropriate accommodations, to facilitate their influential role as direct and indirect participants, including as witnesses, in all legal proceedings, including at investigative and other preliminary stages. To this end, States Parties are urged to promote appropriate training for those working in the administration of justice, including Police and Prison staff.

The Convention on the Rights of Persons with Disabilities (CRPD) seeks to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

The CRPD emphasizes the importance of mainstreaming disability issues as an integral part of sustainable development strategies.

The CRPD calls on States to prohibit all discrimination based on disability and guarantee to persons with disabilities equal and effective legal protection against discrimination on all grounds. To promote equality and eliminate discrimination, States shall take all appropriate steps to ensure that reasonable accommodation is provided. The CRPD sets out that this shall include measures to promote recognition of the skills, merits, and abilities of persons with disabilities and their contributions to the workplace and the labour market.

States shall also take appropriate measures to ensure that persons with disabilities access, on an equal basis with others, to the physical environment, transportation, information and communications, including information and communications technologies and systems, and other facilities and services open or provided to the public, both in urban and in rural areas. In addition, States must ensure that private entities that offer facilities and services which are open or provided to the public take into account all aspects of accessibility for persons with disabilities.

Article 27 outlines specific obligations related to the right of persons with disabilities in work and employment.

The Committee's general comment No. 20, paras. 7 and 8.

The International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (CMW), ratified in 1995,

CMW recognizes the vulnerability in which migrant workers and members of their families frequently find themselves owing, among other things, to their absence from

their State of origin and to the difficulties they may encounter arising from their presence in the State of employment.

The CMW sets out human rights obligations that apply during the entire migration process of migrant workers and members of their families, which comprises preparation for migration, departure, transit, and the whole period of stay and remunerated activity in the State of employment as well as return to the State of the origin or the State of habitual residence.

The 1995 Declaration and Programme of Action of the World Summit for Social Development;

The Declaration emphasizes promoting and protecting the right of individuals to prevent and eliminate situations of domestic discrimination and violence.

It also highlights the need to improve women and youth entrepreneurs' opportunities and working conditions by eliminating discrimination in access to credit, productive resources, and social security.

It further promotes educational and employment opportunities for all regardless of race, national origin, gender, age, religion, and disability.

ILO Convention No. 87 on Freedom of Association and Protection of the Right to organize

This gives workers and employers the right to establish and join organisations of their choice to further and defend their interests.

Convention No. 100 on Equal Remuneration

This promotes the principle of equal remuneration for men and women for work of equal value.

Convention No.111 on Discrimination (employment and occupation)

This promotes equality of opportunity and treatment by declaring and pursuing national policies aimed at eliminating all forms of discrimination regarding employment and occupation.

UN Standard Rules for Equalization of Opportunities for Persons with Disabilities

The rules emphasize equality for all persons and equal rights to life, welfare, education, and work, to live independently, and participate in society. Any discriminatory practice is a violation of the rights of PWDs. They should be guaranteed equal opportunities by eliminating all socially determined barriers, be they physical, financial, or psychological, which restrict their participation in society.

4.1.2 Regional Legal and Policy Frameworks

At the regional level, Uganda is a State Party to several human rights instruments of key importance and relevance to business and human rights. For example, the regional Conventions, Treaties, Protocols, and Declarations relating to the promotion of equal opportunities to which Uganda is a party, include the following:

Uganda ratified the African Charter on Human and Peoples' Rights (ACHPR, also known as the Banjul Charter) in 1986. The **ACHPR** is a homegrown Continental Human Rights Instrument referred to as the Banjul Charter. The Banjul Charter recognises the rights and freedoms of African citizens in the political, social, economic, and cultural spheres, both individually and collectively.

The Banjul Charter recognises all persons as equal before the law and entitled to equal protection of the law.

It sets out that every individual shall have the right to respect the dignity inherent in a human being and to the recognition of his legal status. Further, the ACHPR states that all forms of exploitation and degradation of man, particularly slavery, slave trade, torture, cruel, inhuman, or degrading punishment and treatment, shall be prohibited.

Article 15 states that every citizen shall have a right to participate freely in the government of their country... in accordance with the provisions of the law. Uganda is a signatory to the Charter, and ratification implies an assumed obligation to take all measures to ensure inclusion in public life.

Article 21 stipulates that all peoples shall freely dispose of their wealth and natural resources and that this right shall be exercised in the exclusive interest of the people. Furthermore, in no case shall a people be deprived of this right. The Article further states that in case of spoliation, the dispossessed people shall have the right to the lawful recovery of their property and adequate compensation.

Article 24 provides that all people shall have the right to a satisfactory environment favourable to their development.

The African Youth Charter of 2006 sets out a framework to enable policymakers to mainstream Youth issues in all development policies and programs.

Article 15 on sustainable livelihoods and youth employment stipulates that every young person shall have the right to gainful employment and that every young person shall have the right to be protected from economic exploitation and from performing work that is likely to be hazardous to or interfere with the young person's education, or to be harmful to the young person's health or holistic development.

Under Article 19 on Sustainable Development and Protection of the Environment, the Charter calls on States Parties to ensure the use of sustainable methods to improve the lives of young people such that measures instituted do not jeopardise opportunities for future generations.

The Africa Youth Charter, as an instrument of the African Union, notes with concern the marginalisation of youth from mainstream society through inequalities in income, wealth, and power, among other things. It also states their plight of unemployment and underemployment, poverty and hunger, illiteracy and poor quality educational systems, restricted access to health services and information, exposure to violence,

including gender violence, engagement in armed conflicts, and experiencing various forms of discrimination.

The second key objective of the Charter is to ensure the constructive involvement of Youth in the development agenda of Africa and their effective participation in the debates and decision-making processes in the development of the continent. The Charter sets a framework to enable policymakers to mainstream Youth issues in all development policies and programmes. It thus provides a legal basis for ensuring Youth presence and participation in government structures and forums at national, regional, and continental levels.

The Charter recognises African youth's socio-economic, civil, and political rights. Article 18 on law enforcement urges States to ensure that accused and convicted young people are entitled to a lawyer.

4.1.3 National Legal Framework

The Constitution of the Republic of Uganda, 1995, as amended

As amended, the Constitution of the Republic of Uganda, 1995 provides the overarching legal and regulatory framework for the promotion of equal opportunities for all and rights relating to business activities.

The preamble of the Constitution of the Republic of Uganda, 1995, recalls Uganda's history, which was characterized by political and constitutional crises and extreme poverty. Over 56% of Ugandans lived below the poverty line (**UBOS census, 1991**). The high poverty level was attributed to discrimination and marginalization/sectarianism.

The outcry for equal opportunities for all Ugandans during the consultative process was formally documented. Therefore, when interpreting the Constitution, particularly the Bill of Rights, it has to be done against our chequered history.

National Objectives and Directive Principles of State Policy are the aspirations and values that should guide all organs and agencies of State, all citizens, organisations, and persons in implementing the Constitution or any other law and in taking policy

decisions for the establishment and promotion of a just, free and democratic society. In addition, these principles highlight the concerns of the people of Uganda regarding equal opportunities for marginalized groups.

Objective XIV of the constitution (supra) addresses social and economic matters. Accordingly, it directs the government to pursue social and economic objectives which fulfil the fundamental rights of all Ugandans to social justice and economic development, in particular, to ensure that all development efforts are directed towards ensuring the maximum social and cultural well-being of the people.

Chapter 4 of the Constitution thereof provides as hereunder, **Article 21(1)** provides that all persons are equal before and under the law in all spheres of political, economic, social, and cultural life and every other respect and shall enjoy equal respect of the law.

(2) without prejudice to clause (1) of this Article, a person shall not be discriminated against on the grounds of sex, race, colour, ethnic origin, birth, creed or religion, social or economic standing, political opinion, or disability.

(3) discriminate means to give different treatment to persons attributed only or mainly to their descriptions by sex, race, colour, ethnic origin, birth, creed or religion, social or economic standing, political opinion, or disability.

On Affirmative Action in favour of the marginalised groups,

Article 32(1) states that States shall take affirmative action in favour of groups marginalised based on gender, age, disability, or any other reason created by history, tradition, or custom to redress imbalances that exist against them.

The Constitution was amended (**Constitution Amendment Act, No. 11 of 2005**) to expedite the establishment of the Commission.

(2) Parliament shall make relevant laws, including laws for establishing an Equal Opportunities Commission, to give full effect to clause (1) of this Article.

Article 32(2) of the Constitution establishes the Equal Opportunities Commission to effect the affirmative action provision.

Specifically, Article 32(3) provides that:-

There shall be a Commission called the Equal Opportunities Commission whose composition and an Act of parliament shall determine functions. This led to the enactment of the Equal Opportunities Commission Act, 2007 and the subsequent establishment of the Commission.

This implies that the institutional mechanism for implementing, monitoring and evaluating affirmative action is the Equal Opportunities Commission.

Article 33 (1) Women shall be accorded full and equal dignity of the person with men. Clauses (2), (3), (4), (5), and (6) of the Article thereof reiterate the same spirit.

Article 40 of the Constitution (supra) stipulates that Parliament shall enact laws to provide for the right of persons to work under satisfactory and healthy conditions, to ensure equal pay for equal work without discrimination, and ensure that every worker is accorded rest and reasonable working hours with periods of holidays with pay. It also protects the right of workers to form or join trade unions for collective bargaining and representation and to withdraw their labour.

The Equal Opportunities Commission Act, 2007;

The Act established the Equal Opportunities Commission (EOC) 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.

Establishing the Equal Opportunities Commission is one of the milestones for Uganda to confirm its commitment to International Treaties.

Suffice to note, *Section 14 (2) (g)* of the Equal Opportunities Commission Act, Cap 2 of 2007, sets out functions of the Commission as including monitoring compliance with International and Regional Instruments by Uganda; in so doing, the Commission can recommend to Parliament laws that require amendments as well as bills that are necessary to ensure compliance with the said instruments.

The Employment Act, 2006;

Section 6 (1) of the Employment Act provides that it shall be the duty of all parties, including the Minister, Labour Officers, and the Industrial Court, to seek and promote equality of opportunity to eliminate discrimination in employment.

Section 6 (3) states that discrimination in employment shall be unlawful. It includes any distinction, exclusion, or preference made based on race, colour, sex, religion, political opinion, national extraction or social origin, the HIV/AIDs status or disability which has the effect of nullifying or impairing the treatment of a person in employment or occupation or of preventing an employee from obtaining any benefit under a contract of service.

Workers Compensation Act, cap 225 of 2000

An Act to provide a platform for compensation to workers for injuries suffered and scheduled diseases incurred during their employment per S.3.

Occupation Health and Safety Act, 2006

Part III of the Act provides for the employer's general duties, obligations and responsibilities towards the employee in providing a safe and healthy work environment. It mandates an employer to ensure a safe working environment, including its vicinity.

The Companies Act, 2012

Sections 5 and 6 of the Act respectively define private and public companies as a group of people carrying out a business with a view of making a profit and contributing to the betterment of society.

The Labour Disputes (Arbitration and Settlement) Act, No. 7 of 2006.

The Act established the Industrial Court, which is presided over by a High Court Judge. The Court handles labour disputes that have not been resolved by a district labour officer or the Commissioner of Labour.

The Minimum Wages Advisory Boards and Wages Councils Act Cap.164 of 1964

This Act provides for the establishment of Minimum Wages Advisory Boards and Wage Councils and for the regulation of the remuneration and conditions of employment of employees.

4.1.4 National Policy Framework

The Uganda Gender Policy (2017);

This Policy gives guidance and directs the planning, resource allocation, and implementation of development programmes using a gender perspective. Both men and women are targeted, emphasising women's participation in decision-making, resource management, and land ownership.

The National Equal Opportunities Policy (2006);

The policy aims at promoting equality of opportunities for all persons in Uganda, irrespective of gender, age, physical ability, health status, or geographical location, in all activities, programmes, plans, and policies of Government, Private Sector, and Non-Governmental Organizations in all spheres of social, economic, political and civil life.

The Uganda National Youth Policy (2016);

The theme of the policy is; ***“unlocking youth potential for sustainable wealth creation and development.”*** The policy is premised on the need to address a range of challenges the youth face in the development process and harness their potential to contribute to national development. It provides a basis for holistic integration and inclusion of the youth in Uganda's development while appreciating globalisation's current impact and its associated advantages and disadvantages.

The National Social Protection Policy, 2016;

The policy aims to reduce poverty and social-economic inequalities for inclusive development by providing platforms upon which Ugandans can build productive and sustainable livelihoods, improve social welfare and reduce poverty among the vulnerable groups.

The National Employment Policy, 2011

The main thrust of the policy is to generate good productive, decent jobs for Ugandans. In addition, the policy shall promote affirmative action, adequate safety nets, and social protection for the poor and vulnerable groups to hedge against risks associated with the operation of the market system.

The government recognizes the private sector is a critical actor in employment generation. Private sector activities cover agricultural production and processing, mining, manufacturing, distribution, marketing, and services. Therefore, to support the private sector, Government shall provide incentives and encourage viable joint ventures, between the government and private sector, in industries or sectors that have employment-generation potential, especially in the high-value and processed agricultural commodity sectors, and provide incentives to the private sector initiatives, which offer job opportunities to vulnerable youth, women, and PWDs. In addition, reduce the cost of doing business in Uganda for the private sector so that it remains viable, increasing its capacity to absorb more labour, and encouraging private sector investments to generate decent jobs that provide social protection and economic gains.

4.2 State of Work Environment in the Private Sector

This subsection presents results and discussions based on the study objectives; 1) Find out the level of awareness and knowledge that employees in private organizations have about employment rights, 2) Compliance with established legal requirements regarding the protection of employees in private organizations, 3) establish the facilities that constitute the work environment in private organizations, and 4) establish efforts by management to create a conducive working environment for employees in the private sector. Below are the findings:

4.2.1 Knowledge and Awareness of Employment Rights

The rights of employees to a conducive and friendly working environment are based on the principles of social justice and enshrined in several International, Regional, and National Instruments as well as organization policies. In this regard, the assessment sought to determine the employees' level of awareness and knowledge regarding their rights to a friendly working environment.

4.2.2 Nature of Work by Participants

Nearly half (44.9%) of the participants were employed in the Service Sector, 26% in medium business enterprises, 14.6% in the manufacturing sector, 2.5% in industry and processing, and 1.3% in commercial crop farming. In terms of disaggregation by sex, more women were employed in the service sector and medium business enterprises than men as compared to other sectors. Table 4.1 below provides details:

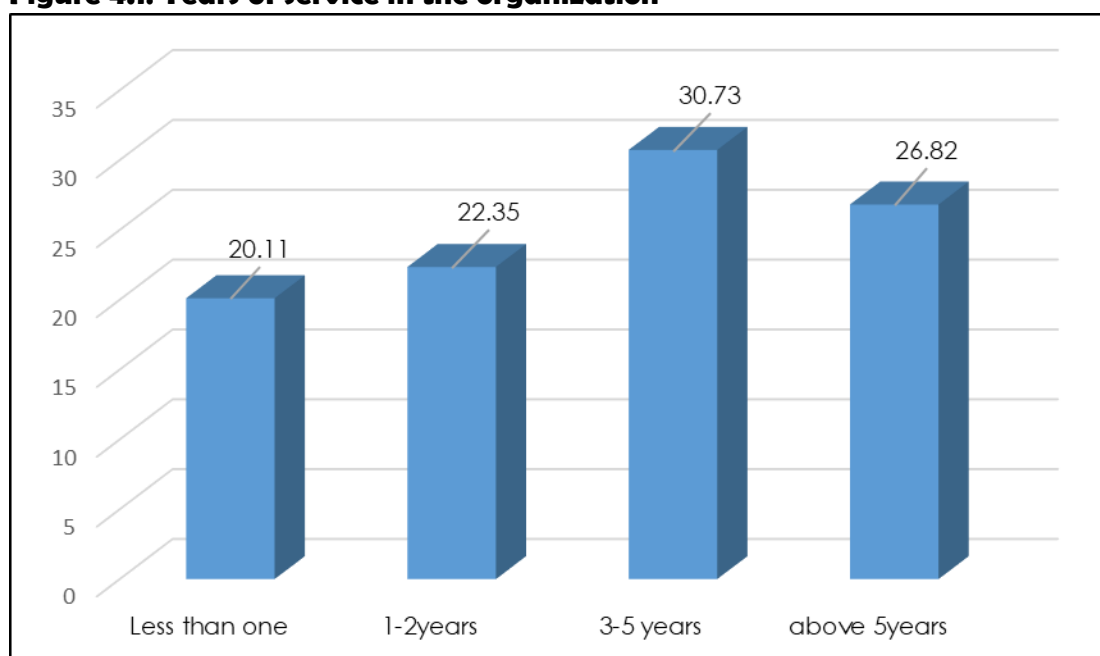
Table 4.1: Nature of work by participants

Nature of work	Male (n=84)		Female (n=74)		Total (n=158)	
	Freq	%	Freq	%	Freq	%
Business	20	23.81	21	28.38	41	25.95
Service sector	35	41.67	36	48.65	71	44.94
Manufacturing	17	20.24	6	8.11	23	14.56
Crop farming	1	1.19	1	1.35	2	1.27
Animal farming	2	2.38	1	1.35	3	1.9
Industry and processing	2	2.38	2	2.7	4	2.53
Others	7	8.33	7	9.46	14	8.86
Total	84	100.0	74	100.0	158	100

Notably, seeing more women employed in the Service Sector and medium business enterprises than men is a great promise in closing the gap on gender inequality in economic empowerment and economic outcomes in Uganda (Uganda Bureau of Statistics, 2014). Therefore, the high number of women employed in the service sector can be partly attributed to increased access to education.

Participants were further asked to share the years they have served in the organization. This was intended to have a critical analysis of the employees' experience in the working environment within the organization. Only 20.1% of the participants reported working in their respective organizations for less than one year. The findings are based on participants acclimatising to the organisations' working conditions. Figure 4.1 below is illustrative of the years of service in the organization.

Figure 4.1: Years of service in the organization



4.2.3 Factors that facilitated access to employment

As it is for other countries around the world, access to employment is essential for Uganda's development because it determines the living standards of individuals and households, supports economic transformation, and promotes social cohesion. Therefore, the assessment sought to find out factors that facilitated access to employment in the different private organizations.

Employees were asked to share their views on factors that facilitated their access to employment in their respective organizations. A significant number (82.3%) of the participants attributed it to their training and qualifications. Across sex, there was no significant difference between male (83%) and female (81.5%) participants regarding qualification as a key factor in accessing their current employment. The other factors revealed by participants included; self-belief and confidence (20.6%), affirmative policy (5.1%), support from family members (5.7%), personal resolve (4%), and career guidance (2.9%). However, there were minor differences between female and male participants in all these factors. This is illustrated in Table 4.1 below;

Table 4.1: Factors that Facilitated Access to Employment

Nature of work	Male (n=97)		Female (n=82)		Total (n=179)	
	Freq.	%	Freq.	%	Freq.	%
Affirmative action policy	5	5.32	4	4.94	9	5.14
Personal social capital	4	4.26	0	0	4	2.29
Career Guidance	3	3.19	2	2.47	5	2.86
Advocacy by EOC	0	0	1	1.23	1	0.57
Employment bureau by CSOs	1	1.06	2	2.47	3	1.71
Training and qualifications	78	82.98	66	81.48	144	82.29
Personal resolve	6	6.38	1	1.23	7	4
Self-belief and confidence	20	21.28	16	19.75	36	20.57
Support from family	5	5.32	5	6.17	10	5.71
I had the capital needed	1	1.06	0	0	1	0.57
Total		100.0	74	100.0	158	100

Participants mentioned training and qualification as the main factor that facilitated their access to employment, given that the study was conducted among formal organizations. Synthesis of qualitative data from employers also confirmed qualification as a key credential in ensuring access to work. This is evident in the excerpts below;

Most of our work here requires technical expertise or unique skills, so we cannot just employ people who are not qualified. There is nothing like technical know-how because even if you are my relative, this work requires those special skills. (Male Key informant).

Skills for employees are vital in seeking employment. For instance, only skilled youth and women are employed in the factories to operate coffee processing machines and administrative positions. The semi-skilled and casual workers are deployed to do manual work in the early stages of preparing and sorting coffee beans for processing. (Female Key informant).

The study findings further revealed that, while employers have an open recruitment policy, the nature of work is critical in determining the sex of the person to be recruited. This speaks volumes about gender stereotypes and recruitment that require enhanced efforts to address them.

We don't have a special category of workers, but we have an open recruitment policy based on qualifications & skills possessed by the applicant; although we mostly employ men and the biggest percentage of our workforce is male, given the nature of our business; it is "hard "manufacturing; it is not like manufacturing soft drinks like Coca-Cola, it involves carrying metal bars, loading and offloading them on lorries, working at the furnace where they are hardened, temperatures here are very high, and women can hardly manage such conditions, and we have put it clearly to the gender people for that reason. (Male key informant)

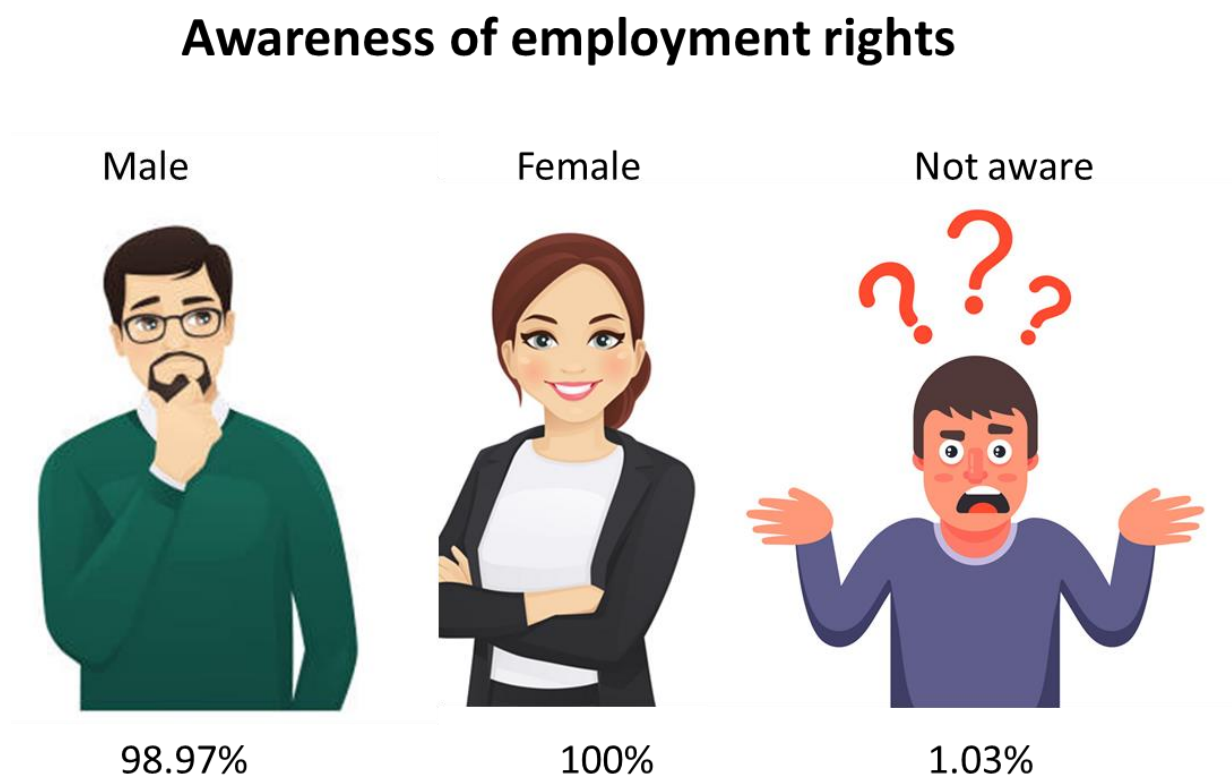
Notwithstanding, some of the employers noted that the skills exhibited by many employees are incompatible with the current technology. This was attributed to the education system, which they say is not tailored to the current technological challenges. The findings concur with the national employment policies that recognize skills development and training as essential in improving productivity, the competitiveness of the labour force, and enterprise growth.

4.2.4 Awareness of Employment Rights

Several scholars have noted that awareness among employees of their rights is vital in enabling them to exercise their voice, effectively monitor and hold the employer accountable, and enter into informed dialogue about decisions in their working environment that affect their lives (UBOS, 2018). In addition, awareness is also critical in eliminating discrimination in the workplace based on tribe, race, religion, sex, political opinion, national or social origin, sexual orientation, disability, marital status, career status, age, physical features, and other grounds that can create significant obstacles to actively participating in the labour force and obtaining decent work opportunities.

Employees were asked whether they were aware of their employment rights. Almost all the participants (99.4%) mentioned that they knew their employment rights. Regarding disaggregation by sex, all female participants were aware of their employment rights compared to 99% of the male participants. Figure 4.3 below provides the details;

Figure 4.2: Aware of Employment Rights



However, despite the breakthrough in awareness, there is evident persistent violation of employee rights due to weak enforcement of labour laws (UBOS, 2018).

4.2.5 Employment Rights Participants Were Aware of

Participants were asked to share the employment rights that they were aware of. They demonstrated excellent knowledge of all the rights to employment that the study assessed, with over 88% of participants aware of each of the rights. Their submissions are summarized in Table 4.2 below;

Table 4.2: Employment Rights Participants Were Aware of

Employment rights	Male		Female		Total	
	Freq.	%	Freq.	%	Freq.	%
Equitable access to information on employment	92	95.83	77	93.9	169	94.9
Equitable access to inclusive recruitment	90	93.75	77	93.9	167	93.8
Equitable access to fair pay for work done	94	97.92	80	97.56	174	97.7
Equitable access to equal pay for work done	94	97.92	80	97.56	174	97.7
Equitable access to a barrier-free work environment	92	95.83	81	98.78	173	97.2
Equitable access to a safe working environment/protective gear	92	95.83	80	97.56	172	96.7
Equitable access to protection from all forms of abuse	91	94.79	78	95.12	169	94.9
Equitable access to annual and maternity leave	90	93.75	74	90.24	164	92.3
Equitable access to proper welfare	87	90.63	70	85.37	157	88.2
Others	1	1.04	1	1.22	2	1.1

Source: EOC data set 2021/22

Employees mentioned that increased awareness of their employment rights is partly attributed to persistent sensitization by employers. The revelation by employees was augmented by employers who observed that. In contrast, it was somewhat difficult to comment on the level of knowledge among employees regarding their employment rights. They make an effort to create awareness about their rights in the workplace. Employers attributed the persistent sensitization to existing legal frameworks, which mandate them to create awareness among employees on their rights at the workplace. Besides, continued spot checks by civil society organizations and

government agencies have also helped create employee awareness. Some of the excerpts from employers are here below;

The Ministry of Gender, Labor and Social Development mainly regulates us. They perform spot checks and site visits once in a while, they also validate organizations' health and safety requirements and we also do quarterly reporting. Hence, we give them visibility of any recruitments and placements at the end of the year regarding what the business is doing. So, the government has put in place like the Labor Act, but the regulatory Ministries also do spot checks. So, at least we have seen that on our end, and they are quite supportive and informative regarding the training they give us. We cascade the information to employees about their rights (key informant).

Apart from sensitization by the employers, other sources of information on their employment rights revealed by the study participants are summarized in Table 4.3 below.

Table 4.3: Source of Information on Employment Rights

Employment rights	Male		Female		Total	
	Freq.	%	Freq.	%	Freq.	%
Education by EOC	3	3.53	1	1.47	4	2.61
Relatives	7	8.24	0	0	7	4.58
Informed at school	80	94.12	63	92.65	143	93.46
CSO	2	2.35	0	0	2	1.31
Facebook post	0	0	1	1.47	1	0.65
Social media platforms	19	22.35	11	16.18	30	19.61
Community peer educators	4	4.71	1	1.47	5	3.27
TV	3	3.53	0	0	3	1.96
Local leader	0	0	0	0	0	0
Religious leader	0	0	0	0	0	0
Others	6	7.06	4	5.88	10	6.54

A synthesis of the above submission in Table 8 underlines the indispensable role that institutions of learning and social media platforms (WhatsApp, Twitter, Facebook, etc.)

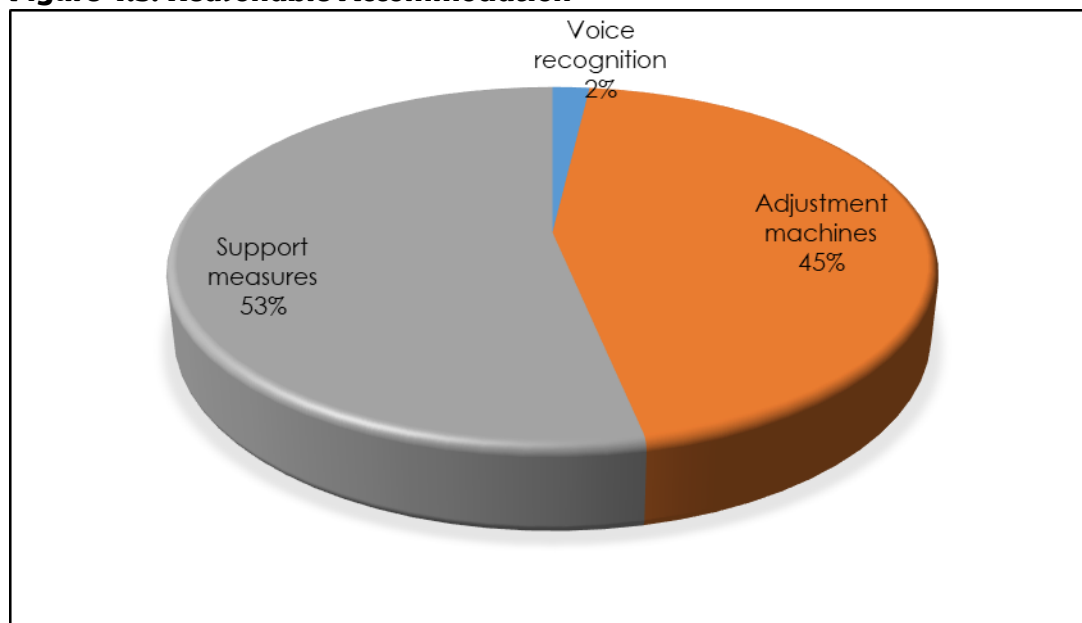
perform in filling the gap left by responsible Ministry of Gender, Labour and Social Development, District Community Development Department (labour office) and human resource departments in private organizations as regards to sensitizing and upholding the rights of employees at the workplace.

4.2.6 Reasonable Accommodation for Persons with Disabilities

Reasonable accommodation means necessary and appropriate modifications and adjustments which do not impose a disproportionate or undue burden, as needed in a particular case, to ensure that persons with disabilities the enjoy or exercise on an equal basis with others of all human and fundamental freedoms. Accordingly, the Assessment sought to determine whether private organisations visited provide reasonable accommodation as provided by the CRPD (Article 27).

Out of the 179 study participants, only 43.79% confirmed there is reasonable accommodation for Persons with Disabilities at their workplace. Figure 4.3 below illustrates the reasonable accommodation facilities available for persons with disabilities as reported by participants.

Figure 4.3: Reasonable Accommodation



As indicated in Figure 4.3 above, the infrastructure adaptations made predominantly provided supportive measures (53%) and adjustment machines (45%). In addition, a few

participants (2%) noted that voice recognition devices have been installed and provided to persons with visual impairment.

Apart from the construction of ramps under the Building Control Act 2013, employers revealed that other reasonable accommodation measures are provided when a person with functional difficulty has been employed. Some of the voices on infrastructure adaptation from the key informants documented are;

To a smaller extent, we can accommodate a person with a disability because, as you can see, there are ramps, and the toilets are usable. However, we don't such supportive devices like computers with jaws as well as Guides, and Interpreters. As I said earlier, we do not have many employees with a disability currently, but maybe sometime in the future, we shall think of putting them in place when they come on board. (Male key informant).

The PWDs are catered for in all our structures, ramps have been put all over, and they have their special toilets; however, all the PWDs here have physical disabilities though mild (female key informant).

A section of employers further informed the Commission that apart from complying with the Building Control Act, 2013, the provision of other protective gear, especially for persons with functional difficulties, remains a challenge due to the costs that come with them. While Uganda has got credible legal and policy frameworks that guarantee the provision of reasonable accommodation in employment, especially for persons with functional difficulties, evidence indicates that many persons with visual and hearing impairment remain primarily disadvantaged despite the progressive disability legal and policy framework in the employment (Iyundhu et al., 2021; UBOS, 2018). This has been confirmed by the study findings, with most employers complying with a few provisions under the Building Control Act 2013 since the buildings have to be inspected before approval of the architectural design.

4.2.7 Compliance with Established Legal Requirements Regarding Protection of Employees in Private Organizations

4.2.7.1 Awareness of the Procedure for Reporting Breaches

A majority (97.1%) of the participants reported being aware of the procedures for reporting breaches or violations of employee rights within the organizations. Further data disaggregation by sex shows an insignificant variation between female (97.1%) and male (96.8%) participants. The 97.1% of the participants who were aware of the reporting procedure attributed their awareness to continuous communication by employers on their rights. On the procedure for reporting breaches, without significant variation, both males (96.6%) and females (96.1%) who confirmed awareness of the reporting procedure mentioned reporting to the immediate supervisor as the first step in addressing breaches at the workplace. This was followed by reporting to the Human Resource Manager/Officer (83% male and 79.2% female). Table 4.4 below shows the responses from participants.

Table 4.4: Procedure for Reporting Breaches of Protection

Reporting procedure	Male		Female		Total	
	Freq.	%	Freq.	%	Freq.	%
Reporting to immediate supervisor	85	96.59	74	96.1	159	96.36
Reporting to the HR manager	73	82.95	61	79.22	134	81.21
Reporting to a designated officer	18	20.45	10	12.99	28	16.97

4.2.7.2 Observance of Employee Rights

The rights of employees at the workplace across the globe, Uganda, not exceptional are derived from the International and domestic human rights laws. In Uganda, the Ministry of Gender, Labour, and Social Development is mandated to protect employee rights or comply with the legal frameworks and policies. However, their invisibility in enforcing the laws has led to increasing incidences of labour rights violations (MoGLSD,

2021). This has partly been attributed to inadequate funding to the Ministry to execute her mandate.

Apart from knowing the procedure for reporting breaches, participants were also asked if they had ever experienced violations at the workplace. Only 7.9% (7.2% male and 8.6% female) self-reported having experienced the violation of their rights at the workplace. However, further analysis of the different ways their rights were violated revealed the following nature of the breach. 53.9% (66.7% male and female 42.9%) mentioned withholding their payment for work done for some time by the supervisors without a justifiable reason, and 30.8% (Male/33.3% and Female/28.6%) while 14.3% of the women reported disclosure of their information to third parties without consent from them.

When asked whether they were able to report the violation of their rights to the responsible officers, a significant number, 76.9% (85.7% male and 66.7% female), reported in affirmative, while 23.1% of the participants revealed that they could not report. During Focus Group Discussions with employees, two reasons emerged for not reporting a breach of protection, fear among the employees that they will lose their jobs in case they report and the ineffective implementation of the labour legal frameworks. One of the employees narrated;

Many employees in the private sector are harassed but cannot report their grievances because even if you report, those bosses will walk away with it. They will not be prosecuted because the laws are not implemented. For instance, one of our colleagues got an injury in the factory, and issues even reached the minister for gender, but nothing has been done up to now, yet he has to clear the medical bills.

Our bosses are very arrogant, especially foreign bosses. Even if something happens, they tell us to use the small salary they pay to treat ourselves, yet some of us get injuries at the workplace. FGD.

Further note, those who reported a breach of protection were asked to share the procedures or offices where they reported. Out of the 76.92% of the participants who

confirmed having reported violations of their rights at the workplace, 60% revealed reporting to their immediate supervisors while 40% to the human resource manager. Besides, out of the 76.92% who reported violations of their rights, 100% revealed their cases were resolved. Nonetheless, 9.09% reported were not satisfied with the decision on breach of their rights.

Interviews with employers revealed that many mechanisms had been put in place to address issues of breach of protection. This is evident in the excerpt below;

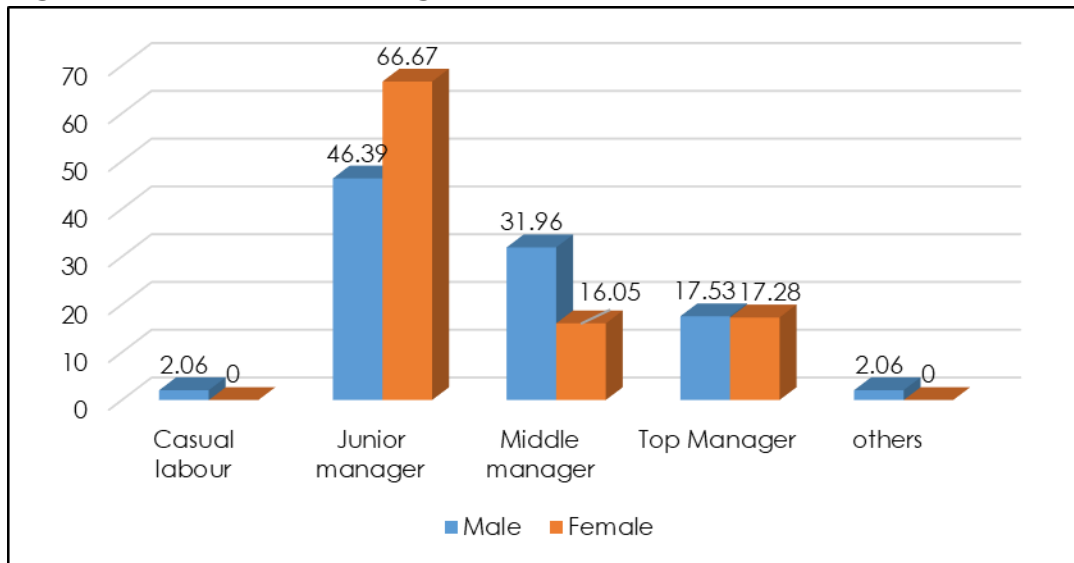
In case an employee has a complaint to raise, they can talk to anyone they are comfortable with. In some cases, where one is being laid off or terminated, the Human Resource Manager provides the employee with a written notice that their contract is ending or being laid off.

4.2.8 Status of the Work Environment at the Workplace

4.2.8.1 Nature of Work

Participants were asked to share the nature of the work that they were involved in. The nature of work was measured in two categories, skilled labour and casual labour. Most participants (99.4%) were involved in skilled labour, and only 0.6 (1) engaged in casual labour. In terms of disaggregation by sex, all female participants reported engaging in skilled labour. Participants were also asked to share their position in the organization. Findings indicated no significant variation between male and female participants in the top leadership (top manager). At the junior level, findings indicated more (66.7%) female participants than male participants (46.4%). Meanwhile, male participants (32%) were more than female (16.1%) at the middle management level. Figure 4.4 provides the details;

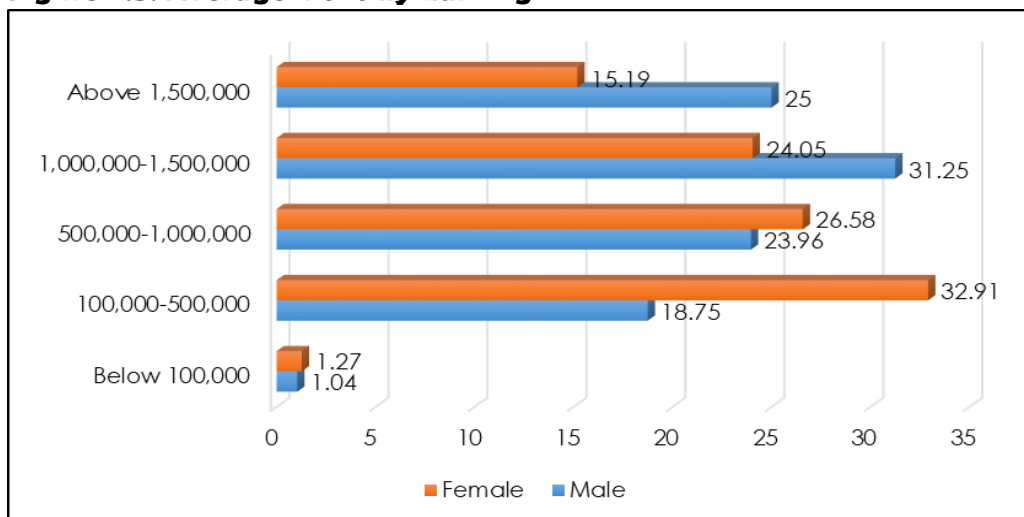
Figure 4.4: Position in the Organization



4.2.8.2 Average Monthly Earning

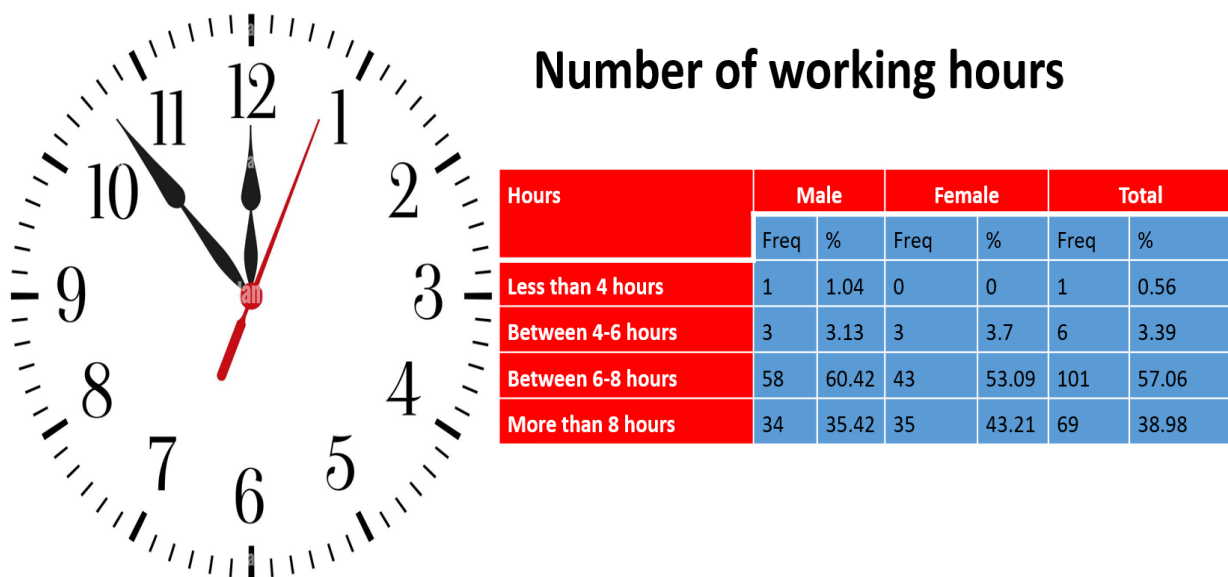
28% of the participants reported earning, on average, between UGX 1,000,000 and UGX 1,500,000. Further disaggregation by sex shows that 31.3% of the male participants and 24.1% of the female participants mentioned earning within the range mentioned above. On average, 20.6% of the participants (25% male and 15.9% female) earned more than UGX 1,500,000. Notably, there were slight variations in average earnings between men and women across board. Figure 4.5 presents the average monthly income earned;

Figure 4.5: Average Monthly Earning



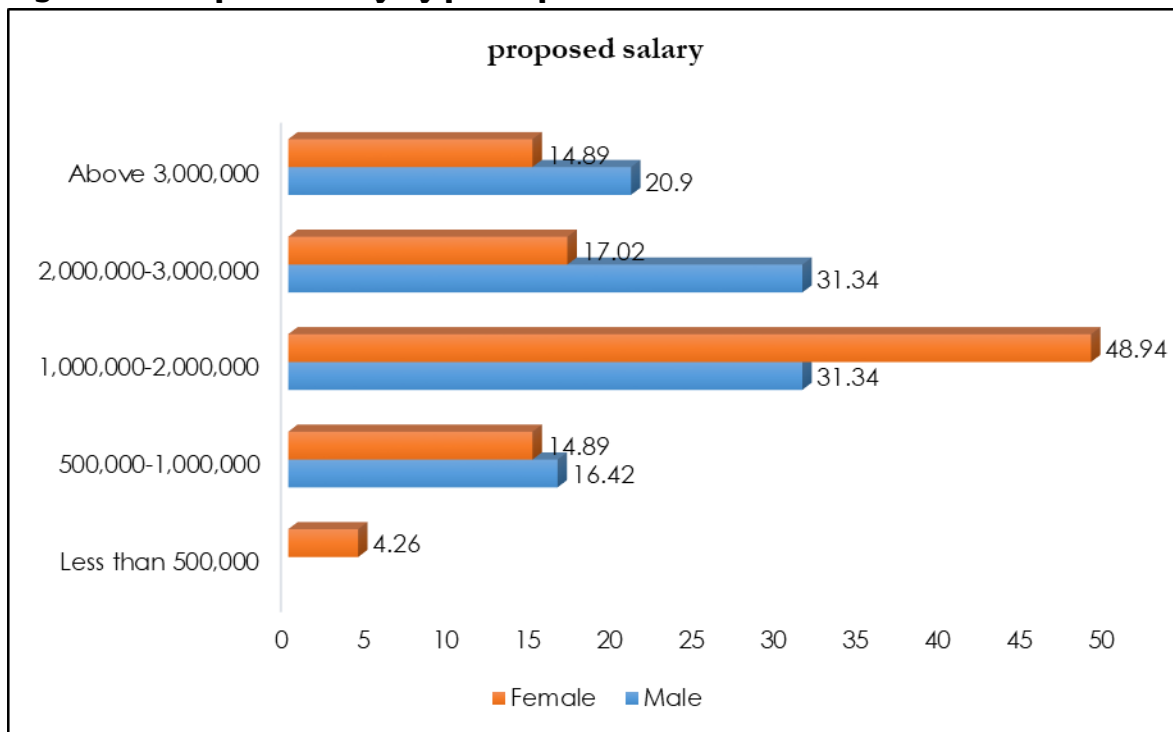
Participants were further asked to share the number of working hours. This was intended to compare with the average monthly income earned. More than half (60%) of the male and 53.1% of the female participants revealed that they work between 6-8 hours daily. On the other hand, slightly below half (43.2%) of the female participants and 35.4% of the male participants reported working more than eight hours daily. Notably, there were variations in the number of working hours between male and female participants as per Figure 4.6 below.

Figure 4.6: Number of Working Hours



The average number of working hours revealed by participants is equivalent to the recommended hours per the Employment Act, 2006, where it shall be permissible to employ persons above ten hours in any one day or forty-eight hours in any one week. Participants were further asked to comment on the relationship between the money given and the number of working hours. More than half (69.9%) self-reported that the money paid is little compared to the number of working hours, while 30.1% reported in affirmative. As a result, they were asked to share their views on what they feel is the ideal payment/salary equivalent to the work done. Figure 4.7 below shows the amount of money proposed by participants to be paid.

Figure 4.7: Proposed salary by participants

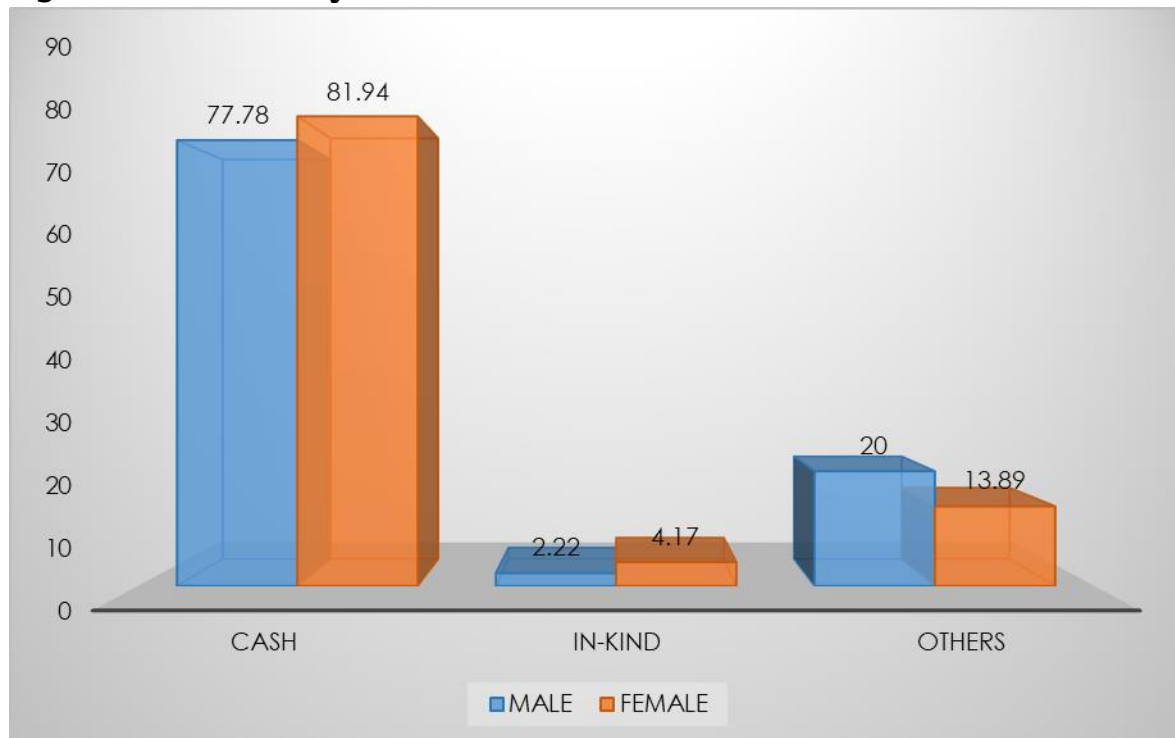


While participants revealed that the average monthly earning is not equivalent to the work done, their monthly earnings are not far from the salaries of employees in the public service, where reports indicate that less than 1.5% of the employees in public service earn less than UGX 1M per month (MoGLSD, 2021).

4.2.8.3 Mode of Payment in Exchange for the Work Done

A majority (79.6%) of participants reported that the mode of payment for their efforts is cash. This is in line with the International Standard of rewarding people for the work done. The other form of payment revealed by participants was in-kind payment. Figure 4.7 below is illustrated above.

Figure 4.8: Mode of Payment



While several International and Regional labour laws do not recognize the in-kind payment of wages, participants revealed that this had been one of the payments used by employers. Regarding in-kind payment, several participants indicated that employers have deducted their salary by offering them social amenities like health, NSSF, lunch, and accommodation, among others. While employees would be happy with the idea, qualitative findings revealed that some employees believe the money deducted is more than the service provided.

They deduct our money, I hear, for NSSF, but most of the month's money is not sent to be credited to our accounts. When you are new, they can even take six months without sending your money to the Authority, yet they are deducting.

They deduct our money, I hear, for medical insurance, but they started a health Centre here, where we are supposed to get the medical services. Of course, this is a good idea, but our only problem is that the services offered in that Health Center are not worth the money deducted.

4.2.8.4 Possession of a Formal Contract with Terms and Conditions of Work

A significant number (87.9%) of the participants reported that they have formal contracts with transparent terms and conditions of work. Regarding disaggregation of data by sex, 90.4% of the men and 85% of the women confirmed having contracts from their employers.

4.2.8.5 Employment and Working Environment Conditions

In an attempt to explore employees' views on the working conditions, a set of statements were posed requiring them to state their degree of satisfaction, dissatisfaction, agreement, or disagreement with them. The views of the participants are summarized in the following Table 4.5 below;

Table 4.5: Employment and Working Environment Conditions

Statement	Scale	Male		Female		Total	
		Freq.	%	Freq.	%	Freq.	%
Timely remuneration of workers offering different services	Not satisfied	6	6.25	7	8.75	13	7.39
	Satisfied	42	43.75	35	43.75	77	43.8
	Agree	45	46.88	37	46.26	82	46.6
	Disagree	3	3.13	1	1.25	4	2.3
Offering of Skills, training, and education opportunities among workers	Not satisfied	14	14.43	12	14.63	26	14.5
	Satisfied	36	37.11	30	36.59	66	36.9
	Agree	44	45.36	39	47.56	83	46.4
	Disagree	3	3.09	1	1.22	4	2.2
Transparency in the recruitment process & inclusion of all categories of people, including (youth, women, PWDs, and older persons) among others.	Not satisfied	8	8.25	10	12.5	18	10.2
	Satisfied	37	38.14	27	33.75	64	36.2
	Agree	48	49.48	41	51.25	89	50.3
	Disagree	4	4.12	2	2.5	6	3.4
Maternity leave and child care	Not satisfied	4	4.35	4	4.94	8	4.6
	Satisfied	43	46.74	36	44.44	79	45.7
	Agree	44	47.83	38	46.91	82	47.4
	Disagree	1	1.09	3	3.7	4	2.3
Awareness of HIV/AIDS and human	Not satisfied	8	8.42	11	14.67	19	11.2

Statement	Scale	Male		Female		Total	
resource policies in your company	Satisfied	34	35.79	25	33.33	59	34.7
	Agree	47	49.47	37	49.33	84	49.4
	Disagree	6	6.32	2	2.67	8	4.7

A significant number (90.4%) of the participants agreed that they are satisfied with the timely remuneration or payment of salaries, irrespective of the department where they are deployed. Across sex, 90.6% of the male and 90% of the female participants agreed that they were satisfied with their salaries being paid on time. In addition, 83.3% of the participants agree and are satisfied with the skills, training, and education opportunities provided by employers to improve their efficiency at the workplace. Further note, 86.5% of the surveyed participants agreed that they are satisfied with the recruitment process, which they revealed is inclusive. Additionally, 93.1% of the participants agreed that they are allowed to take maternity leave and child care and that they are satisfied with the period given. Finally, a significant number (84.1) agreed that they are aware of the HIV/AIDS and human resource policies and are satisfied with them.

Qualitative views were in agreement with the quantitative results on the working conditions of the employees;

- a) *We indeed observe employee rights. Our employees are given a salary for the work done which goes to their accounts in time and the benefits they agreed to, including vacation, paid holidays and other types of holidays. We treat our employees with respect and ensure they are not harassed or discriminated against. Our workers are also entitled to the annual leave of 21 days, sick leave, maternity leave, and paternity leave of 4 days, all of which are payable. They get lunch allowances. We have freedom of speech at Bird Uganda Safaris, where everyone can express their feelings about the working conditions. (Key informant).*
- b) *Employees are compensated if they work over and above; for example, if one works for extra hours, that time is compensated. Our employees are also given written employment particulars that clearly show the work terms and conditions. They are also paid in time for the work done. In addition, they*

have a right to maternity, paternity, sick, and annual leave, which are all fully paid.

- c) *We follow the country's labour laws, so 21 days are a must, and others have maternal, paternal, and bereaved leaves, etc. But again, the drivers here don't accept their leaves; they take all excuses to keep around for fear of replacing them.*

Several international and national legal and policy frameworks guarantee the right to a conducive working environment. However, as earlier noted, incidents of employee rights violations continue to be reported in private sector organizations due to the ineffective implementation of the labour laws (MoGLSD, 2021).

4.2.8.6 Work Environment for Employees

Participants were asked to share some of the measures that employers have put in place to ensure their safety at the workplace while performing their activities. A significant number (74.4%) of the participants self-reported that protective gears had been provided to them by their employers to ensure safety. Across sex, 68.8% of the male and 81.58% of the female participants expressed appreciation of the protective gear provided by employers to ensure their safety.

Further, to solicit participants' views on the mechanisms in place to address workplace injuries/hazards, they were asked whether they have ever experienced injuries while at the workplace. Only 10.5% of the participants confirmed having suffered an injury at the workplace because of the activities they were involved in. Out of these, 12% were male and 8.8% female. Regarding mechanisms in the organization to ensure the safety of workers, 58.6% (66.8% male and 49.3% female) of the participants affirmed there are mechanisms to support them in case of any injuries at the workplace. A synthesis of the qualitative findings revealed a plethora of protective equipment and mechanisms to ensure the safety of employees.

We have all the necessary personnel protective equipment (PPEs) for all our casual staff and supervisors, e.g., gumboots, overalls, helmets, welding glasses, reflectors, gloves, etc. (Key informant)

The company owns a Health Centre III with a doctor fully available, and registered with Ministry of Health. This Health Centre is inside the facility, but management is still planning to have a Health Centre IV for the community as corporate social responsibility (CSR). They also have a laboratory and standby Ambulance in case of any referrals. KII

We follow the government policy of compensation where one's salary is multiplied by 60 months pay for permanent damage, say the loss of a hand; however, this is still very low compared to some high-ranking officials who are compensated UGX one billion.

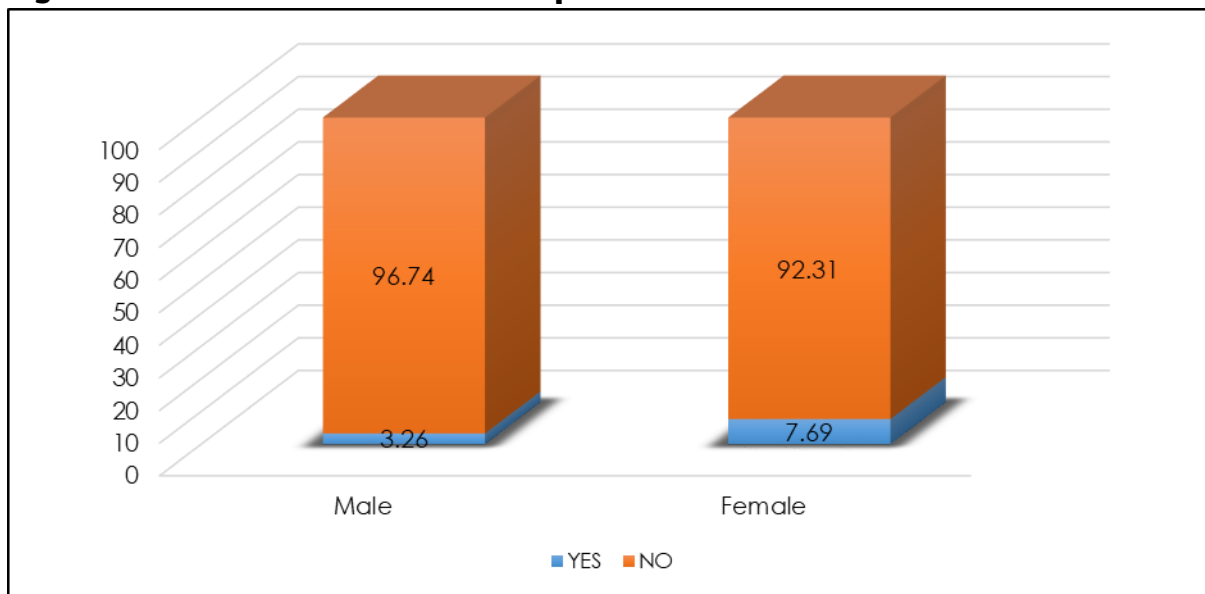
We even retain such people who sustain permanent injuries and can't help themselves/or work anymore; we keep them on the job although doing nothing. This is intended to manage their Psychosocial status of not losing hope and thus avoiding suicide and other criminal tendencies, given some of their responsibilities.

Notably, as the employers provided Personal Protective Equipment to employees, it was observed that they mainly provided primary gadgets that did not cost a lot of money.

4.2.8.7 Non-Discrimination at the Workplace

(5.3%) of the participants reported having experienced discrimination and marginalization in various companies. Based on sex, only 7.7% of the female and 3.3% of the male participants reported having experienced discrimination at the workplace. Figure 4.9 below is illustrative of the responses from participants;

Figure 4.9: Discrimination at the Workplace



To further interrogate issues of discrimination and harassment, participants were asked whether they have been subjected to sexual harassment. Only 2.17% of the male participants reported having been harassed sexually at the workplace by female employees. Synthesis of the findings revealed that male participants mentioned harassment by some of their female employees in terms of the dress code. However, no female participants reported having been harassed sexually at the workplace. According to key informants, this was attributed to sensitization of the people on the rights of employees at the workplace. However, during qualitative interviews, participants revealed that some women are harassed at the workplace but fear to report or disclose the perpetrators due to high levels of unemployment and inefficiency in implementing the laws.

4.3 Key/Emerging issues

- i. Interaction with employers revealed persistent gender stereotypes regarding women's employment in some jobs or industries. For instance, women were perceived not to be eligible to work in "hard manufacturing factories" like steel and construction that require a lot of energy but rather in soft manufacturing industries. The attitude, if not addressed, is likely to affect the Government's gains in addressing gender inequality and women empowerment.
- ii. The visibility of Government Agencies, especially the Ministry of Gender, Labour and Social Development, which is mandated to monitor the working conditions, remains thin at the lower level. This is partly attributed to inadequate facilitation of these Agencies by the Central Government. This has been compounded with limited feedback on the reports submitted by private organisations. Unfortunately, this continues to be exploited by some Managers in private organisations to harass employees, as evidenced in increased incidences of employee harassment or violation of their rights.
- iii. Much as there has been a significant change in the attitude of employers regarding the employment of persons with disabilities, very few have committed themselves to designing deliberate interventions or policies aimed at promoting inclusive employment. This has been exacerbated by challenges in ensuring reasonable accommodation at the workplace.
- iv. It also emerged that the costs associated with personal protection equipment have made most employers provide only gloves, helmets, gumboots, and high-visibility clothing to their employees. Other gadgets like eye protection, respiratory protective equipment (RPE), safety footwear, and safety harnesses are not provided because they are costly. As earlier noted, this has been exacerbated by inadequate supervision by the Ministry of Gender, Labour, and Social Development.
- v. While many employees know their employment rights, the demand for some is still low due to fear of losing their jobs and inefficiencies in implementing labour laws. As a result, some employees have adopted the silence approach to retain

their jobs. For instance, all female participants reported they had never been harassed and discriminated against at work.

- vi. While several international and regional labour laws do not recognize the in-kind payment of wages, participants revealed that this had been one of the payment mode used by employers. In addition, this has mainly taken the form of providing social amenities at the workplace like health, NSSF, insurance, lunch, and accommodation, among others. However, as the participants revealed that they are not against the initiatives, they are not satisfied with the provided services.

4.4 Recommendations

- i. Through the Ministry of Public Service, the government needs to review the existing employment legal and regulatory frameworks to provide for reasonable accommodation during recruitment and execution of work by staff with disabilities. The current legal framework does not comply a private organisation to compile for this.
- ii. Parliament of the Republic of Uganda needs to enhance the budget allocation to the Ministry of Gender, Labour and Social Development to monitor adherence to the labour laws in the private sector, which is the biggest employer in Uganda.
- iii. Deliberate efforts need to be undertaken by the Ministry of Gender, labour, and Social Development in collaboration with Development Partners and employers to address the gender stereotypes that persist regarding the nature of jobs that people believe cannot be undertaken by women. Therefore, deliberate efforts need to be undertaken to mobilise employers towards ensuring inclusive employment.
- iv. The phenomenon of perceiving employing persons with disabilities by employers as costly prevails. A positive shift in attitude is essential for planning and budgeting for disability inclusion and employment of persons with disabilities. This includes planning and budgeting for inclusive recruitment, work equipment, tools, Guides, and Interpreters.

CHAPTER FIVE

**THE STATE OF EQUAL OPPORTUNITIES IN ACCESS TO CAPITAL
AND LOCAL MARKETS AMONG THE VULNERABLE AND
MARGINALISED GROUPS**

5.0 Introduction

This chapter presents the policies, laws, and regulations governing access to capital and markets, the state of access to capital and local markets among the vulnerable and marginalised groups, and recommendations to address the identified gaps.

Globally, lack of access to capital and markets for products is a common barrier for most new enterprises, which is mainly magnified among the most disadvantaged and under-represented groups, mainly due to lack of collateral assets and own financial resources. (EU, 2014). In Uganda, many vulnerable groups are classified as poor since they often do not have access to productive assets. Lack of capital and market access is often mentioned as one of the factors preventing them from starting personal businesses (Sievers & Vandenberg, 2007).

The government has created opportunities that encourage vulnerable groups interested in starting up their businesses to remedy the problem of access to capital (Birabwa, 2017). These attempts include the provision of low or no-interest schemes such as the Youth Livelihood Programme, Uganda Women entrepreneurship fund, Youth Capital Venture fund, Emyooga, and Persons with Disability Grant, among others.

Regarding access to the markets, the NDP III industrialization strategy prioritises expanding markets for increased demand for locally produced goods. Specifically, under objective 4, it aims at increasing market access and competitiveness of agricultural products in domestic and international markets through; Improving agricultural market infrastructure in rural and urban areas, developing infrastructure and facilities for rural and urban agricultural markets at district and community levels to meet quality standards and, developing urban agricultural markets in all districts.

Similarly, to increase the market for Ugandan goods and services, the NRM Manifesto presents plans to encourage large companies to partner with SMEs and farmers to promote exports to regional and International markets and commercialise agriculture to raise productivity such that raw materials for Industries are produced and supplied.

Despite these efforts, access to capital to start up personal businesses, as well as access to local markets for those with SMEs, has continued to be a significant concern. In addition, Financial Institutions are driven by profit and less by social inclusion, which creates a risk of further exclusion of the vulnerable groups of people and others who may not have substantial collateral to trade with the Financial Institutions. It is, therefore, necessary to support vulnerable groups to build collective capital for organized groups of women, Persons with disabilities, youth, and others, and provide guarantees to link them to formal Financial Markets. (USAID, 2017).

5.1 International, Regional, and National Legal and Policy Frameworks

This sub-section presents a review of policies, laws, and regulations governing access to capital and markets among the vulnerable groups. Specifically, it presents; (i) International and regional framework (ii) National Legal and Regulatory Framework, and (ii) National Policy Framework.

5.1.1 International Frameworks

Uganda is a signatory to several Global and Regional Agreements that impact investment.

The 2030 Agenda for Sustainable Development and its associated seventeen Sustainable Development Goals were adopted by all world leaders as the Global Strategy for Development. The advent of sustainable development as a key guiding global development framework has introduced new considerations to policy making. The 2030 Agenda for Sustainable Development calls for the adoption and implementation of investment promotion regimes for least developed countries to strengthen the means of implementation for its achievement. The Agenda further emphasizes the role of private business activity, investment, and innovation as significant drivers of productivity, inclusive economic growth, and job creation. In this regard, the part of the digital economy has also become prominent in the investment arena as it has the potential to boost competitiveness and entrepreneurial activity, as well as open up new avenues for market access and participation in global e-value chains.

International Covenant on Economic, Social and Cultural Rights 1966;

Article 3 states that all men and women should have equal opportunities to enjoy all economic, social, and cultural rights.

Convention on Elimination of all Forms of Discrimination against Women (CEDAW), 1979; Article 4 provides that countries should adopt temporary special measures to bring about substantive equality faster in fields where women and girls are disadvantaged by long-standing inequalities.

Articles 14 and 15 assert the full equality of women in civil and business matters.

Beijing Platform of Action, 1995;

Article 35 provides for women's equal access to economic resources, including land, credit, science and technology, vocational training, information, communication, and markets, as a means to further the advancement and empowerment of women and girls, including through the enhancement of their capacities to enjoy the benefits of equal access to these resources, inter alia, employing international cooperation.

The 1995 Declaration and Programme of Action of the World Summit for Social Development;

The Declaration highlights the need to improve women and youth entrepreneurs' opportunities and working conditions by eliminating discrimination in access to credit, productive resources, and social security.

Uganda is also a signatory to several major international investment and business protocols. These include the Convention on the Recognition and Enforcement of Foreign Arbitral Award (CREFAA); Agreement on Trade-Related Investment Measures (TRIMS); Overseas Private Investment Corporation (OPIC) of USA; and Multilateral Investment Guarantee Agency (MIGA). These various agreements require that the country's investment environment measures up to international standards and promotes developmentally sound investments that foster inclusive economic growth.

5.1.2 Regional Frameworks

- i. At the regional level, Uganda is a signatory to Agenda 2063 of the African Union and the EAC's Vision 2050. The Agenda underscores the need for the socioeconomic transformation of the region into a prosperous and competitive one. A conducive investment environment coupled with adequate institutional capacity is identified as a key propeller of this aspiration.
- ii. East African Community Vision, 2050. Vision 2050 will promote actions to better address the needs of rural communities through inter alia enhancing access to credit and other financial services as well as markets. To that end, Paragraph 5.4 states that rural communities play an important role in the economic development of East African Community Partner States. In addition, chapter 3,

paragraph 3.8.2 provides for mainstreaming gender equality to ensure women's participation in the region's transformation.

- iii. Articles 80 and 127 of the Treaty establishing the EAC provide harmonization and rationalization of investment initiatives and incentives to promote the community as a single investment area. They further provide for the promulgation and implementation of appropriate investment policies and codes alongside protecting property rights, removing barriers to investment and developing the private sector.
- iv. Following the signing of the EAC Common Markets Protocol, the Partner States integrated into a single market in which there is free movement of persons, labour, goods, services, and capital; and the right of establishment and residence. This step has many implications: a "single" and bigger market than the domestic market for goods and services; a free play of market forces; increased economic efficiency; wider consumer choices of products; and enhanced regional competitiveness in global markets. In addition, the Partner States have undertaken to harmonize their national laws, policies, and systems.

5.1.3 National Legal and Regulatory Frameworks

The Constitution of the Republic of Uganda, 1995

The Constitution of the Republic of Uganda, 1995 provides the overall legal and policy framework for the Central Government to plan and implement development programmes to benefit all the people in the country. It further provides for the principle of decentralisation, whereby the Government's functions and powers are decentralized to the lower local levels to enable them to best manage and direct their affairs, bringing services closer to the people. Following this, local governments are empowered to control and manage markets within their jurisdictions to ensure efficient and effective service delivery and good governance. This is mainly reflected under the National Objectives and Directive Principles of the State Policy as indicated below:

- i. **Objective IX;** provides that the State shall encourage private initiative and self-reliance to facilitate rapid and equitable development.

- ii. **Objective XXIX**; provides that the exercise and enjoyment of rights and freedoms are inseparable from the performance of duties and obligations; and, accordingly, it shall be the duty of every citizen (b) to engage in gainful work for the good of that citizen, the family, and the common good and to contribute to national development.
- iii. **Article 26 (1)** states that every person has a right to own property individually or in association with others.
- iv. **Article 40** of the Constitution (supra) stipulates that parliament shall enact laws to provide for the right of persons to work under satisfactory and healthy conditions to ensure equal pay for equal work without discrimination.

Other laws include:

Financial Institutions Act, 2004 as amended

Section 3 of the FIA defines microfinance businesses as accepting deposits from and providing short-term loans to small micro-enterprises and low-income households, usually characterized by using collateral substitutes, such as group guarantees.

The Markets Act, Cap. 94

The Markets Act is the principal legal framework for markets in Uganda. It provides for the establishment and management of markets. Section 1 of the Markets Act mandates the district administration, a municipal council, and a town council to establish or maintain markets within their jurisdictions. In addition, the section provides that; (1) No person or authority other than- (a) the administration of a district; (b) a municipal council; (c) a town council Shall establish or maintain a market.

The Local Governments Act, Cap. 243

The Local Governments Act operationalizes the principle of decentralization enshrined in the Constitution. The Act establishes local governments and administrative units in Uganda and empowers them to manage the development of their respective areas of jurisdiction. The law mandates local governments and administrative units to provide certain services in managing development. Accordingly, section 30 of the LGA

provides for the services listed under Parts 2, 3, 4, and 5 of the second schedule to the Act, including the establishment, administration, management, and collection of revenue from markets as falling within the mandate of local governments. Interpretation of the Local Governments Act indicates that markets fall under the purview of lower local governments and City or Municipal Division Councils.

Physical Planning Act, Act No. 8 of 2010

The Physical Planning Act is Uganda's legal framework for physical development planning. It is intended to promote orderly and sustainable development of human settlements in rural and urban areas. It involves the preparation of physical plans and regulations on land use and social and infrastructure provision, including markets, by the various levels of government. It further provides building standards and guidelines to ensure orderly and sustainable development.

National Environment Act, Cap. 153

The Act mandates the National Environment Authority (NEMA) to ensure that all developments adhere to acceptable environmental standards, including solid waste management and water and sanitation regulations. Therefore, issues pertaining to garbage disposal and solid and liquid waste generated by the markets must be adequately considered. In addition, some markets are being established in protected areas such as wetlands. Therefore, there is a need to ensure that markets developments are in tandem with the requirements of the National Environment Act, including the preparation of an Environmental Impact Assessment (EIA) to obtain validation from NEMA.

The Investment Code Act, 1991; This Act promotes and facilitates local and foreign investments in Uganda by providing more favourable conditions for investment and establishing the Uganda Investment Authority, among others.

The Trade Licensing Act 2015; is the Principle Law that regulates domestic trade and provides for trading areas where trade is orderly. The Act provides for grading business areas into four (4) grades to accommodate all traders in the Town Boards, Municipalities and Cities according to their different levels of development. The Act also

recognises trade by hawkers or street vendors, travelling wholesalers gazetted areas to trade without creating disorder. The Trade licensing references the Market Act recognising trade in markets, providing stalls and pitches for vendors cheaper than a trade license.

The Persons with Disabilities Act, 2019; Section 15 provides that government shall promote the development, training, and use of sign language, tactile, sign language interpreters, braille, information assistive devices, and technology in all public institutions.

5.1.4 National Policy Frameworks

- i. **Government Policy Guidelines for the Management and control of rural markets facilities constructed under CAIP-1:** The policy guidelines for the management and control of rural market facilities constructed under CAIP-1 give guidance to local governments and market vendors in the newly built rural markets under the Community Agricultural Improvement Programme (CAIP) on how to manage, control and maintain the market facilities within the principles of the Local Governments Act, Public Procurement and Disposal of Public Assets Act and the Markets Act. The objective of CAIP market facilities is to improve marketplace economic and social infrastructure to: induce the marketing of agricultural commodities, enhance the incomes of market vendors and farmers, increase employment, increase customer shopping convenience and increase revenues for Local Governments.
- ii. **The National Employment Policy of 2011** was instituted to create a comprehensive and integrated framework for employment creation. This is because of the growing recognition of the government's need to take the lead in ensuring that the expanding labour force has access to productive employment opportunities. The policy focuses on employment-intensive growth; labour market information; labour productivity and skills; promotion of agriculture and rural employment; improving the informal sector, micro and small-scale enterprises; private sector growth and employment; improving labour administration and labour standards; externalisation of labour; employment of

vulnerable groups and promotion of gender equality; and promotion of youth employment.

- iii. **The Uganda Vision 2040** includes a number of commitments, emerging development opportunities, and global trends that provide a basis and foundation for the realisation of the policy. One of Vision 2040's aspirations is to have unity in diversity and equal opportunities irrespective of gender, tribe, ethnicity, or religion, aspirations for a future in which men, women, youth, children, and persons with disabilities are empowered to participate as equal partners in development, among others.
- iv. **The National Youth Policy, 2016:** The National Youth Policy promotes the principle of equity in the opportunities and distribution of programmes, services, and resources. The policy supports equal access to socio-economic and employment opportunities commensurate with the youth's ability, potential, and needs.
- v. **The Local Content policy, 2017:** in 2017, Cabinet passed the Local Content policy, which prioritises the employment of Ugandans, procurement of Ugandan Companies, and use of locally manufactured goods in all undertakings where funds are used or where the undertaking is a licensable activity. This is aimed at promoting Small and medium enterprises and targeting marginalised groups to ensure their participation in inclusive development.
- vi. **National Development Plan III:** The National Development Plan (NDP III) is the national planning framework's theme: "Sustainable Industrialization for inclusive growth, employment, and wealth creation." The five-year national development plan is focused on transforming the economy from a peasantry into a modern one. The NDP emphasizes economic transformation and wealth creation.
- vii. **National Land Use Policy:** The development of markets directly impacts land use and the ability to use land more effectively. This is underscored by the fact that Uganda is primarily an agricultural country, and thus the land is the primary soul of livelihood for many people. The land use policy in Uganda is, therefore, inseparable from the development of markets. It is argued that the land use policy in Uganda is the main spatial development framework for the country

meant to guide and bring about orderly national development by separating incompatible land uses. The policy recommends practical ways to achieve business competitiveness through land registration rights, titling of ownership, and other activities to be handled at the District level rather than at the Central Government level.

- viii. **National Trade Policy:** The National Trade Policy advocates for effective and efficient institutions, a supportive legal framework, adequate and efficient trade facilitating infrastructure, cross-border trade, regional integration, and appropriate human capital and skills in both the private and public sectors. The trade policy charges the government with the cardinal role of eliminating barriers to trade and providing an enabling environment in which the private sector can thrive and build the capacity to produce quality goods and services competitively, reliably, and on a sustainable basis. The policy further identifies and emphasizes the linkages between the trade and productive sectors (agriculture and industry) for sustainable economic development. The policy also takes care of trade-in services by private sector providers.
- ix. **Micro, Small, and Medium Enterprises (MSMEs) policy 2015** aims to provide a framework for stimulating the growth of sustainable MSMEs through enhanced business support service provision, access to finance, technical and business skills, and the creation of a conducive policy, legal and institutional framework. MSMEs account for approximately 90 per cent of the entire Private Sector, generating over 80 per cent of manufactured output that contributes to 20 per cent of the gross domestic product (GDP). Furthermore, they employ over 2.5 million Ugandans and have been critical in fostering innovation and job creation in the country.
- x. **The National Physical Planning Standards (NPSS):** The National Physical Planning Standards (NPSS) is a Government manual of criteria for determining the scale, location, and site requirements of various land uses and facilities. Here, the criteria for setting up a market and the size of markets are provided. The guidelines define Markets as “premises for the sale of consumable goods including farm produce to the public.” The guidelines state that markets should

be sited on secondary streets in the commercial area, market sites must contain provisions for customer parking (if there is no public car park), servicing and deliveries, and markets must be provided with adequate piped water supply, sanitation facilities, drainage, and waste disposal, as well as covered and hygienic stalls, all to the approval of the local authority. They should be close to public transport services and have lock-up shops for butchers, fishmongers, etc., and stalls for the sale of fresh fruit and vegetables. Public toilets must be provided as well.

5.2 Access to Local Markets Among the Vulnerable and Marginalised Groups

An efficient marketing system is essential as it ensures higher income levels for traders and farmers by restricting the cost of marketing services. (Srivastava, 2012).

This subsection presents the main economic activities of the respondents, average amount earned per month in the past six months, scale of operation, availability of market for the respondents' produce /goods over the past six months, main markets accessed by the vulnerable, means of transport used to access markets and distance to the markets.

However, many vulnerable groups, especially those in rural areas, still struggle to access high-value markets for their products in the Country. They rely heavily on local traders and have little brand recognition. It should be noted that better access to domestic markets allows vulnerable groups with businesses to reliably sell more, with better quality and at higher prices. (IFAD, 2022) This, in turn, encourages them to invest more in their businesses and increase the quantity, quality, and diversity of the goods they produce hence improving their living standards.

5.2.1 Main Economic Activity

During the study, the respondents were asked about the main economic activities they were engaged in, and the findings are presented in Table 5.1 below;

Table 5.1: Percentage Distribution of the Main Economic Activities Vulnerable Groups Were Engaged in

Main economic activity	Freq.	Per cent
Crop farming	797	59.1
Animal farming	303	22.5
Sell clothes	94	7.0
Brick making	45	3.3
Carpentry	38	2.8
Fish farming	17	1.3
Others	55	4.0
Total	1349	100.0

The findings in Table 5.1 above reveal that most of the respondents were mainly involved in crop farming with a percentage share of 59.1%, followed by those engaged in animal rearing with a percentage share of 22.5%. Those involved in other economic activities (*selling clothes, brick making, carpentry, and fish farming, among others*) had the least percentage share of 18.4%.

It should be noted that agriculture is still the backbone of most Ugandans, especially in rural areas. Therefore, having a readily available market, especially for the vulnerable farmers' produce, is vital to help boost agricultural productivity and their incomes which will help improve their livelihoods in the long run.

5.2.2 Average Amount Earned Per Month from the Economic Activities

During the study, the average amount earned by respondents per month for the past six months was assessed, and the findings are presented in Table 5.2 below.

Table 5.2: Distribution on Average Amount Earned Per Month in the Past Six Months

Amount (UGX)	Frequency	Valid Percent
Below 50,000/=	438	35.2
Between 60,000/= and 100,000/=	396	31.7
Between 100,001/= and 300,000/=	237	19.0
Between 300,001/= and 500,000/=	97	7.8

Amount (UGX)	Frequency	Valid Percent
Between 500,001/= and 1,000,000/=	61	4.9
Above 1,000,000/=	17	1.4
Total	1246	100.0

The findings in Table 5.2 above reveals that most of the respondents (66.9%) earned UGX. 100,000 and below per month.

This shows that even when vulnerable groups engage in various economic activities, they cannot attain adequate income to sustain their livelihoods. This situation has resulted in increased poverty and has primarily affected people in rural areas, persons with disabilities, and women.

For example, for lower incomes, that is between UGX. 100,000 and below, women earned these amounts more than men; however, as the income gets higher, that is between UGX. 100,001 to above UGX. 1,000,000, more males were earning higher revenues as compared to the women.

This case is similar for most persons with disabilities and rural and urban dwellers, whereby for higher incomes, that is between UGX. 100,001 to above UGX. 1,000,000 more people in urban areas earned higher incomes than those in rural areas. See *Table 5.3 below*

It should be noted that during the focus group discussions held in the selected districts, most of the respondents, especially the vulnerable farmers (*women, older persons, persons with disabilities, and rural dwellers*), mentioned challenges related to access to markets such as bad roads and middlemen dominating the market as some of the reasons they were earning low incomes from their projects.

..." The market price that keeps on fluctuating is a challenge, the many middlemen available even in open markets cheat us and equally transport coupled with bad roads makes movement difficult in addition to long distances. For example, from here (Okile

parish, Kobulubulu sub-county) to Kaberamaido town where the market is, it is 10km away, many of our people find it difficult to move there...", FGD Kaberamaido district.

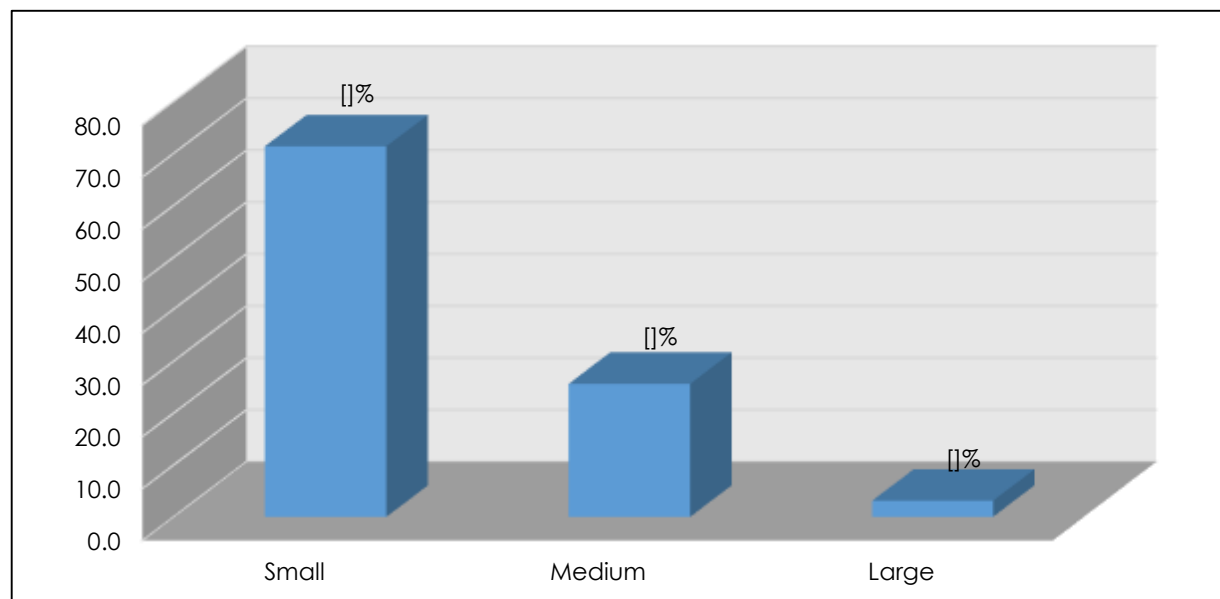
Table 5.3: Distribution of Average Amount Earned Per Month in the Past Six Months by Category of Respondents

Amount	Sex		Residence		Disability	
	Male	Female	Rural	Urban	Disability	No Disability
Below 50,000/=	29.6%	40.5%	38.1%	26.9%	40.0%	34.1%
Between 60,000/= and 100,000/=	30.6%	32.8%	32.3%	29.8%	29.8%	32.1%
Between 100,001/= and 300,000/=	21.2%	17.0%	17.5%	23.6%	17.0%	19.6%
Between 300,001/= and 500,000/=	9.4%	6.3%	7.0%	9.8%	6.0%	8.3%
Between 500,001/= and 1,000,000/	6.9%	3.0%	4.1%	7.2%	6.4%	4.6%
Above 1,000,000/=	2.3%	0.5%	1.0%	2.6%	0.9%	1.4%

5.2.3 Scale of Operation

During the study, the scale of operation was used to mean the size of business operations measured by the business's maximum output with regard to whether they are small, medium, or large. Figure 5.1 below presents the percentage distribution on the scale of operation for the respondents' businesses.

Figure 5.1: Percentage Distribution On Scale of Operation of the Respondent's Businesses



S/N	Main Economic activity	Small	Medium	Large	Total
1	Crop farming products	62.5%	52.6%	12.8%	58.5%
2	Brick making	2.6%	6.2%	0.0%	3.4%
3	Sells clothes	6.8%	9.3%	5.1%	7.4%
4	Fish farming	1.3%	1.6%	0.0%	1.4%
5	Animal farming	14.8%	16.5%	79.5%	17.2%
6	Carpentry	2.4%	4.4%	2.6%	2.9%
7	Others	9.6%	9.3%	0.0%	9.2%
8	Count	899	321	39	1259
9	% within Scale of operation	100.0%	100.0%	100.0%	100.0%

Findings in Figure 5.1 reveal that most businesses were operating on a small scale with a percentage share of (71.3%), followed by those operating on a medium scale (25.6%). Only 3.1% of the respondents' businesses visited were operating at a large scale, mainly those engaged in Animal farming.

Most of the respondents operating on a small scale were smallholder farmers (62.5%), mainly staying in rural areas. During a focus group discussion with farmers in Kassanda district, they mentioned that they did not have access to vehicles, good roads to

transport their produce, and weak or nonexistent market linkages. They further noted that they lacked inputs and technology as well as access to financial services to help them increase production, which would enable them to boost their incomes by improving and expanding their production.

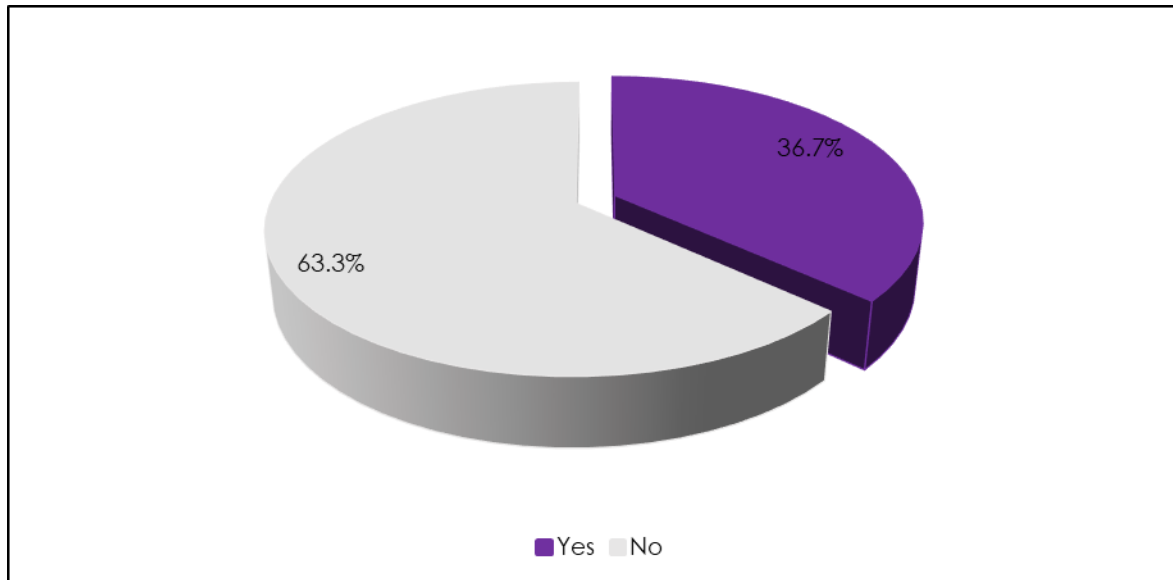


EOC research team interacting with some of the coffee farmers in Kassanda district

5.2.4 Availability of Market for the Respondents' Produce/Goods Over the Past Six Months

During the study, respondent's/business owners were asked whether they found a market for their produce in the last six months, and the findings are presented in Figure 5.2 below.

Figure 5.2: Percentage Distribution on Whether Respondents Found Market For Their Produce in the Last Six Months



Findings in Figure 5.2 above reveal that most of the respondents (63.3%) had not found a market for their products in the past six months. This was mainly attributed to the closure of markets and limitations in transport due to Covid-19 pandemic.

During the study, the vulnerable groups of people, especially those practising farming, suffered significant losses during the pandemic due to the closure of markets and limitations in transport. They also mentioned another challenge: the lack of storage facilities to cater for the perishable goods like tomatoes, mangoes and pineapples. Beans and maize were also affected by weevils due to lack of proper storage facilities; hence farmers suffered losses.

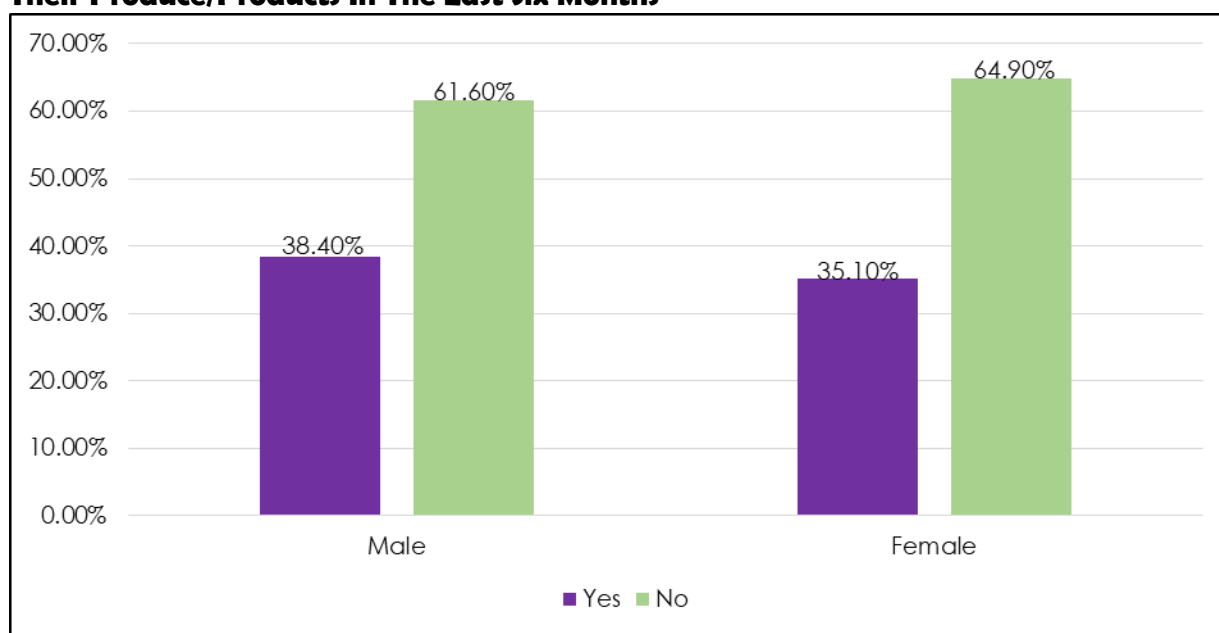
During a focus group discussion with farmers in Gomba District Kabulasoke sub-county, it was conveyed that... *"most smallholder farmers in the district cannot access efficient storage facilities if they want to wait for prices of their products to rise. This forces farmers to sell their harvest to the nearest available trader at low prices, which also increases post-harvest losses and limits the opportunity for farmers to increase their sales incomes"* FGD Gomba district

Furthermore, during a key informant interview with an Officer from Kassanda district, she stated that; ...*"Covid-19 affected the demand and operation of markets within the*

district which caused a setback for so many farmers in the rural areas especially the vulnerable with no other sources of income. As a result, the prices of so many commodities such as maize and beans drastically dropped, livestock markets were often closed and reopened, and other businesses also faced reduced demand for their goods due to the buyers' low purchasing power..."

Further analysis was made about gender, and the findings are presented in the Figure below;

Figure 5.3: Percentage Distribution by Sex and Whether Respondents Found Market for Their Produce/Products In The Last Six Months



With regard to sex, findings reveal that more males (38.4%) compared to females (35.1%) had found market for their produce in the last six months. However, it should be noted that as women enter markets and engage in production, they face different constraints than their male counterparts. Social and cultural prohibitions assign productive and reproductive roles to men and women, limiting their access to markets and restricting their occupational and sectoral mobility (OECD, 2007).

5.2.5 Main Markets Accessed by the Vulnerable

In Uganda, the most vulnerable groups, especially women, older persons, youth, and persons with disabilities, are engaged in agriculture production and some trading activities. Therefore, access to markets is vital in increasing their income and improving their livelihoods. Thus, the main markets accessed by the vulnerable were assessed, and the findings are presented in Table 5.4 below.

Table 5.4: Percentage Distribution of Main Markets Accessed by the Vulnerable

S/N	Markets accessed	Frequency	Valid Percent
1	Daily markets	502	39.2
2	Middlemen	304	23.8
3	Take products/ produce to weekly markets	277	21.6
4	Cooperatives	16	1.2
5	Sell to the main market	77	6.0
6	Online markets	4	0.3
7	Others	100	7.8
8	Total	1280	100.0

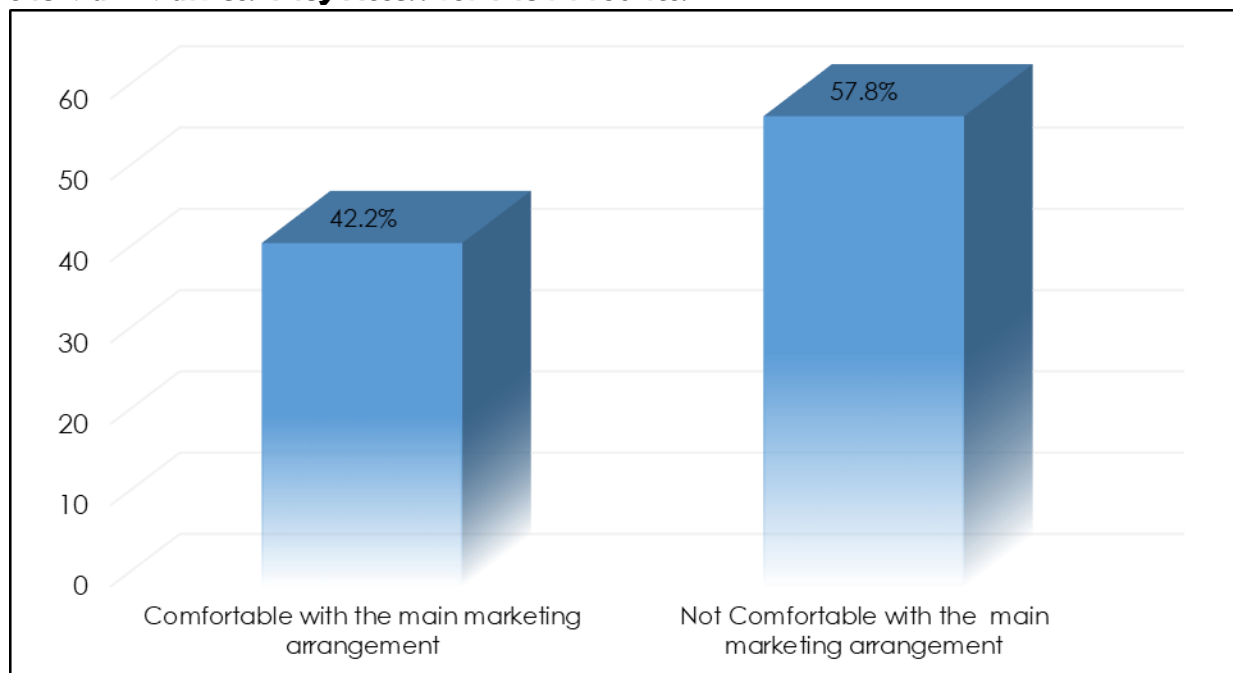
Findings in Table 5.4 above reveal that (39.2%) of the vulnerable groups used daily markets to sell their products, followed by those that used middlemen (23.8%) and weekly markets (21.6%). Important to note was that only 1.2% used cooperatives, and 0.3% used online marketing arrangements.

During an FGD, coffee farmers in Kassanda District mentioned that... *“Uganda used to have a very vibrant cooperative movement, and farmers gained relatively better than they do today.”* Indeed, most farmers the research team interacted with across the districts were not part of a Cooperative Society.

In addition, it was found that farmers are not price makers but price takers because, despite their hard work, they do not participate in determining the prices for their produce. Instead, they are expected to accept the prices offered to them by middlemen and other players in the market, who often capitalize on farmers' illiteracy and lack of awareness to exploit them. Furthermore, respondents were asked whether

they were comfortable with the main markets they accessed for their products, and findings are presented in Figure 5.4 below.

Figure 5.4: Percentage Distribution on Whether Respondents Were Comfortable with the Main Markets They Access for Their Products



Findings reveal that majority of the respondents, who were mainly farmers were not comfortable with the main markets they were accessing (57.8%), while 42.2% of the respondents mentioned they were comfortable, and these were mainly traders dealing in clothes and carpentry products.

Case Story on Farmers and Middle Men in the Districts Visited

In Kaliro district, Kaliro Town council, some farmers mentioned that they had opportunities to negotiate with middlemen the prices for their produce. They were able to negotiate because they were well-armed with accurate information about the conditions of the markets. Those in the nearby town centres researched price information on the market via phone calls with storekeepers in Kaliro town, where middlemen re-sell their produce. Equipped with this information, the vulnerable small-scale farmers could stand firm against middlemen who attempted to offer them lower prices than they consider fair. Therefore, farmers' bargaining power was further amplified by their proximity to Kaliro town, where they could easily obtain information or even sell their produce when negotiations with middlemen failed. However, this

was not the case for most smallholder farmers in rural areas who lived in villages with poor road access to markets, making middlemen their best alternative.

In several districts, especially in the rural areas that the research team visited, for example; Kassanda, Gomba, Bulambuli, Butaleja districts among others, it was found that middlemen were mainly involved in cheating farmers by tampering with weighing scales in the process of buying produce. For example, they would use two different weighing scales when buying from farmers and selling to storekeepers. When middlemen do this, they can cheat farmers by gaining higher quantities of produce for lower prices. When they sell to storekeepers, middlemen use a different scale, this time reflecting a more accurate account of what exactly farmers supplied. This practice was common among middlemen who offered farmers a slightly higher price margin.

A key informant in Kaberamaido district mentioned that farmers do not market their produce simply because they have middlemen who are doing the marketing for individual farmers. Therefore, as a result, they tend to cheat the end farmers by not giving them the essential information on the prices so that they can make personal profits.

..." Some middlemen all over under value the produce because they want to dominant the market by getting high profits. Furthermore, we have to walk long distances to locate buyers, and most farmers cannot afford to hire cars to transport the produce to the market; a boda-boda man can even ask for UGX. 10,000, of which the sim-sim the farmer is taking to the market might even be less than UGX. 10,000..."

Indeed, some vulnerable farmers had attempted to skip the middleman level in the marketing chain. However, middlemen work hard to block farmers from accessing levels above them in the marketing chain.

During a focus group discussion in Gomba district, a case story of a peasant farmer, who was a fathers of a middleman was shared. As a middleman, the son expected the father to sell his produce to him. Instead, in pursuit of a better price, the father decided to take his produce directly to the storekeeper. Upon learning of his father's move, the son quickly contacted the storekeeper whom instructed to 'treat his father as a farmer. This meant that they should not give him the price they offer to middlemen, that they should treat him essentially so that he is so frustrated that he never wants to try it out again. In their dishonesty, middlemen, storekeepers, or

even large buyers create a very hostile environment for smallholder farmers attempting to access higher levels of the marketing chain, forcing them to deal only with middlemen.



Women in Rubirizi district tying butches (each equivalent to a kilogram) of onions. The butches are sold as low as 300 Uganda shillings each to middlemen and yet in the market it is between UGX 3000 TO 5000.

5.2.6 Means of Transport Used to Access Markets

Access to reliable transportation can contribute to the economic development of rural communities. However, when transportation is unavailable or unaffordable, the outcome can be devastating, preventing people from carrying out trade efficiently and preventing them from receiving critical supplies and services, threatening their economic stability.

Respondents who transported their goods to the markets were asked about the transport means they used, and the findings are presented in Table 5.5 below.

Table 5.5: Percentage Distribution of Means of Transport Used to Access Markets

S/N	Means of transport	Percentage
1	Own private means of transport (Vehicle)	7.7
2	Own private means of transport (motorcycle)	10.8
3	Own personal means of transport (Bicycle)	16.9
4	Walk to the market	30.8
5	Rely on hired transport, e.g., taxis	26.5
6	Others	7.3
7	Total	100.0

Findings in Table 5.5 above reveal that (30.8%) of the respondents walked with their goods to the market, followed by those that relied on hired transport and those that used their bicycles at 16.9%.

The vulnerable people who interacted with EOC revealed that most of the roads in the rural communities were in a poor state, which affected the movement of goods and services to the markets.

A good road network is key in providing market linkages for rural traders and farmers. However, poor road infrastructure in rural communities does not only affect the production and distribution of goods but also negatively impacts the development of rural areas. For instance, the poor road conditions in rural communities make it difficult for farmers to access interventions and services such as financial assistance, training and education, extension services, and other forms of support for rural dwellers. As a result, rural farmers are further impoverished.

Fixing the poor state of roads in rural areas will directly impact the productivity of vulnerable farmers and traders who cannot afford strong and expensive vehicles to transport their goods.

Text box 1: Respondents' Reactions on Transportation of Goods to The Markets

- ✓ *The greatest challenge affecting farmers' and traders' access to markets in Nakaseke district is the poor road infrastructure. All roads within the district are murrum roads, very dusty during dry weather, and become impassable during the rainy seasons. This has affected the transportation of goods and merchandise to the main markets. K.I.I Nakaseke district.*
- ✓ *The marginalized groups (youth, women, older persons, and persons with disabilities) find it difficult to access markets because their transport network within the sub-county is poor. This impedes movement or transportation to where market centres exist. K.I.I Kassanda district.*
- ✓ *Many roads have been poorly surfaced and severely damaged during the rainy seasons, so it is hard and expensive for people to transport their produce to the market area. K.I.I Kaberamaido district.*
- ✓ *Transport during the rainy season is terrible for both the producer and the buyer; as such, both cannot access the market areas. During the rainy season, we face transport problems, especially in the upper Bulambuli. At this time, it is difficult for farmers to access markets because of the bad roads. K.I.I Bulambuli district.*
- ✓ *Our nearest market is Mbale which is about 28-30kilometers. The farmers must transport the rice from the garden to the mills and then to Mbale. The transport costs are high because they use trucks. In addition, the farm roads are inadequate, so the people who carry rice move on a bridge, which is risky for them, and transporters charge them highly. FGD Butaleja district.*



A slippery road in Kassanda district makes transportation of goods difficult, especially during the rainy seasons.



Chairperson LC III Kisinga Sub-county shows the Equal Opportunities Commission research team a collapsed bridge that makes transportation of goods difficult in Kanyampara village, Kasese district. Across, a vehicle struggles to cross the river under the collapsed bridge.

5.2.7 Distance to the Market

Distance to the market for farmers and traders affects the cost of inputs, transportation costs, and the price farmers receive for outputs. During the study, distance to the market was assessed, and the findings are presented in Table 5.6 below.

Table 5.6: Percentage distribution of distance to the markets

S/N	Distance to the market	Frequency	Per cent
1	Less than 2 kilometres	349	31.4
2	Two to four kilometres	277	24.9
3	Five to seven kilometres	386	34.7
4	Above 7 kilometres	99	8.9
5	Total	1111	100

Findings in Table 5.6 above reveal that (34.7%) of the respondents mentioned that they moved a distance of five to seven kilometres, followed by those that moved a distance of less than two kilometres (31.4%) to the market.

It should be noted that the longer the distance from the farm to the marketplace, the more difficult and costly it will be to access the market. Due to the long distances to access markets, respondents, especially farmers, mentioned that they could not afford to transport the goods/produce due to high transport costs. This forced them to sell to middlemen who set prices in their favour, marginalising the vulnerable since the prices of the middlemen are usually low. The situation is worse for farmers with disabilities who high head costs.



EOC Research personnel interacting with a respondent who was narrating the challenges she faces in accessing the market due to the long distances.

5.3 Access to Capital

Capital refers to anything a business or business owner can use to generate more value. Capital often relates to cash and other assets, such as financial securities, real property, investments, or intellectual capital. (Masterclass, 2021). For this study, the primary sources of capital considered were (i) credit, (ii) land, (iii) skills, and (iv) electricity.

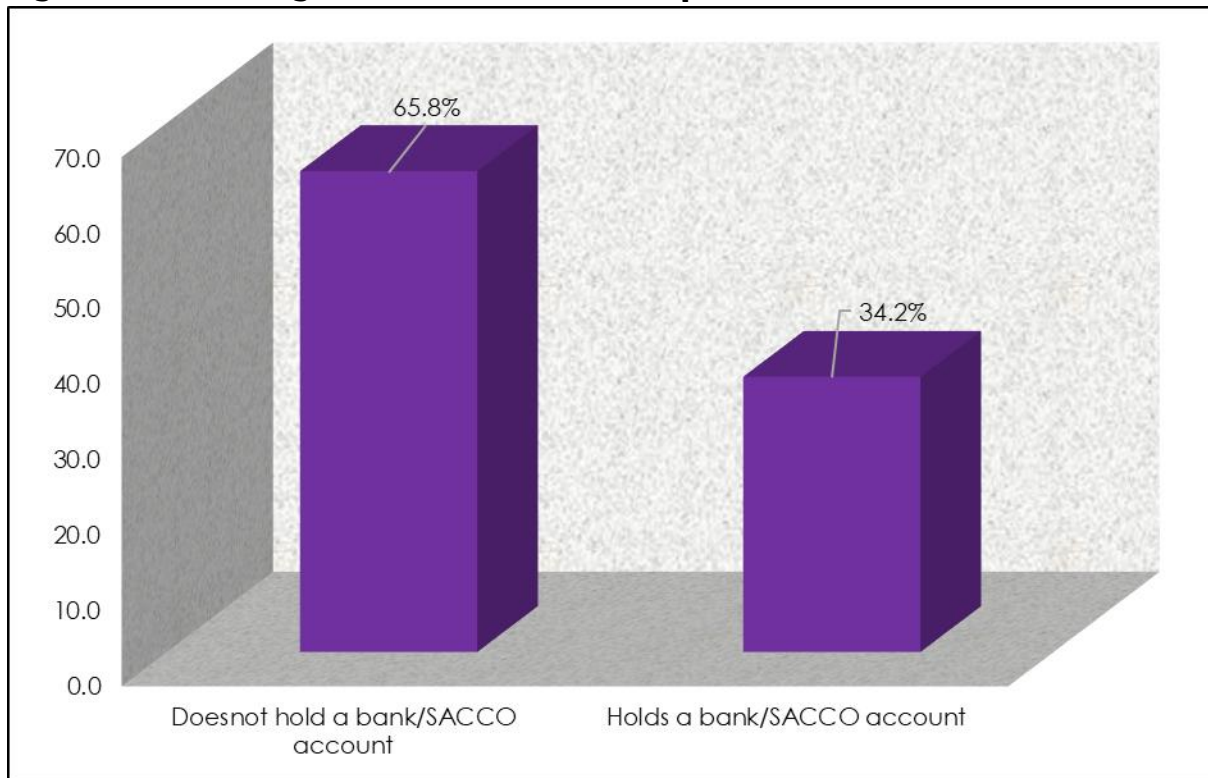
Access to capital among vulnerable groups of people is essential when starting or growing a business to facilitate the development of the economy. Entrepreneurship is vital in creating opportunities for the most vulnerable groups, especially those in rural areas. For example, business ownership can provide additional employment opportunities, which may be particularly important in the low-income distribution where wage employment opportunities are more constrained. (ILO, 2009).

This subsection, therefore, presents findings on access to capital, particularly on: whether respondents held an active Bank/SACCO account, Awareness of sources of credit, Access to land, Access to electricity, and Possession of any vocational/technical skill(s).

5.3.1 Hold an Active Bank/SACCO Account

Financial inclusion for all, in terms of providing access to Financial Services at an affordable and sustainable cost, must be a key part of Governments' policy response. Therefore, during the study, respondents were asked whether they owned bank/SACCO accounts, and the findings are presented in Figure 5.5 below.

Figure 5.5: Percentage Distribution of Ownership of Bank/SACCO Accounts



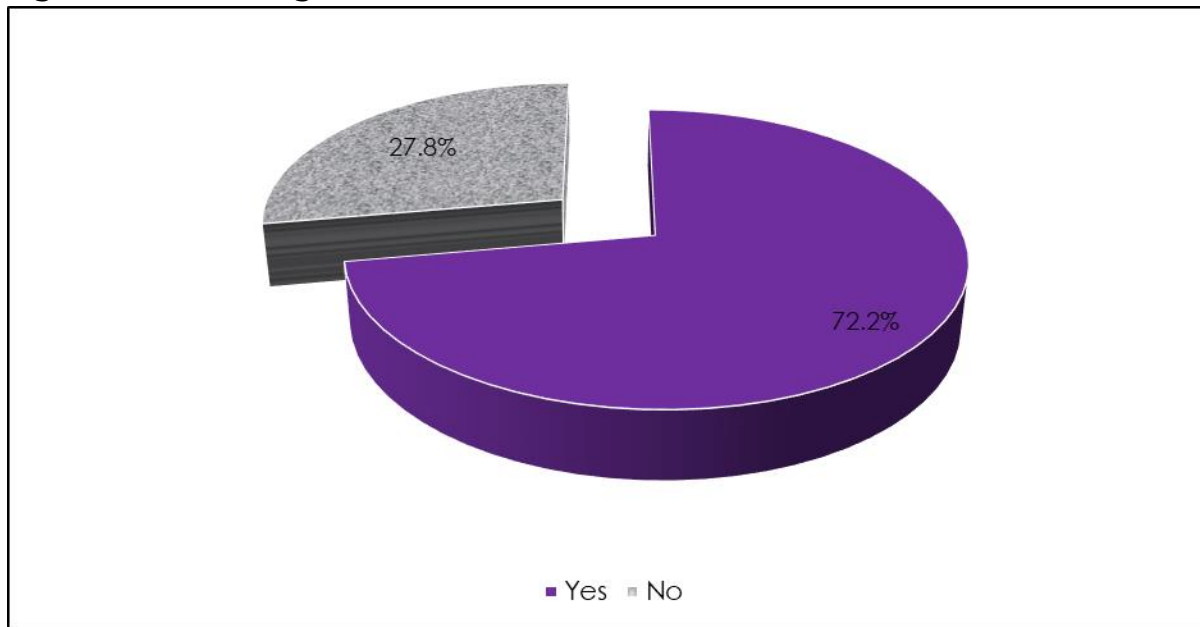
Findings in Figure 5.5 above reveal that most of the respondents (65.8%) did not hold a bank/SACCO account, while 34.2% did.

As shown in the figure above, it should be noted that most of the vulnerable groups have no access to banks and other mainstream financial services, which creates an enormous hurdle on their way to self-reliance and economic independence. Without a bank account, they lack a safe place to save and receive money and have much fewer options to access loans/credit as sources of capital. Generally, without such services, the vulnerable groups cannot fully participate in the country's economy or build a stable life for themselves and their families.

5.3.2 Awareness of sources of credit

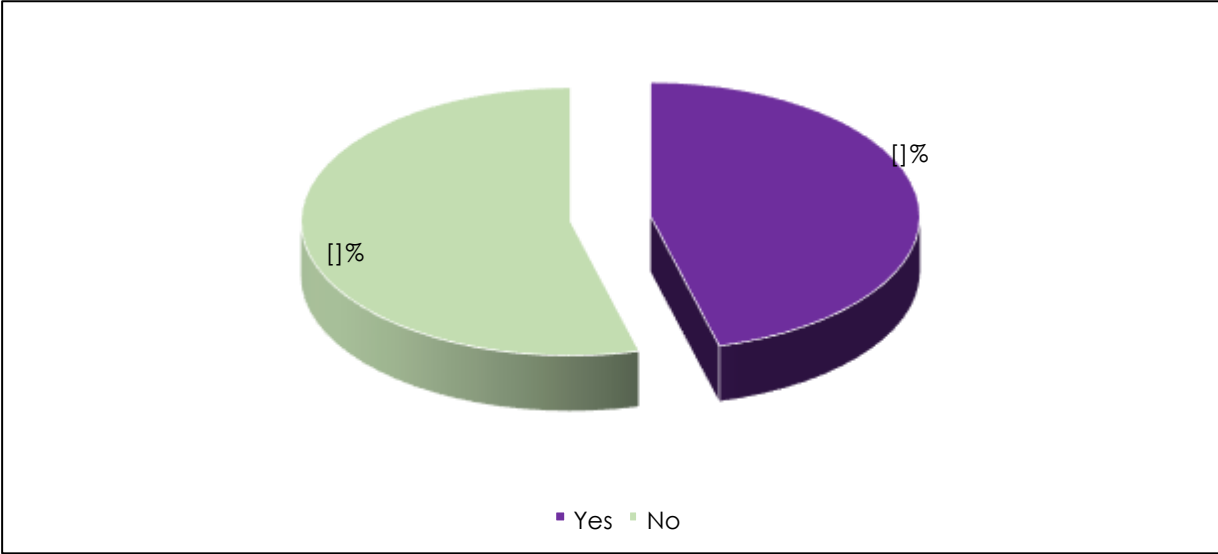
Access to credit can boost job creation, raise income, reduce vulnerability and increase investments in human capital. Common sources of credit include; *commercial banks, savings and loans associations, credit unions, SACCOs, Money lenders, Microfinance, and Government Programmes*. During the study, respondents were asked whether they were aware of sources of credit, and the findings are presented in Figure 5.6 below.

Figure 5.6: Percentage Distribution on Level of Awareness On Sources of Credit



Findings in Figure 5.6 above show that most of the respondents (72.2%) were aware of the sources of credit while 27.8% were unaware. Further analysis was made to ascertain whether the respondents were accessing credit as a source of capital, and the findings are shown in Figure 5.7 below;

Figure 5.7: Percentage Distribution On Access Credit When Needed



Have you ever accessed credit to start or boost your business	Disability		Sex		Age			
	Disability	No Disability	Male	Female	Children	Youth	Adults	Older persons
Accessed credit	45.5%	46.3%	47.7%	44.7%	-	43.9%	49.8%	42.3%
Never accessed credit	54.5%	53.7%	52.3%	55.3%	100.0%	56.1%	50.2%	57.7%

Findings in Figure 5.7 above reveal that most respondents (54.1%) did not easily access credit when needed, while 45.9% could access it. Regarding sex, more males (47.7%) were able to access credit compared to females (44.7%). In contrast, with respect to age, more adults (49.8%) were able to access credit compared to the youth and older persons (43.9%: 42.3%, respectively); With regard to disability status, more persons without disabilities (46.3%) accessed credit compared to those with disabilities (45.5%).

These findings reveal that majority of the vulnerable groups did not easily access credit when they needed it. The respondents were further asked reasons as to why they were not able to access credit, and the findings are presented below;

- i. Lack of collateral (*property, land, consumer goods, viable businesses, among others*) was cited as one of the biggest challenges that prevented vulnerable groups from accessing credit. The effects of lack of security for credit were that it becomes difficult to start or expand businesses leading to slow growth.
- ii. High-interest rates are charged on credit; Financial Institutions have set their product prices high to make returns. Consequently, vulnerable groups of people who are low-income earners labor with the decision to borrow at these unaffordable high-interest rates even when the decision is made paying back become a big challenge.
- iii. Vulnerable groups faced challenges of inability to access information and social networks, which hindered their access to credit. In addition, most reported lack of information and clear communication channels with capital providers since they did not have access to phones, radios, televisions, and other communication means.
- iv. Some vulnerable groups revealed that they were despised by bank officials and denied loans because of their nature vulnerability.
- v. Most of the vulnerable groups mentioned that due to lack of adequate capital, they invest low profit income-generating activities that are insecure. This, therefore, makes it difficult for them to access credit.



EOC staff interacting with a person with a disability

Furthermore, the respondents who could access credit were asked about the sources, and the findings are presented in table 5.7 below.

Table 5.7: Percentage distribution of sources of credit for the vulnerable groups

Financial Source	Frequency	Valid per cent
Bank	110	18.3
SACCO	227	37.8
Friends/family	127	21.2
Money lenders	45	7.5
Microfinance	38	6.3
Government Programmes	12	2
Others	41	6.8
Total	600	100

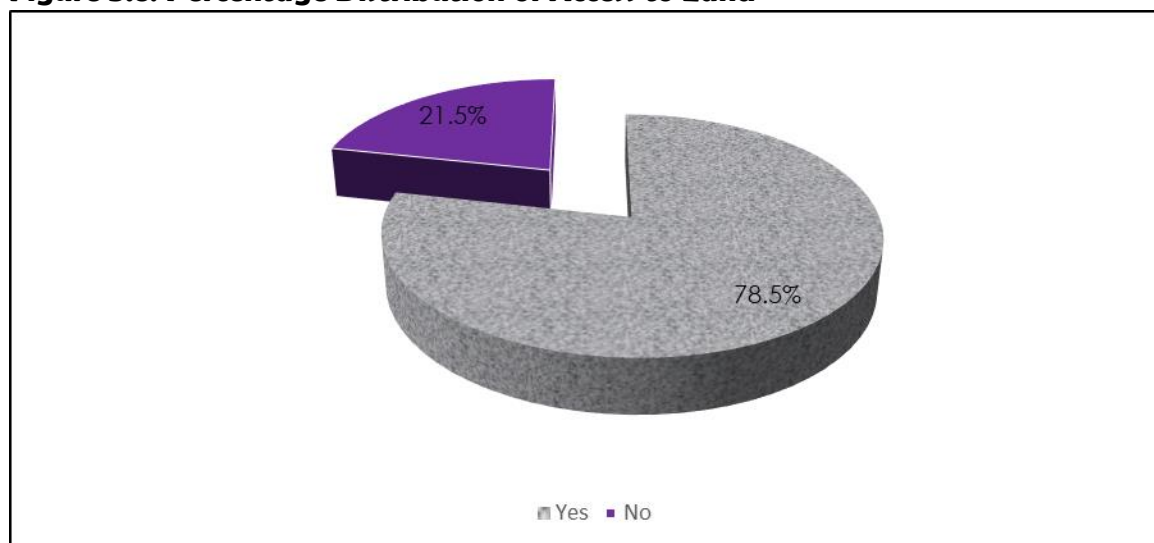
Findings in Table 5.7 above reveal that (37.8%) of the vulnerable persons would go to SACCOS if they had a financial need, followed by those that would go to friends/family (21.2%) and banks (18.3%).

Important to note was that only 2% of the vulnerable persons relied on projects from Government livelihood programmes in case they needed credit. This shows that majority of the vulnerable persons were not accessing these programmes. Since these programmes (YLP, UWEF, persons with disabilities grant, among others) are going to be shifted and implemented under the PDM, massive sensitization/awareness campaigns among the vulnerable groups on the existence of these programmes should be prioritized such that the livelihood programmes are known and accessed by the intended target beneficiaries.

5.3.3 Access to Land as Source of Capital

As is with most societies, land in Uganda is equated with wealth, social status and power and provides the basis for food, shelter, access to capital and other economic activities (OXFAM, 2014). In addition, land is an important source of capital essential for human existence. It contributes significantly to the country's social-economic transformation and development as one of the vital resources where women and men derive their livelihoods. During the study, access to land was assessed, and the findings are presented in Figure 5.8 below.

Figure 5.8: Percentage Distribution of Access to Land

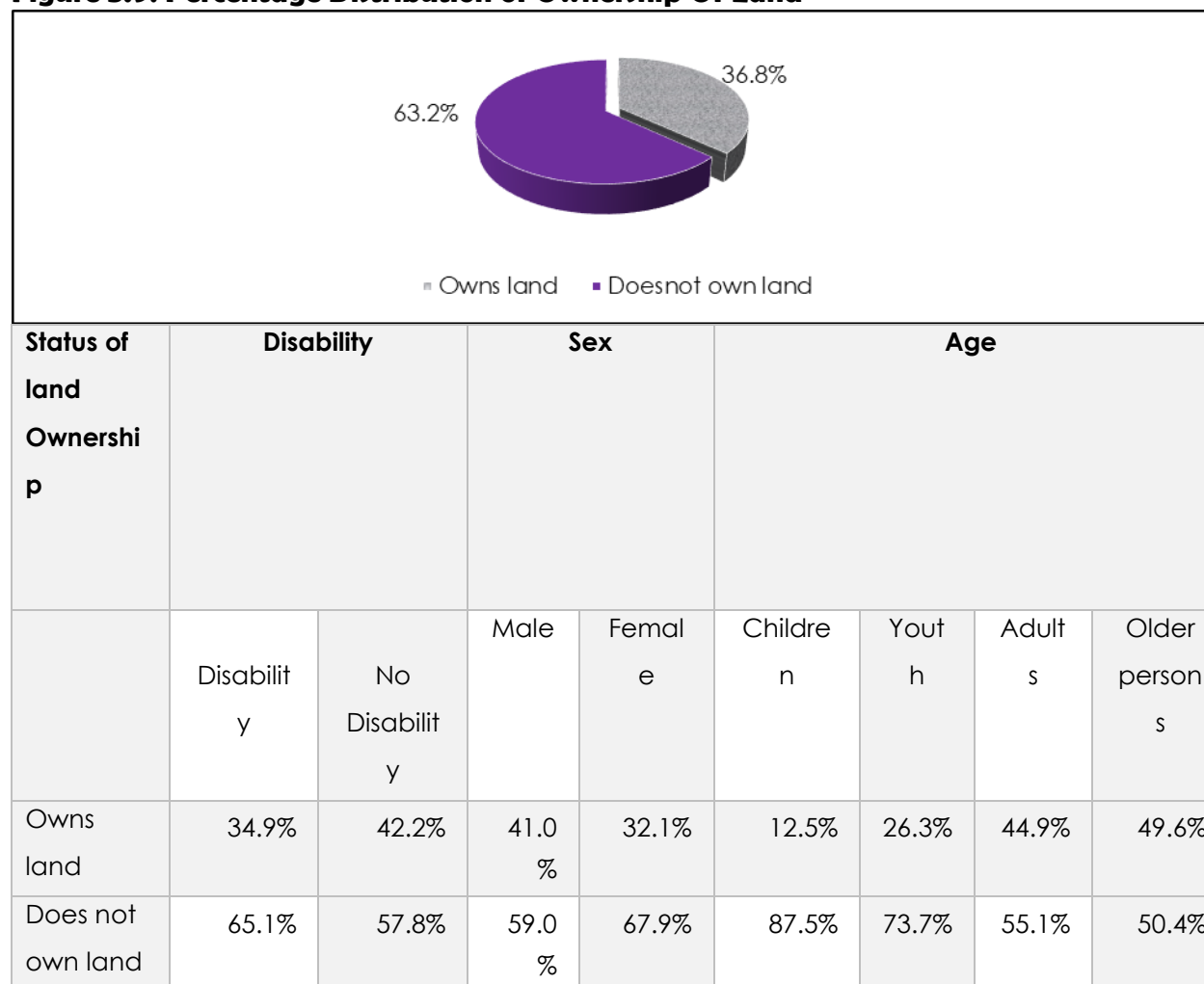


Findings in Figure 5.8 above reveal that majority of the respondents (78.5%) had access to land.

During a focus group discussion in Butaleja district, it was argued that women could only enjoy land access, not ownership. Respondents mentioned that majority had the right to use the land for residence or agricultural activities comprising cultivation and the grazing of animals in addition to the collection of minor forest products with consent; however, they could not own it, which limited their access to capital.

Findings in Figure 5.9 below show the percentage distribution of land ownership by different categories of respondents.

Figure 5.9: Percentage Distribution of Ownership Of Land



Findings in Figure 5.9 above reveal that most of the respondents (63.2%), especially the vulnerable groups, did not own land. For example, disaggregation by category of respondents showed that more persons without disabilities (42.2%) owned land compared to persons with disabilities (34.9%), and more male respondents (41%) owned land compared to the female (32.1%). In comparison, more older persons (49.6%) owned land compared to the youth (26.3%) and children who were heading households(12.5%).

One of the key informants in Kaberamaido district mentioned; ...“We have two types of land ownership here in Kaberamaido, Traditional or communal ownership where families and Private land ownership own land. The issue with communal land ownership is that the system does not favour gender balance. Women are not allowed to own land or have full control over it; only men are allowed to take charge of the land, which affects access to capital among the women...”

It should be noted that control and ownership of valuable assets, such as land and property, are important sources of capital in communities and within households. When vulnerable groups have more control over land, it not only empowers them to make decisions on land use but also allows them greater bargaining power and economic opportunities, including access to capital, credit, and markets, among other opportunities.

The Commission commends the Government of Uganda for enacting the Succession Law, which advances women's rights to land and natural resources in economically developing countries globally.

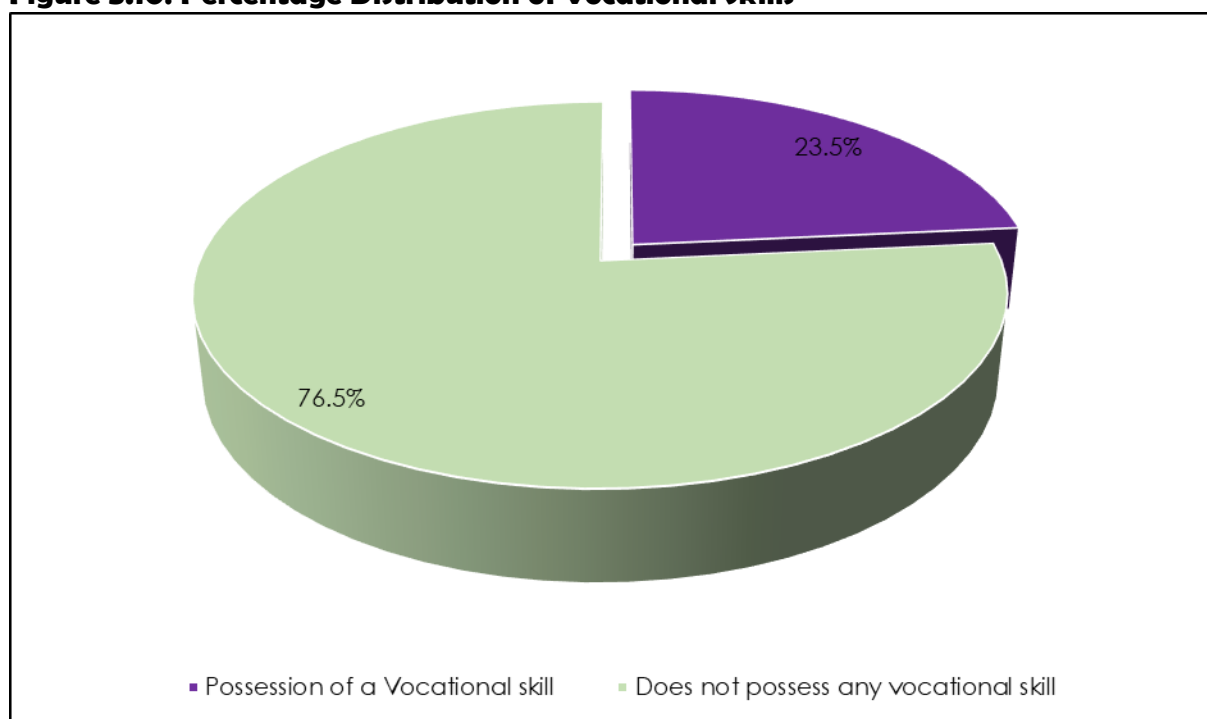
However, more deliberate efforts should be made by the Government to ensure that vulnerable groups of people have secure land rights, which are a vital part of an enabling environment that empowers them, promotes inclusive economic growth, and reduces extreme poverty through more accessible access to capital and credit among others.

Suppose land tenure, control, and ownership decisions are more inclusive and consider the interests of the poor and vulnerable. In that case, this will enable the Country to achieve national and international development targets.

5.3.4 Possession of Vocational/ Technical Skill(\$)

Possessing vocational skills for all categories of people, especially vulnerable groups, is an important source of capital. For this reason, improving skills is a central concern of National Governments. Respondents were asked whether they had any vocational skills as a source of capital, and the findings are presented in Figure 5.10 below.

Figure 5.10: Percentage Distribution of Vocational Skills



Findings in Figure 5.10 above reveal that most respondents did not possess any vocational skills, with a percentage share of 76.5%. On the other hand, 23.5% of the respondents had attained vocational skills, mainly attributed to government skilling programmes for vulnerable groups like skilling Uganda and DIT, among others.

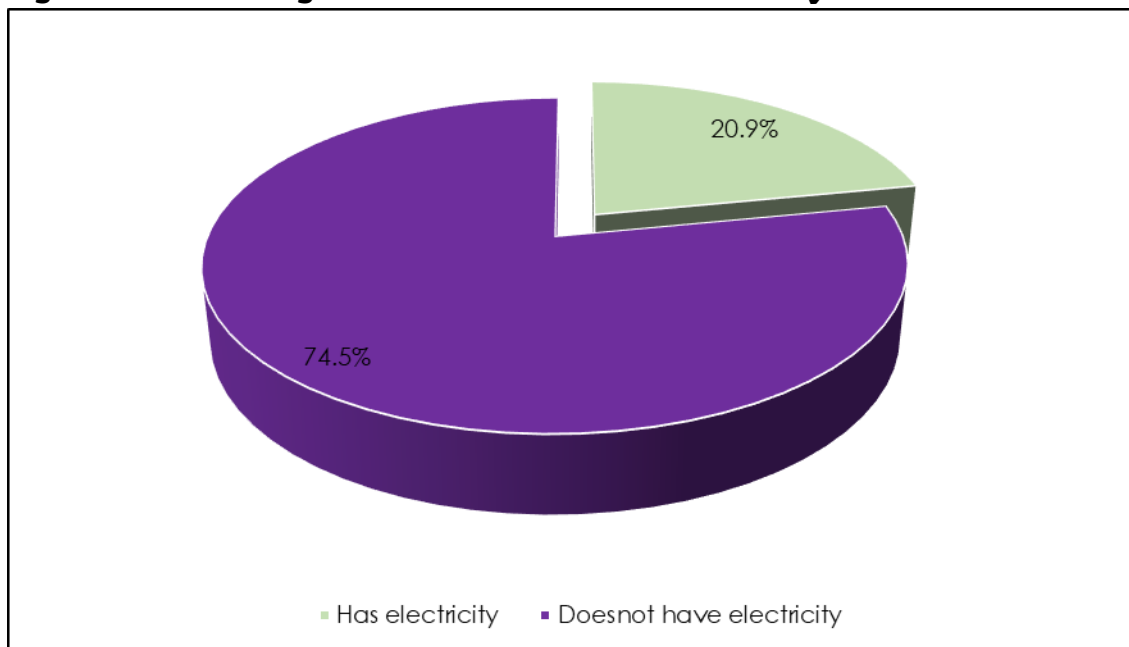
It should be noted that vocational education is an important form of capital, and when acquired, one can easily get a source of income if one uses the skills. However, as seen in Figure 5.10 above, most of the respondents, especially the vulnerable, did not possess

any vocational skills. Therefore, Government should put more effort into providing vocational education to vulnerable groups of people because Vocational programmes are important in delivering training that aims to increase vulnerable groups' skills and facilitate access to job opportunities. In turn, these improvements in skills and employability may increase vulnerable groups' employment status, especially for persons with disabilities and women, reducing occupational segregation by improving access to occupations traditionally dominated by men and persons without disabilities.

5.3.5 Access to Electricity

Access to electricity is increasingly recognized as a key enabler of economic growth and poverty reduction in developing countries. Electricity can drive economic and social development by increasing productivity, enabling new types of job-creating enterprises and increasing capital access (IDA, 2015). During the study, the availability of electricity was assessed, and the findings are presented in Figure 5.11 below.

Figure 5.11: Percentage Distribution of Access to Electricity



Findings in Figure 5.11 above reveal that majority of the respondents (74.5%) did not have access to electricity, while 20.9% were accessing it.

Those that had access to electricity mentioned that the availability of electricity had triggered new economic activities in the residence communities, for example, carpentry, shops, bars among others, which helped them build or increase their sources of capital.

In these villages, it was observed that there were also several micro-enterprises that did not use electricity for production because of a lack of capital to invest in installation and connection to grid electricity service much as they needed. The majority said they lacked capital and had high initial connection fees for electricity services, and others said they lacked effective transport and communication systems. These factors are among those that hindered the establishment of SMEs, limiting the growth of the capital base of those vulnerable persons.

5.4 Recommendations with regard to access to markets

Through the Ministry of Agriculture, the government should establish storage facilities for vulnerable farmers to keep their produce safe when the market is not favorable.

The government should regularly avail accurate market information through radio programmes. Such information can easily be passed on to farmers, to make them aware of current market prices and trends.

Government should avail funds to the Local Governments through the commercial and production departments to sensitize farmers and provide them with skills to produce better quality products, thus attracting a wider market.

To tackle poor infrastructure in the country, the Government should allocate adequate funds to improve the feeder road network in order to facilitate farmers in selling their produce.

The Local Governments should endeavour to set up more rural markets so that the rural population does not have to travel long distances to access markets. In addition, telephone companies should be given incentive to improve communication between entrepreneurs and their customers.

Government should regularly announce indicative prices based on the cost of production. This will protect farmers by middlemen as well as address the issue of fluctuating prices.

Government should revive co-operatives that can easily carry out collective bargaining and bulk marketing and selling. They can also attract funding and subsidies to increase farmers' profits.

Government through Ministry of Trade should explore international markets like with Governments of Djibouti and Congo for the vulnerable farmers which will improve prices and encourage production.

The Commission recommends that concerned Ministries of Agriculture and Trade should sensitize the farmers and also equip them with ICT skills to access market information

Government through Ministry of Trade and UNBS should constantly monitor weighing scale in the market and punitive measures taken for those involved in cheating farmers

Recommendations with Regard to Access to Capital

Government should put more effort into providing vocational education to vulnerable groups since vocational programmes are important in delivering training that aims to increase vulnerable groups' skills and facilitate access to capital and job opportunities in the long run.

The Government should make deliberate efforts to ensure that vulnerable groups have secure land rights, which are a vital part of an enabling environment that empowers them, promotes inclusive economic growth, and reduces extreme poverty through more accessible access to capital and credit, among others.

CHAPTER SIX

STATE OF EQUAL OPPORTUNITIES IN THE SOCIAL DEVELOPMENT SECTOR FOCUSING ON SPECIAL GRANT FOR PERSONS WITH DISABILITIES



6.0 Introduction

According to the United Nations Convention on the Rights of Persons with Disabilities (CRPD), persons with disabilities include individuals with long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

The Uganda Persons with disabilities Act 2020 defines disability as permanent or substantial functional limitation of daily life activities caused by physical, mental or sensory impairment and environmental barriers resulting in limited participation. Schedule 4 of the Act lists seven categories of disabilities: Physical disability caused by cerebral palsy, amputation of a limb, paralysis or deformity; Hearing disability including deafness and hard of hearing disability; Visual disability including blindness and low vision; Deaf disability; Mental disability including psychiatric disability and learning disability; Little people and Albinism.

According to WHO and World Bank (2011), Persons with disabilities make up the world's largest and most disadvantaged minorities. Internationally, about 15% of the world population lives with some form of disability, of whom 2%-4% experience significant difficulty functioning. Relatedly, 12.4% of the Ugandan population lives with some form of disability, implying that approximately 4.5 million Ugandans are persons with disability (UBOS, 2016). An estimated 20% of the world's poorest persons are those with disabilities. While poor people are significantly more likely to acquire disabilities during their lifetime, disability can result in poverty since persons with disabilities often face discrimination and marginalisation. The majority face enormous economic, political, and social barriers that harm their physical, economic, social and intellectual development and well-being. Many do not have access to basic needs such as health and education and experience multiple deprivations within their families.

Consequently, Uganda's Vision 2040 and its attendant National Development Plans outline the Government's commitment to expanding social protection as a strategic tool for reducing poverty and vulnerability, enhancing household resilience to shocks and supporting Human Capital Development for sustainable and inclusive growth. Social protection aims to reduce imbalances to eliminate discrimination and

inequalities against any individual or group of persons and take affirmative action in favour of the marginalised. This is in line with Article 4 of the UN Convention and effective participation and inclusion in society.

The Government designed a special grant for persons with disabilities to address livelihood challenges and improve their incomes by providing an opportunity to enhance financial inclusion, promote entrepreneurship, reduce poverty and effectively participate in the country's economic development.

For the last three years, the programme has been managed at two levels, at the National and Local Government levels – unlike the previous seven years when it was run at the National level. Notably, the programme's name has changed from the Disability Grant to the National Special Grant (NSG) managed by the Ministry of Gender, Labour and Social Development (MGLSD) or the Local Special Grant (LSG) managed by the District.

The LSG has been in operation for over ten years, while NSG has existed for three years. The Ministry of Gender, Labour and Social Development (MGLSD) is the Lead Agency responsible for providing the programme's technical guidelines, coordination, supervision, monitoring and evaluation to ensure compliance. At the local level, the programme is implemented at the District and Sub County levels through the Department of Community Development. The department is responsible for mobilisation and sensitisation of the beneficiaries, beneficiary selection, facilitating programme preparation, appraisal and approval of projects, and monitoring and supervision. The challenge, however, is that the programmes are not yet well popularised amongst different persons with disabilities leading to non-participation.

Equitable access to special Grant for persons with disabilities will significantly impact the economic well-being of persons with disabilities and their caretakers' empowerment and opportunities, with wider positive effects for their families and communities. This will lead to the realisation of the current NRM manifesto and SGD goal of leaving no one behind.

This chapter, therefore, presents the state of equal opportunities in the social development sector, focusing on accessibility to special Grant for persons with disabilities.

6.1 Legal and Policy Frameworks on Special Grant for Persons with Disability

This sub-section reviews the legal and policy frameworks relating to the Special Grant for Persons with Disabilities programme under the Social Development Sector that targets persons with disabilities and their caretakers.

The Constitution of the Republic of Uganda, 1995 (as amended) has provisions commanding the enactment of enabling laws and policies empowering the vulnerable and marginalised persons. It upholds the Rights of all Ugandans, including those of persons with disabilities. The same Constitution provides for Affirmative action for marginalised persons. Article 21 prohibits discrimination against people with disabilities, meaning that all persons with disabilities should be considered in all livelihood programmes of Government and other Development Programmes without discrimination. This is mainly reflected under the National Objectives and Directive Principles of the State Policy and Articles; Objective XI (i): "The State shall give the highest priority to the enactment of legislation establishing measures that protect and enhance the right of the people to equal opportunities in development". Objective XVI: "Society and the State shall recognise the right of persons with disabilities to respect and human dignity". Objective XIV: "The state shall endeavour to fulfil the fundamental rights of all Ugandans to social justice and economic development and shall, in particular, ensure that;

- a) All developmental efforts aim to ensure people's maximum social and cultural well-being.
- b) All Ugandans enjoy rights and opportunities and access to education, health services, clean and safe water, work, decent shelter, adequate clothing, food security and pension and retirement benefits.

Article 21(4) provides for implementing Policies and Programmes to redress social, economic, educational or other societal imbalances. In addition, Articles 32(1), 34 and

35 provide that the state shall take affirmative action in favour of groups marginalised based on gender, age, disability and any other reason created by history, tradition or custom for redressing imbalances which exist against them.

The other laws that provide for the protection and empowerment of vulnerable and marginalised persons include The Person with Disabilities Act, 2006(Amended); The Older Persons Act; (Cap. 286) the Children Act (Cap. 59); The Employment Act No.6, (2006); The Equal Opportunities Commission Act, (2007); The National Youth Council Act, 1993 (as amended); Building Control Act, BTNET Act, Education Act, (2008) among others.

Policies and Strategic Plans that guide the protection and empowerment of the vulnerable and marginalised persons include the Uganda Vision 2040; the NDP III (2020/21-2024/25); Gender Policy (2007); The Social Protection Policy (2015); The National Equal Opportunities Policy (2006) and the PFMA, among others.

Regionally and internationally, protection and empowerment of the vulnerable and marginalised persons is guided by conventions and treaties like The UN Convention on the Rights of Persons with Disabilities (2006); The Universal Declaration of Human Rights (1948); the SDG, among others

6.2 Access to the Special Grant for Persons with disabilities

This sub-section presents implementation arrangements and guidelines; the status of resource disbursement; Education level of the beneficiaries; types of disabilities; Type of income generating activities; Awareness of the Disability Grant; Participation in the disability grant and other Social Protection Programmes; and Factors Inhibiting Access to the Disability Fund.

6.2.1 Implementation Arrangements and Guidelines

Per the implementation arrangements and guidelines, the following requirements must be satisfied. The target beneficiaries are the persons with disabilities or their caregivers who have to form Person with Disabilities Groups (PWDGs) of 5-15 members. They must be residents of the area where the application is made and are Ugandan Nationals. They develop a group constitution, work plan and business proposal. They use the

document to register the PWDG as a community-based organisation (CBO). They open up a group account and get a TIN Number. They fill in the application forms from MoGLSD and have them signed and stamped by the LC1 Chairperson, sub-county chief (who is the Chairperson of the selection committee), Chairperson of the sub-county disability council, sub-county councillor representing a person with disabilities, Community development officer. Once the group is formed, it receives a half-day of training about group dynamics. The form is submitted to the district technical planning team, who holds a meeting and gets minutes recommending people to access money. The CAO signs off the minutes.

The district focal person takes it to the Ministry of Gender Labour and Social Development. The Ministry meets to scrutinise the submitted proposals and then carries out a verification exercise on the ground to confirm the existence of the applicants, their disabilities, the authenticity of the information and whether the correct procedures were followed. The requests are then submitted to the Ministry of Finance to release funds.

6.2.2 Status of Resource Disbursement

For the National Special Grant, each group is given a maximum of UGX 5 million regardless of the number of people in the group. Accordingly, through the Ministry of Gender Labor and Social Development, Government Table 6.1 below shows the disbursement of the National Special Grant for Persons with Disabilities Fund for three consecutive years to 14 Sub Regions across the country.

Table 6.1: Status of Resource Disbursement by Sub Region

S/N	Sub Region	Amount disbursed	Percentage share	Number of projects funded
1	North Buganda	1,553,352,000	12.45%	312
2	Busoga	1,418,728,800	11.40%	284
3	West Nile	1,012,533,000	8.10%	206
4	South Buganda	973,397,500	7.80%	196
5	Ankole	968,790,000	7.80%	196
6	Lango	923,805,000	7.40%	185
7	Elgon	904,300,000	7.20%	180

S/N	Sub Region	Amount disbursed	Percentage share	Number of projects funded
8	Karamoja	805,081,900	6.50%	162
9	Bukedi	795,897,000	6.40%	159
10	Teso	750,019,000	6.00%	150
11	Bunyoro	729,844,000	5.90%	156
12	Acholi	658,783,000	5.30%	132
13	Toro	582,960,000	4.70%	120
14	Kigezi	398,225,000	3.20%	80
Grand Total		12,475,716,200	100.00%	2,520

Source: Computed by EOC using NSG data from MGLSD, 2021/22

North Buganda received the highest percentage share (12.45%) of the National Special Grant disbursed fund compared to other sub-regions. On the other hand, the findings reveal that Acholi, Toro and Kigezi received the least percentage with 5.3%, 4.7% and 3.2%, respectively. These findings are based on the population of persons with disabilities per region.

Whereas the programme is intended to cover the whole country, it has so far been implemented in 123 of the 136 districts, as shown in Annex A. 13 districts have not yet accessed and benefited from the Grant, namely; Madi Okollo, Karenga, Gomba, Butambala, Katakwi, Kaabong, Mitooma, Nakasongola, Ntoroko, Nwoya, Rubirizi. Table 6.2 below shows districts with the highest and lowest disbursement.

Table 6.2: Districts with Highest and Lowest Amounts Disbursed

S/N	District/ Municipalities/Cities	Number of Projects	Amount Disbursed	S/N	District/ Municipalities/Cities	Number of Projects	Amount Disbursed
Highest				Lowest			
1	Mukono	74	356,200,000	14	Dokolo	9	45,000,000
2	Lira	58	290,000,000	15	Masindi	9	45,000,000
3	Kitgum	53	265,000,000	16	Rubanda	9	45,000,000
4	Wakiso	49	244,668,000	17	Ishaka	9	43,980,000
5	Jinja	47	234,606,800	18	Buhweju	9	41,010,000
6	Iganga	46	229,420,000	19	Kween	8	40,000,000
7	Mbale	36	180,000,000	20	Obongi	8	40,000,000
8	Ntungamo	36	179,450,000	21	Kazo	8	38,150,000
9	Masaka	34	170,000,000	22	Bukomansimbi	7	35,000,000

S/N	District/ Municipalities/Cities	Number of Projects	Amount Disbursed	S/N	District/ Municipalities/Cities	Number of Projects	Amount Disbursed
10	Luwero	32	160,000,000	23	Kwania	7	35,000,000
11	Oyam	32	160,000,000	24	Bundibugyo	7	32,930,000
12	Arua	32	159,410,000	25	Isingiro	5	25,000,000
13	Buikwe	30	155,000,000	26	Kayunga	4	17,600,000

Source: Computed by EOC using NSG data from MGLSD, 2021/2022

The findings show that Mukono district has benefited the most from the program, with 74 projects costed at UGX. 356,200,000, followed by Lira (58 projects, UGX. 290,000,000) and Kitgum (UGX. 265,000,000/=) districts respectively. The Commission found that projects have impacted the beneficiaries' lives. Some success stories on special Grant for persons with disabilities were captured by the audit team as indicated below.

..... group has existed for five years and comprises 30 members (caretakers and persons with disability). The group received 5 million in FY 2019/20, which was spent on putting up a poultry business. The money was given to them in two instalments. They first received 3 million, which was used to construct a poultry house. They bought 33 chicken each at 3,300/=. Then, they received their last instalment of 2 million to feed the chicken. They wanted to keep chicken for some time and sell them during peak seasons. The chicken had multiplied in number and had reached 115. They usually meet once a week to discuss the progress of their business.

We have been able to sell our chicken during Easter Season and made some profit which we agreed to share amongst ourselves and keep some money to add to our business. This has helped us improve our saving skills and meet basic needs like food and clothing.

Unfortunately, in June 2022, robbers broke in and stole almost all the chicken. They remained with 38 chickens. The group reported to the police, and nothing has been done so far.



A group of 5 members in Lira district received 5 million to start a piggery project.

They constructed a house at the Chairperson's place and bought ten piglets. However, due to the group dynamics, members divided the piglets amongst themselves, and each person took two piglets to raise them individually.

Akello Alice managed to raise the two piglets, and they multiplied to 15 to date. She kept selling the pigs to pay tuition for her daughter, who is studying a nursing course.



The Commission found disparities in the distribution of disbursed funds, like districts with the same number of projects having different amounts disbursed, for example, Kwanja (UGX. 35,000,000) and Bundibugyo (UGX. 32,930,000) with Kayunga and Isingiro being the worst affected. This is mainly because money is distributed on a first-come, first serve basis. These disparities consequently lead to continued discrimination and marginalisation among persons with disabilities.

The first come, first serve basis is discriminatory because there are many reasons people delay submitting their proposals. Yet the Commission is aware that the Ministry has a challenge of submitting returns within a specified period and ensuring that money is not returned to the consolidated funds. Therefore, the Ministry, districts, and disabled people's organisations need to sensitise the beneficiaries, constantly remind them about the timelines, and also bear in mind the different challenges that people may face in submitting early. Furthermore, affirmative action should be undertaken to ensure equitable access to the Grant rather than first come, first serve.

The Commission also found that UGX. 10 million was given to care homes and rehabilitation centres that cared for persons with disabilities regardless of their numbers. This is a welcome development; however, the Commission recommends that the Government should revise the allocation upwards and for the Ministry to consider an equitable distribution of the numbers and nature of the enterprises.

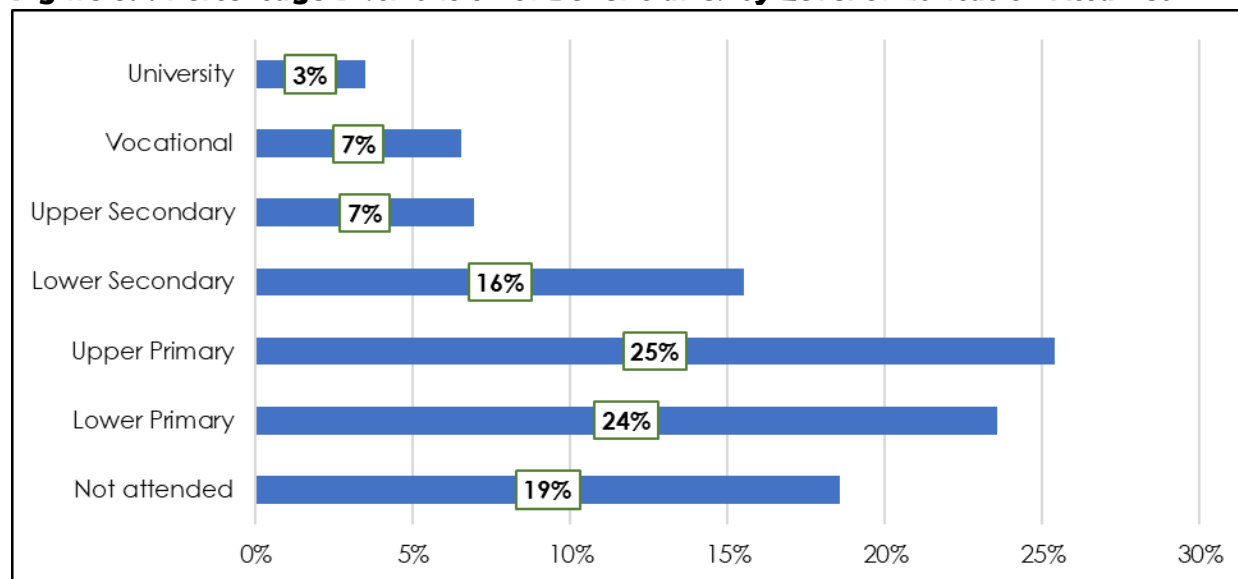
It was observed that Persons with disabilities are worried about injecting their savings into projects because they fear of lack of security for these projects. Therefore, the Government needs to pay attention to the National wide problem of theft.

6.2.3 Education Level of the Beneficiaries

The Constitution of the Republic of Uganda 1995, the national laws on education, the UN Convention on the Rights of Persons with Disabilities (CRPD) and the Persons with Disabilities Act provide equal access to education without discrimination against persons with disabilities. Consequently, persons with disabilities are expected to benefit from the general education system, and education will enable them to have access to fill in the required template. However, numerous challenges prohibit persons with

disabilities from benefiting fully. Figure 6.1 below presents the percentage distribution of beneficiaries by the level of education attained. The highest level of education a person ever attended and completed.

Figure 6.1: Percentage Distribution of Beneficiaries by Level of Education Attained



Source: EOC Audit on Disability Grant 2021/2022

The findings in Figure 6.1 above show that 49% of the beneficiaries had completed Primary Education (25.4% Upper Primary and 23.6% Lower Primary). 15.5% had completed Lower Secondary (O level), while 6.5% had completed Upper Secondary (A level). Few beneficiaries were graduates of tertiary institutions (vocational) and University at 6.5% and 3.5%, respectively. The findings reveal that most of the beneficiaries had attained a low level of education (64.5%) and no education (18.6%). Lack of and low levels of education make persons with disabilities more vulnerable to access information concerning the special Grant since most of the information about the Grant requires someone to know how to read and write. The other challenge is the lack of information in accessible formats for all persons with disabilities to access. This was also pointed out during a key informant interview.

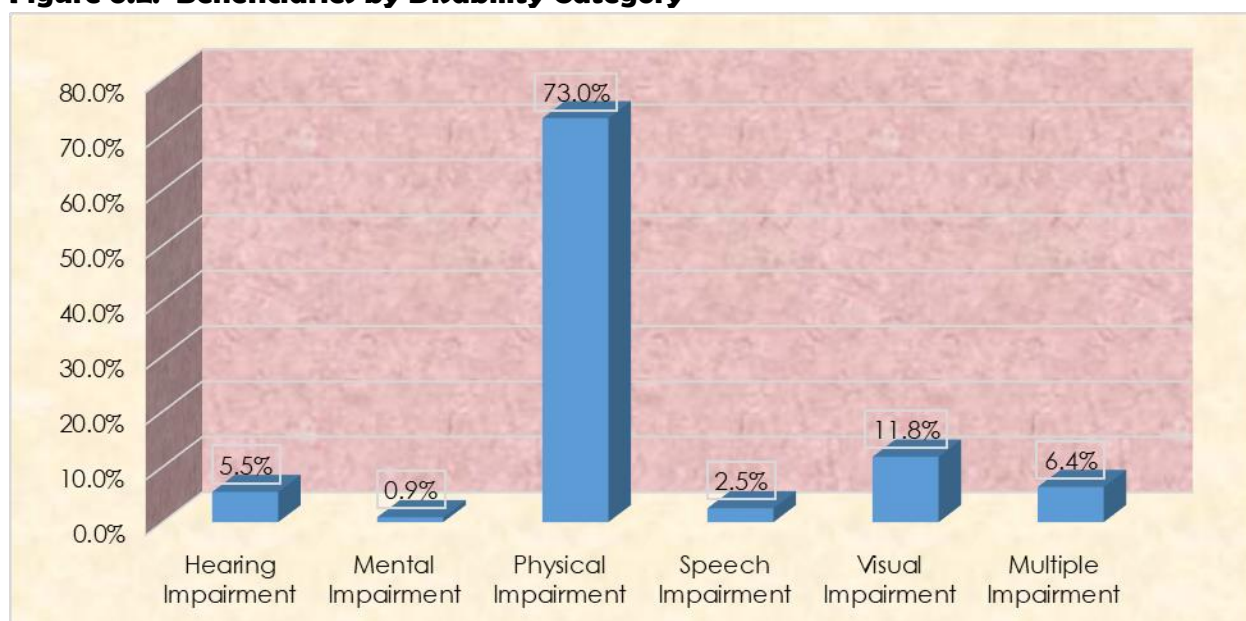
"The level of illiteracy is high among the persons with disabilities since a good number of them have not attained higher education; the Special Grant Forms comprise so many questions that cannot be filled by someone who did not go to school. Therefore, the whole process remains at the mercy of the CDOs." KII, NUPIDU, Lira district.

The Commission recommends that Government should put more emphasis on training and deploying special needs education teachers, providing disability-friendly scholastic materials, and ensuring access to these schools for persons with disabilities

6.2.4 Type of Disabilities of the Beneficiaries

Based on the Uganda government's definition of disability as permanent or substantial functional limitation of daily life activities caused by physical, mental or sensory impairment and environmental barriers resulting in limited participation, the Commission set out to establish the types of disabilities of the beneficiaries and the findings are presented in Figure 6.2 below.

Figure 6.2: Beneficiaries by Disability Category



Source: EOC Audit on Disability Grant 2021/2022

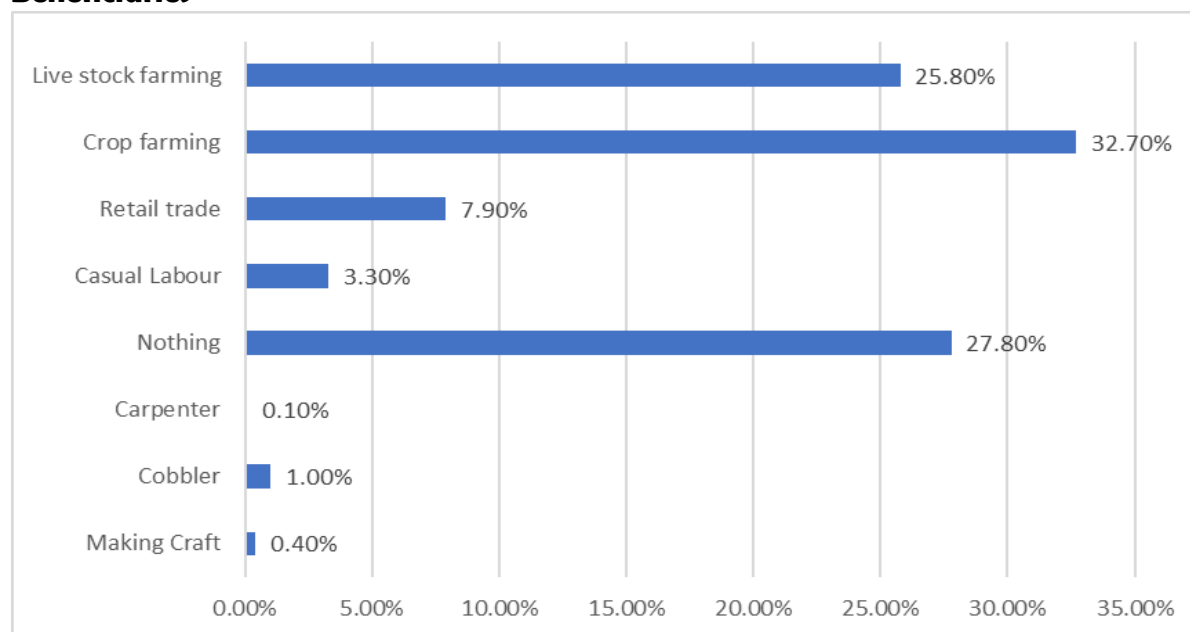
The findings in Figure 6.2 above reveal that majority (73%) of the beneficiaries were Physically impaired, followed by those with Visual impairment at 11.8% and those with multiple impairments at 6.4%. Those with hearing and speech impairment were 5.5% and 2.5%, respectively. There were only 0.9% of the beneficiaries had a mental impairment. This implies that people with physical impairment are actively participating and benefiting from the disability grant compared to other types of disabilities; this is in line with national statistics, which give the number of people with a physical impairment

the majority. The Commission recommends that more efforts be put in place to ensure that persons with other types of disabilities participate and benefit from this Grant.

6.2.5 Income Generating Activities Among the Beneficiaries

The purpose of the Grant is to support income-generating activities of persons with disabilities, provide employment to improve their income status and enable them to contribute to the country's development process. Figure 6.3 below shows the income-generating activities undertaken by the beneficiaries of the disability grant.

Figure 6.3: Percentage Distribution of Income Generating Activities among the Beneficiaries



Source: EOC audit on Disability Grant 2021/2022

It was revealed that the majority (58.5%) of the respondents were dealing in farming (32.7% crop farming and 25.8% livestock farming), followed by 27.8% who were not employed. Other sources of income included; retail trade (7.9%), cobbler (1.0%), carpentry (0.1%).

More than half of the beneficiaries were practising farming; it was observed that few of them are dealing in some of the 18 priority listed commodities under the Parish Development Model, namely, Coffee, Fish, Cotton, Dairy, Cocoa, Beef, Cassava, Bananas, Tea, Beans, Vegetable Oils/ Palm Oil, Avocado, Maize, Shea Nut, Rice,

Cashew Nuts, Sugar Cane and Macadamia Nuts that have local and international markets. Therefore, there is a need to emphasise the priority commodities during proposal writing so the grant beneficiaries can have markets for their produce.

Furthermore, the audit revealed that a substantial proportion of respondents were without projects, and it would be hard for them to be gainfully employed and obtain economic self-sufficiency. A high dependency level on household members or Government welfare will negatively impact household assets and a Country's economy. This impacts negatively on the outcomes of the Grant and the attainment of the country's goal of getting people into the money economy.



EOC audit team interviewing a beneficiary of the special Grant

6.2.6 Estimated Amount of Money Earned a Month by Beneficiaries from Income Generating Activities

Further analysis was done to estimate the amount of income earned by beneficiaries per month from the income-generating activities boosted or started with the support of the Grant. Table 6.3 below presents the percentage distribution of monthly money earned among the beneficiaries from their income-generating activities by location.

Table 6.3: Percentage Distribution of Amount of Money Earned per month by location

The estimated amount of money earned per month	Location		Grand Total
	Rural	Urban	
Less than 50,000/=	60.9%	53.9%	58.9%
Between 50,000/= and 100,000/=	14.7%	18.5%	15.8%
Between 100,000/= and 150,000/=	6.0%	12.4%	7.8%
Between 150,000/= and 200,000/=	6.7%	3.4%	5.8%
Between 200,000/= and 300,000/=	4.5%	2.8%	4.0%
Between 300,000/= and 400,000/=	2.0%	2.8%	2.2%
Between 400,000/= and 500,000/=	3.1%	2.8%	3.0%
Between 500,000/= and 600,000/=	0.7%	2.2%	1.1%
Between 650,000/= and 800,000/=	0.7%	1.1%	0.8%
Above 800,000/=	0.7%	0.0%	0.5%
Grand Total	100.0%	100.0%	100.0%

Source: EOC Audit of the Disability Grant 2021/2022

The findings in Table 6.3 above reveal that a substantial proportion of respondents, 58.9% earned less than 50,000/= a month. This is five times below the average income of people living without disability in Uganda (ILO,2A). Disparities in the amount earned are more pronounced in rural areas, especially hard to reach (60.9%) compared to urban areas (53.9%). This is because a good number of them were operating businesses on a small scale. They usually divide the group money amongst themselves due to group dynamics and have little to start a business on a large scale. This tempts most beneficiaries to use the money to solve their immediate basic needs, as mentioned during the focused group discussions.

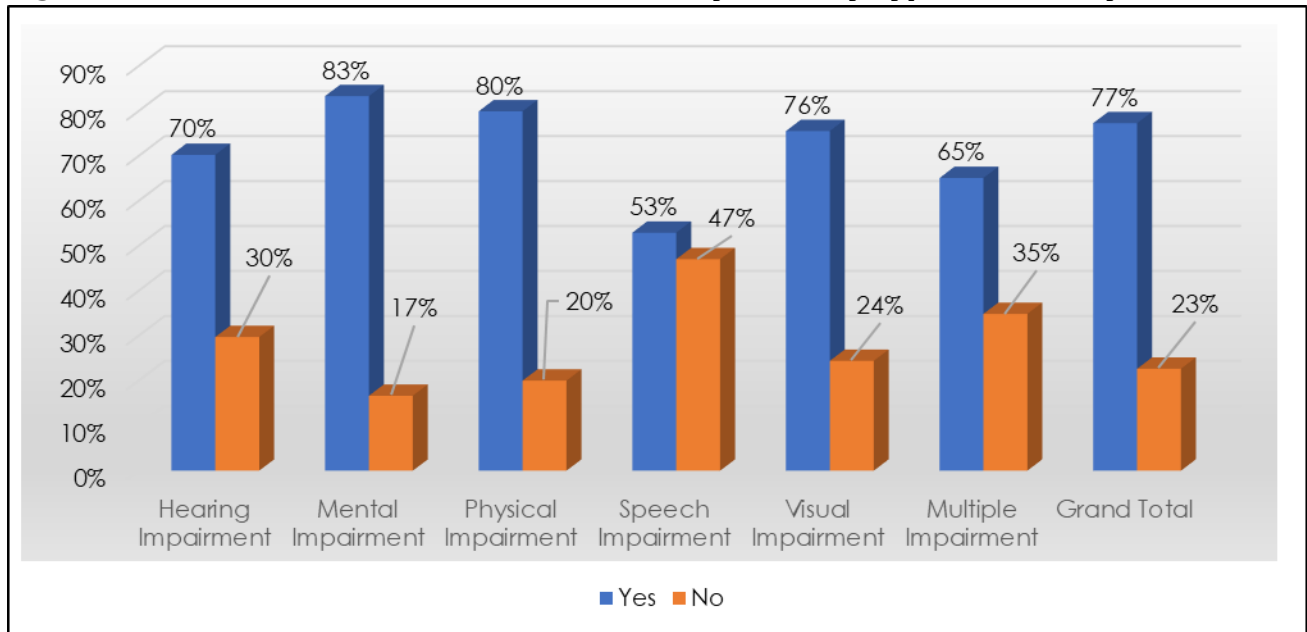
"When money got into our group account, we agreed to share it, and I used mine to go to the hospital and buy food for my family." **FGD Pader district**

However, some programme beneficiaries acknowledged that the programme has helped them earn from their enterprises, which has improved their well-being by accessing essential services.

6.2.7 Awareness of the Disability Grant

Awareness of the Person with Disabilities Grant is vital to ensure their involvement and participation in the program. Therefore, the Commission conducted a monitoring exercise to determine the awareness among persons with disabilities about the Grant. The findings are presented by type of disability, as in figure 6.4 below.

Figure 6.4: Level of Awareness about the Disability Grant by Type of Disability



Source: EOC Audit on Disability Grant 2021/2022

The Commission audit revealed that 77% of persons with disabilities were aware of the disability grant, while 23% did not have any knowledge about it. The main reason for the level of awareness was increased sensitisation by the District, sub-county officers (CDOs), politicians, recommendations by relatives, and LC1 chairpersons during community meetings, among others.

Further analysis by type of disability reveals that among the people who were not aware of the Grant (23%), it was worse with people with speech and hearing impairment at 47% and 30%, respectively, as shown in figure 6.4 above. This is because people with hearing impairment cannot afford to have sign language Interpreters. It was also reported that even the districts do not have interpreters.

The Commission recommends that every District must employ a sign language interpreter and endeavour to transcribe all information into accessible formats.

Although persons with disabilities were aware of the disability grant, they could not differentiate between the LGS and NSG. This may result in accountability failure.

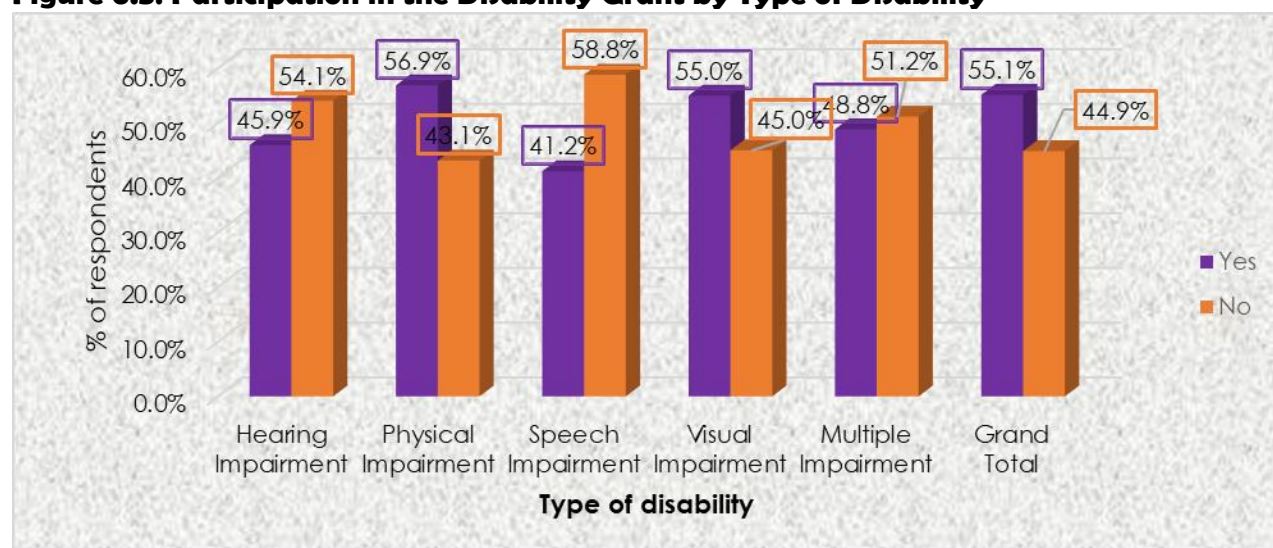
6.2.8 Participation of Persons with Disabilities in the Disability Grant and Other Social Protection Programs

Participation is considered one of the critical principles of a human rights-based approach to development. In addition, it is an affirmation of the right of every individual and group to engage in public affairs and also a part of the solution to poverty and social exclusion.

6.2.8.1 Participation of Persons with Disabilities in the Disability Grant

The Commission set out to establish if persons with disabilities had participated in the disability grant, and the findings are explained in Figure 6.5 below;

Figure 6.5: Participation in the Disability Grant by Type of Disability



Source: EOC Audit on Disability Grant 2021/2022

The audit in Figure 6.5 above revealed that 55.1% of the respondents had participated in the disability grant programme through group formation, training and proposal writing. Further analysis of disability status shows that beneficiaries with physical

impairment (56.9%) and visual impairment (55.0%) actively participated in the disability grant compared to other counterparts.

Further analysis by disability status was done to establish why respondents were not participating in the disability grant, and the results are shown in Table 6.4 below

Table 6.4: Reason for Non-Participation in the Disability Grant Program

Reasons for non-participation	Disability status					Grand Total
	Hearing	Physical	Speech	Visual	Multiple	
Do not have members in my location	3.8%	48.7%	2.8%	4.0%	4.5%	63.8%
Un readable formats of the policy guide lines	0.3%	4.1%	0.0%	4.9%	0.7%	10.0%
Discrimination	0.3%	4.8%	0.3%	0.0%	0.3%	5.7%
Limited ability to write fundable proposals	0.3%	5.2%	0.3%	1.4%	1.1%	8.3%
The long distances travelled to the district offices and meeting points	0.0%	2.4%	0.0%	0.4%	0.0%	2.8%
Failed/unavailability of the proposal form	0.3%	2.1%	0.0%	0.7%	0.3%	3.4%
Others specify	0.7%	0.0%	0.4%	0.0%	0.0%	1.1%
Discouraged by many who applied and got nothing	0.5%	3.4%	0.0%	0.7%	0.3%	4.9%
Grand Total	6.2%	70.7%	3.8%	12.1%	7.2%	100.0%

Source: EOC Audit on Disability Grant 2021/2022

Table 6.4 above reveals that the respondents (44.9%) that did not participate in the disability grant cited reasons that included; do not having the required numbers to form a group in their locality (63.8%), followed by unreadable formats and guidelines (10.0%), beneficiaries with visual impairment (4.9%) reporting the highest percentage, limited ability to write fundable proposals (8.3%), discrimination (5.7%), long distances travelled to the district offices and meeting points (2.8%), and failed/unavailability of the proposal form (3.4%).

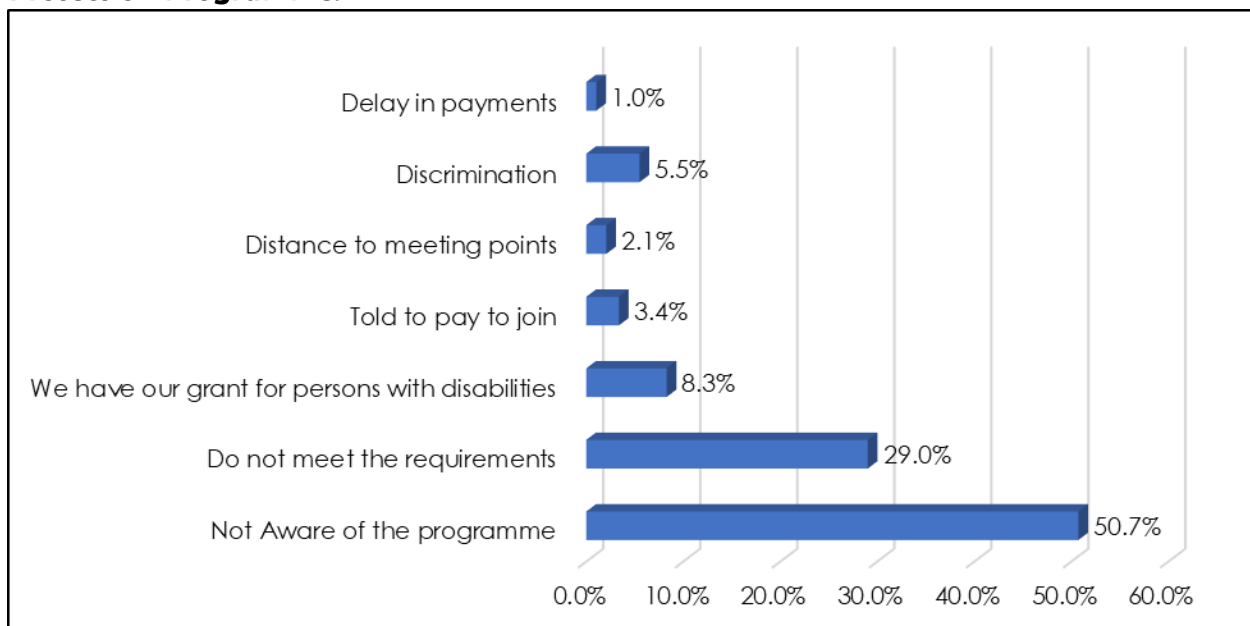
6.2.9 Participation of Persons with Disabilities in Other Social Protection Programmes

The Commission set out to establish the level of participation in other social protection programs and the result revealed that 42.3% of the beneficiaries of the special Grant for persons with disabilities have participated and benefited in other Government programmes like Emyooga, Operation Wealth Creation, Uganda Women Empowerment, Youth Livelihood Program, and SAGE among others.

This is a positive development because one of the objectives of the disability grant was to uplift the capacities of persons with disabilities to a level where they participate in other government programs. Given the fact that, by the time of writing this report, all these livelihood programmes have been put under the PDM, there are high hopes that persons with disabilities will participate and benefit from the PDM as the Commission had developed guidelines to integrate equal opportunities and affirmative action in the implementation of the PDM.

However, more than half (57.7%) of people with disabilities did not participate in other Government programs, and the reasons for non-participation are summarised in Figure 6.6 below;

Figure 6.6: Reason for Non-Participation of Persons with Disabilities in Other Social Protection Programmes



Source: EOC Audit on Disability Grant 2021/2022

The EOC audit findings show that 50.7% of the beneficiaries are unaware of the other Government Social Programs, followed by 29.0% that do not meet the requirements to access them. Other reasons stated included; being discriminated by people without disabilities (5.5%), distance to the meeting point (2.1%), and delay in payment of money after meeting all the requirements. In contrast, others thought they were only supposed to benefit from the disability grant (8.3%). This was also pointed out by one of their leaders during the interview.

"The people with disabilities are not fully informed about the other government programs, but efforts are being put in place to make them aware through the same existing structures; this is so because when it is time to pass on the information by the Government officials, they only concentrate on informing people without disabilities and forget all about the people with disabilities. In the back of their mind, they know the persons with disabilities have their special Grant, and these other programs do not concern them." **KII, NUDIPU Lira district**



EOC team conducting the focused group discussion in Oyam district

6.2.10 Accessibility of the Special Grant for Persons with Disabilities

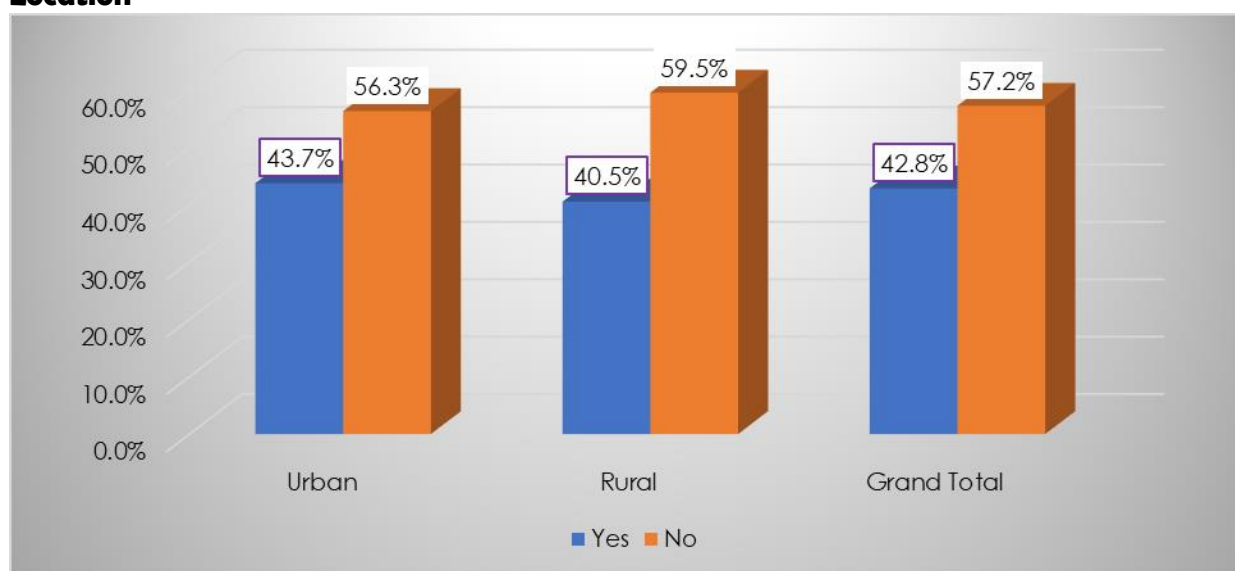
Accessibility of the special Grant for persons with disabilities is about creating communities that enable everyone, especially persons with disabilities, to participate fully without barriers. This is a priority measure for promoting equalisation of opportunities

since it is supposed to benefit all; once provided, none can be excluded. This section looks at whether beneficiaries received the fund and benefited from it.

6.2.11 Accessing the Disability Fund by Location

In Uganda, the special Grant should cover the whole country, but it is limited to a few groups due to the resource envelope and the conditions to access it. Nevertheless, a small portion of the population (beneficiaries) who meet the criteria have accessed it. The findings in Figure 6.7 below show the percentage distribution of beneficiaries who have accessed the Grant by location.

Figure 6.7: Percentage Distribution of Beneficiaries Who Have Accessed the Grant by Location



Source: EOC Audit on Disability Grant 2021/2022

The EOC audit findings reveal that 42.8% of the beneficiaries' received funds from the disability grant, with a good number of them being in urban areas (43.7%) compared to the rural areas (40.5%), while 57.2% have never received any funds from the disability grant despite meeting all the criteria needed. The reasons that are inhabiting persons with disabilities to access the special Grant are explained below;

6.2.12 Factors Inhibiting Access to the Disability Fund

Although the need for social protection programmes tends to be higher among persons with disabilities than the general population, this is not always matched by

higher enrolment. EOC Audit established several challenges that prevent persons with disabilities from accessing the special Grant, and these are explained below;

- i. Inadequate funding for Disability Grant: In the period under review, the Ministry of Finance has allocated limited funds to support persons with disabilities. The total funds in a FY are 9 billion to be distributed to an approximate population of 6,00,000 persons with disabilities. This has led to few groups accessing funds, as mentioned during one of the Key informant interviews. *"The Grant is little. we have 23 sub-counties, and if we fund one group in a quarter, the District has to wait for 23 quarters to cover every sub-county, yet a sub-county does not have only one group."* **KII District officer Pader district.**
- ii. High administration costs for the registration process Persons with disabilities face challenges associated with processing documentation, for example, photocopying necessary forms and documents, registration payment, and group photos. As a result, many of the beneficiaries of the Grant lost morale and gave up. Consequently, they live in poverty or hardly do anything to survive but are just dependents. As explained by the district officers. *"The grant is too small compared to the cost of applying and accessing the funds."* **KII District officer Butambala district.**
"Membership to the group is paid for UGX. 2,000 – UGX. 5,000/= depending on the group and then the group requirements as set by the DCDO and sub-county CDO; when summed up, each member should have to pay between UGX. 20,000 – UGX. 30,000/= to register a group. Unfortunately, most of the beneficiaries have no income source and can't afford them. So they end up missing out on this Grant." **KII Pader district officer.**
- iii. Tiresome and uneasy application process; the grant application form is big, with too many questions that cannot be easily filled by people who did not attend school.
- iv. High transport costs; transport costs have affected many Persons with Disabilities who would be interested in accessing the Grant, especially those who use wheelchairs, those who need guides and interpreters to go to group meetings and for their leaders to follow up on the progress of their application at the

District. This was emphasised during the focused group discussion below; *"Transport is the biggest challenge for me, and I can't afford the 20,000/= required to pay for Boda boda to Lunyiri Sub-county every time we meet. In addition, the majority miss out on this Grant because they can't move long distances to Sub-county meetings especially those with wheelchairs. So the chances of us missing out on the benefits are high if one does not regularly attend meetings and abide by the instructions set by the leaders. It is even worse when it's the district meetings because it's too expensive and the offices are inaccessible."* **FGD Pader District.**

- v. High level of corruption among the implementers. There were concerns from various sub-counties that Implementers (some councillors and some district officials) ask for a certain portion of the money to help these groups access the Grant.
- vi. Delay in submitting the application form from the District to the MoGLD for funding. It was reported that it takes time for the District to deliver the application files to the Ministry in Kampala for funding. As a result, more forms with all the requirements continue to be submitted at the District, which piles up without being forwarded to the Ministry and end up not being funded on time. This often causes disgruntlement of members who often think their funds have been embezzled, as mentioned by different beneficiaries below. *"The biggest challenge with this Grant is that it delays reaching the members. It is supposed to be given quarterly, but the District keeps it until the end of the financial year, then it distributes it to at most three groups since each quarter caters for one group."* **Chairperson person with disabilities Oyam district.**
- vii. Limited awareness about the Grant: There were gaps in awareness among persons with disabilities, such as people with hearing impairment who find it hard to access the information; explaining to them is complex since they need interpreters who are not available even in the District.
- viii. High level of financial illiteracy among group members. The majority of the beneficiaries do not know financial literacy. For example, groups have treasurers

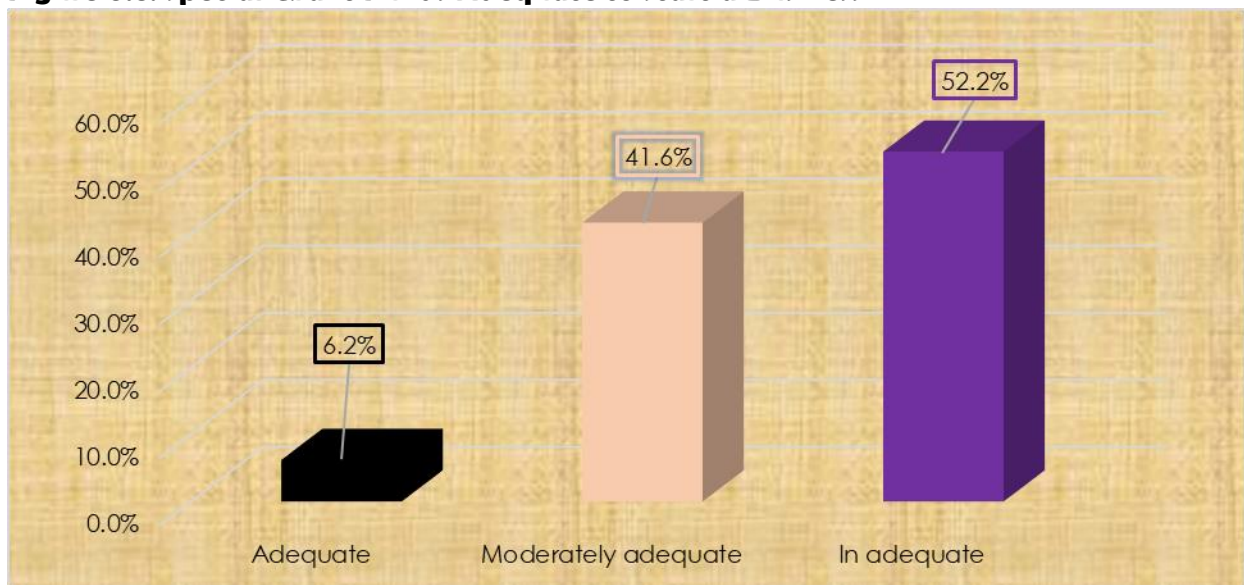
who do not know how to count. Educated persons with disabilities dominate access to the Grant.

- ix. Forming a group is difficult. Finding a group of people among persons with disabilities who have a similar goal and are willing to contribute to a common cause is not easy.
- x. No banks/ banking services in some districts, yet it is a requirement to have a bank account. This makes it hard to open bank accounts because persons with disabilities must travel to neighboring districts to operate their accounts.
- xi. Limited knowledge of writing fundable proposals.

6.2.13 Adequacy of funds to Start Business

Further analysis was done to determine if the beneficiaries received adequate funds; the findings are shown in Figure 6.8 below.

Figure 6.8: Special Grant Funds Adequate to Start a Business



Source: EOC Audit on Disability Grant 2021/2022

The finding in Figure 6.8 above reveals that more than half of the beneficiaries (52.2%) confirmed that the funds were inadequate. This was followed by 41.6% who reported that the funds were moderately adequate, and a few beneficiaries (6.2%) said that it was adequate. Beneficiaries generally raised that Ministry grants provided are inadequate to start a business. It is worsened by corrupt implementers who ask a

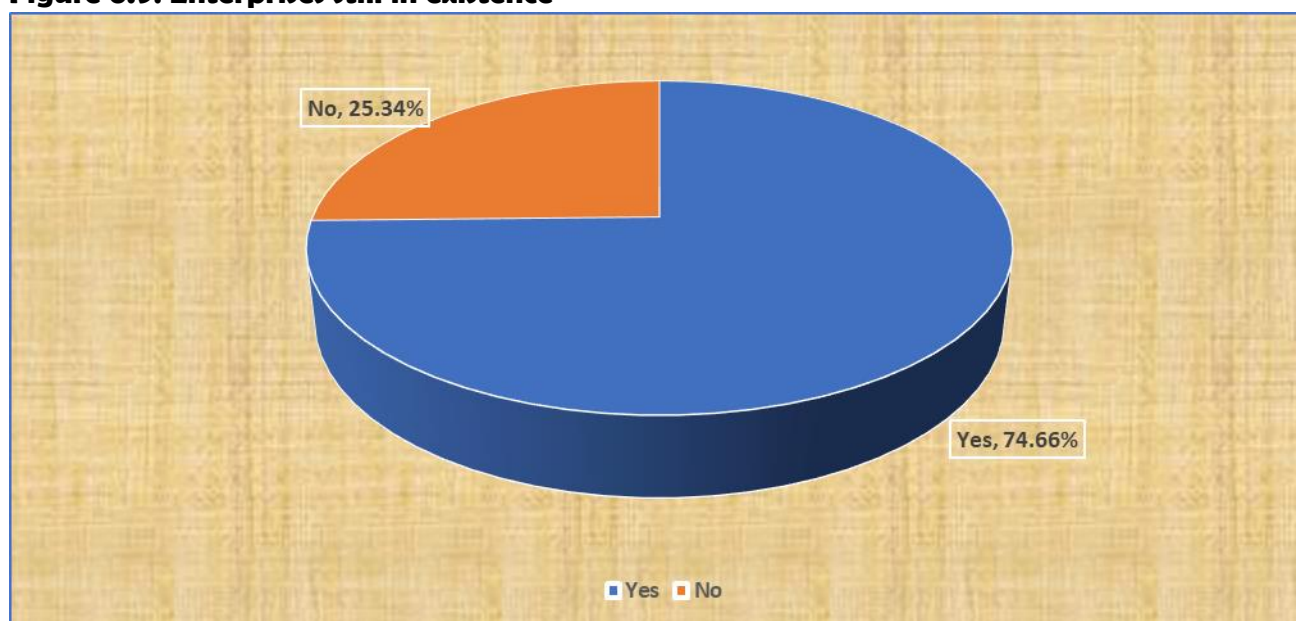
certain proportion from it for easing and quickening the process of receiving it. This was raised in one of the focus group discussions.

"The money we receive on the group account is not enough to do business, and it is worsened by the program implementers who demand kickbacks in exchange for their support and quickening the process for us to receive money on our group accounts, for example, when we received UGX. 5 million on our accounts, we had to give one of the program implementers UGX. 300,000 since we were among the few groups that received the money." **FGD Agago district.**

6.2.14 Enterprise Still in Existence

Further analysis was carried out to establish if the Enterprise or projects are still in existence, and the finding are shown in Figure 6.9 below

Figure 6.9: Enterprises still in existence



Source: EOC Audit on Disability Grant 2021/2022

The audit findings in Figure 6.9 above show that 74.7% of the beneficiaries have enterprise/ projects which are in existence, while 25.3% are not in existence. It was generally observed that most of the visited enterprises were on a small scale. Further analysis revealed that the outstanding reason cited by respondents for the collapse of business was the use of business money to cater for their basic needs like housing

construction, medication/healthcare, and water (44.3%), followed by members agreeing to share the money amongst the group members as soon as it is received (21.4%). Furthermore, theft among group members/one of the members stealing the group's money was at 17.1%, and lastly, poor leadership of the group at (17.1%).



One of the Special grant beneficiaries in the Lira district with her business

6.2.16 Recommendations

- i. The Ministry of Finance should increase budget allocation to the Special Grant for Persons with Disabilities so that many can access it and improve their livelihood.
- ii. Develop strategies for improving disability-inclusive service delivery to ensure that persons with disabilities can access and maximise their social benefits
- iii. MGLSD should review and simplify questions on the application form. This should be easily understandable to non-literate.
- iv. The Commission recommends that Government should put more emphasis on training and deploying special needs education teachers, providing disability-friendly scholastic materials, and ensuring access to these schools by persons with disabilities
- v. The Ministry, districts, and disabled people's organisations need to sensitise persons with disabilities about special grant procedures, mainly regarding the schedule.

- vi. Ensure equitable access to the Grant by repealing the first come, first serve approach.
- vii. The Commission recommends that every District must employ a sign language interpreter and endeavour to transcribe all information into accessible formats.
- viii. The Commission recommends that guidelines be reviewed to cater to individuals in localities who cannot have the numbers to form groups.
- ix. The Ministry should have the forms transcribed in accessible formats and make them accessible and take them to their localities.
- x. Ministry should promote financial literacy training for PWDGs to enable them to write fundable proposals.
- xi. A deliberate effort by Government to put up cottage industries where they work from home.
- xii. Ministry should organise exchange visits between good and poor-performing PWGs to enable learning
- xiii. Banking services should be taken nearer to persons with disabilities like it is done for SAGE
- xiv. The Grant should be accompanied by skills, business management and marketing training.

CHAPTER SEVEN

STATE OF EQUAL OPPORTUNITIES IN THE PROVISION AND ACCESS TO WORKS AND TRANSPORT SERVICES



7.0 Introduction

Pursuant to Objective XII³ (ii)⁴ and (iii)⁵ under the National Objectives and Directive Principles of State Policy⁶ and NDP III Development Programme (ix)⁷, the Government of the Republic of Uganda continued to prioritise Integrated Transport and Infrastructure Services, among others, propel balanced socio-economic development of the country. Transport services that majorly include; Road, Air, Water, and Rail Transport are delivered by the Ministry of Work and Transport and Agencies, including the Uganda Road Fund, the Uganda National Roads Authority, Uganda Railway Cooperation, Civil Aviation Authority, and Kampala Capital City Authority.

This Chapter on the State of Equal Opportunities in the Provision and Access to works and Transport Services is therefore premised on Programme 12 of the NDP III, which is to *“develop a seamless, safe, inclusive and sustainable multi-modal transport system to spur economic growth entailing the development of a highly interconnected transport network and services, optimizing the use of rail, road, water, and air transport modes.”* The Chapter is constituted of legal and policy framework relating to works and transport, financial investment in the works and transport sector, key service delivery investments undertaken in the sector, provision of transport services in the hard-to-reach areas, road construction, land compensation during construction as well as Gender-based violence during road construction.

7.1 The National, Regional, and International Legal and Policy Framework

This section presents the International, Regional, and National legal and policy framework for access to water, sanitation, hygiene, and power among vulnerable groups.

³ Balanced and Equitable Development

⁴ The State shall take necessary measures to bring about balanced development of the different areas of Uganda and between the rural and urban areas.

⁵ The State shall take special measures in favour of the development of the least developed areas.

⁶ The 1995 Constitution of the Republic of Uganda (as amended)

⁷ Integrated Transport Infrastructure and Services

7.1.1 International Legal and Policy Framework

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Article 14 (2) of the Convention states that States parties shall take all appropriate measures to eliminate discrimination against women in rural areas to ensure, based on equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to women; (h) to enjoy adequate living conditions, particularly concerning housing, sanitation, electricity and water supply, transport and communications.

International Covenant on Economic, Social, and Cultural Rights

Article 12 (2) implores the State Parties to take steps to fully realise the right to the highest attainable standards of living, such as improving all aspects of environmental and industrial hygiene.

Convention on the Rights of the Child (CRC)

Article 24 (1) of the CRC provides that States Parties recognize the child's right to the enjoyment of the highest attainable standard of health and facilities for the treatment of illness and rehabilitation of health; (2). Accordingly, states Parties shall pursue full implementation of this right and, in particular, shall take appropriate measures: (c) To combat disease and malnutrition, including within the framework of primary healthcare, (...) the provision of adequate nutritious foods and clean drinking water (...)

Convention on the Rights of Persons with Disabilities (CRPD)

Article 28(2) of the CRPD provides that States Parties recognize the right of persons with disabilities to social protection and to the enjoyment of that right without discrimination based on disability and shall take appropriate steps to safeguard and promote the realization of this right, including measures: (a) To ensure equal access by persons with disabilities to clean water services, and to ensure access to appropriate and affordable services, devices and other assistance for disability-related needs.

ILO Convention No. 161 of 1985 on Occupational Health Services

Article 5 of the Convention states that without prejudice to the responsibility of each employer for the health and safety of the workers in his employment, ... occupational health services shall have such of the following functions ...:(b) Surveillance of the factors in the working environment and working practice which may affect workers' health, including sanitary installations.

General Comment No. 24 (1999) on Article 12 of the Convention (women and health), para. 28)

The Committee on the Elimination of Discrimination against Women considered that this Article obliges States Parties to take all appropriate measures to ensure adequate living conditions in relation to water and sanitation, which are critical for the prevention of diseases and the promotion of good healthcare.

General comment No. 7 (2006) on implementing child rights in early childhood, para. 27)

The United Nations Committee on the Rights of the Child underlined that under article 24, states are responsible for ensuring access to clean drinking water and that such access is particularly essential for young children's health.

Sustainable Development Goals (SDGs); Uganda's development plans are committed to the achievement of the Global Agenda under the SDGs that aspires to ensure clean water and sanitation for all through the targets under goal 6;

Target 6.1; achieve universal and equitable access to safe and affordable drinking water by 2030.

Target 6.4; achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women, girls, and those in a vulnerable situation.

Target 6.B; Support and strengthen the participation of local communities in improving water and sanitation management.

Goal 3 calls upon States to ensure healthy lives and promote well-being for all ages.

7.1.2 Regional Legal and Policy Framework

African Charter on Human and People's Rights:

Article 16 of the Charter states that every individual shall have the right to enjoy the best attainable state of physical and mental health. It also obliges States Parties to take the necessary measures to protect the health of their people.

African Charter on the Rights and Welfare of the Child:

Article 14 (1) of the Charter provides that every child shall have the right to enjoy the best attainable standard of physical, mental, and spiritual health; (2). Accordingly, States parties to the present Charter shall undertake to pursue the full implementation of this right and, in particular, shall take measures: (c) To ensure the provision of adequate nutrition and safe drinking water.

Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa

Article 15 of the Protocol requires States Parties to ensure that women have the right to nutritious and adequate food. In this regard, they shall take appropriate measures to (a) Provide women with access to clean drinking water, among others.

7.1.3 National Legal Framework

Constitution of the Republic of Uganda 1995 (as amended);

Objective XIV (b) of the Constitution provides that all Ugandans have the right to enjoy rights and opportunities, health services, and clean and safe water, among others.

Objective XXI mandates the State to take all practical measures to promote a sound water management system at all levels.

Objective XIII implores the State to protect natural resources, including water, on behalf of the people of Uganda.

Objective XXVII (i) states that “the State shall promote sustainable development and public awareness of the need to manage among others water resources in a balanced and sustainable manner for the present and future generations.”

Article 17(1) (j) imposes a duty on every citizen to create and protect a clean and healthy environment.

Article 39 states that “every Ugandan has a right to a clean and healthy environment.”

Article 40 obliges parliament to “enact laws to provide for the right of persons to work under satisfactory, safe and healthy conditions.”

Water Act Cap. 152

Section 4 of the Act provides for the objectives of the Act, which include; promoting the rational management and use of the waters of Uganda; promoting the provision of a clean, safe and sufficient supply of water for domestic purposes to all persons; to control pollution and to promote the safe storage, treatment, discharge and disposal of waste which may pollute water or otherwise harm the environment and human health among others.

Public Health Act Cap. 281

Section 55 of the Act requires local authorities to maintain cleanliness and prevent nuisances. Accordingly, every local authority shall take all lawful, necessary, and reasonably practicable measures for maintaining its area at all times in clean and sanitary condition and for preventing the occurrence in the area of or for remedying or causing to be remedied, any nuisance or condition liable to be harmful or dangerous to health and to take proceedings at law against any person causing or responsible for the continuance of any such problem or situation.

National Environment Act, 2019

Section 3 (1) of the Act provides that every person in Uganda has a right to a clean and healthy environment in accordance with the Constitution and the principles of sustainable development.

Section 3 (2) imposes a duty on every person to create, maintain and enhance the environment.

National Water and Sewerage Corporation Act, Cap. 317

Section 4 (2) of the Act provides for the functions of the corporation, which include; to provide: - water supply services for domestic, stock, horticultural, industrial, commercial, recreational, environmental, and other beneficial uses; sewerage services and development of the water and sewerage systems in urban centres and big national institutions throughout the country among others.

Local Government Act Cap. 243

Section 32 of the Act provides requirements for declaring an area to be a town, municipality, or city, including the presence of water sources.

Part 11 provides for functions and services for which district councils are responsible, including providing and maintaining water supplies in liaison with the Ministry responsible for natural resources.

Under Part 4, the functions and services to be devolved by a district council to lower local government councils include protecting and maintaining local water resources.

Kampala Capital City Authority Act, 2010

Section 7 of the Act provides for the functions of Kampala Capital City Authority which include; constructing and maintaining major drains.

7.1.4 National Policy Framework

Uganda Vision 2040;

Uganda's commitment to achieving a modern and prosperous country includes set targets in its national plans to increase coverage in access to safe water supply and sanitation in both rural and urban parts of the country.

National Development Plan (NDP) III:

The Human Capital Development Programme under Chapter 16 aims to ensure a better quality of life for all. It highlights access to safe water, sanitation, and hygiene, emphasising increasing coverage of toilet facilities and hand washing practices. It also provides for investing in effective management of the entire sanitation value chain, including containment, emptying, transportation, treatment, safe reuse, and disposal.

Environmental and Social Safeguards (ESS) Policy, 2018

Under paragraph 1.2, the Strategic Objectives guiding the implementation of the policy include; Providing safe water within easy reach and clean sanitation facilities based on management responsibility and ownership by users to 79 per cent of the population in rural areas and 100 per cent of the urban population in the year 2020, with 95 per cent effective use and functionality of the facilities; To provide viable urban Water Supply and Sewerage/Sanitation systems for domestic, industrial and commercial uses.

Paragraph 4.1.12 provides for public health and obliges the Ministry to ensure that its projects and programmes are designed and implemented to avoid potentially significant negative impacts on public health.

National Water Policy, 1999;

Paragraph 2.3 states that water is a critical resource in the socioeconomic fabric of our society and an essential factor in the nation's development potential. It is," therefore, imperative that proper water resources management procedures and structures are established. Through appropriately instituted mechanisms for water resources management, priorities can be set and optimal use of the nation's water resources planning.

The policy is intended to assist decision-makers and resource users in determining "who does what" and "how" and in making priorities in the national context as well as at the sectoral, e.g., private sector, local community, and individual levels.

National Sanitation Policy, 1997:

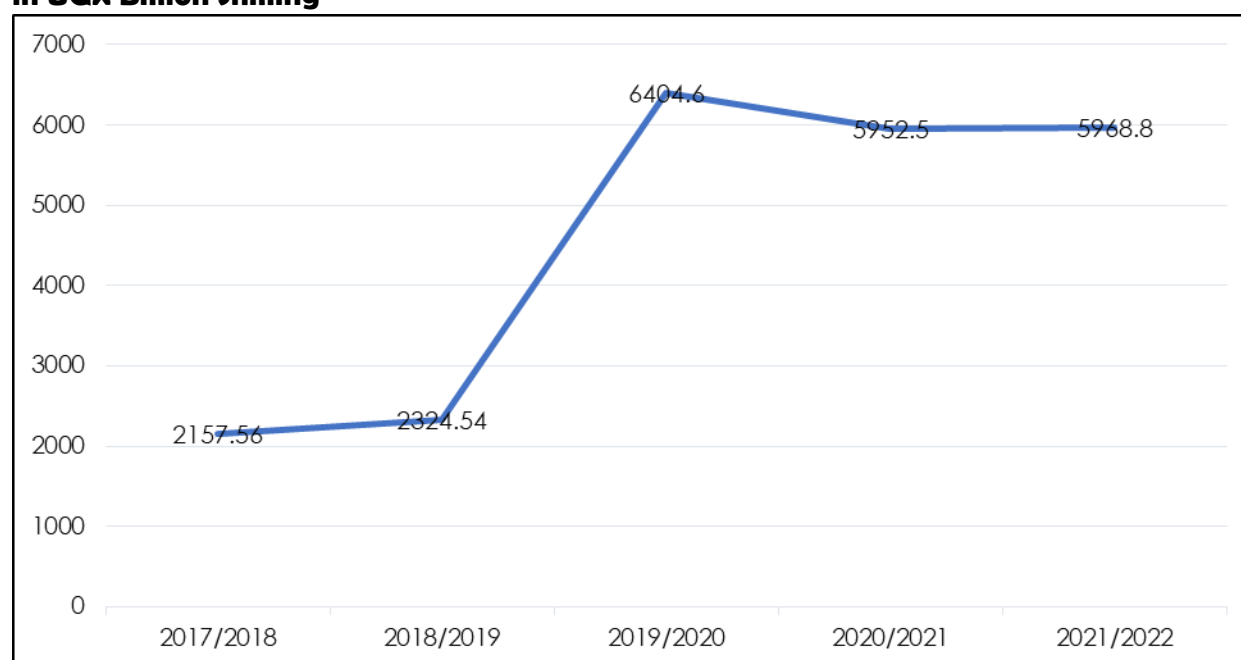
The policy under principle 10.1 obliges the Government of Uganda to create an enabling environment through which all Ugandan citizens can access and obtain support for sanitation services and advocates for the involvement of women and the community as part of their responsibility in the provision, use, and maintenance of sanitation services.

It also implores the Government to use public funds to attain basic levels of sanitation and that special support be given to public institutions such as health units.

7.2 Financial Investment in the Works and Transport Sector FYs 2015/16-2021/22

The government prioritised the Works and Transport Sector as the catalyst for Socio-Economic Transformation, with approximately 20% of the National Budget allocated for the FY 2021/2022. This has been intended to improve the quality and stock of the road network, which ultimately leads to reduced travel time, the cost to the users, the rate of accidents, and improvement in the overall accessibility/ connectivity in the Country. Figure 7.1 below presents Budgetary Allocations to MDAs under the Works and Transport Sector for the FYs 2017/18-FY 2021/22 in UGX Billion shillings.

Figure 7.1: Budgetary Allocations to Works and Transport Sector FY 2017/18- FY 2021/22 in UGX Billion Shilling



7.3 Key Service Delivery Interventions Undertaken in the Works and Transport Sector

- i. Leveraging local content participation in key major infrastructure projects to nurture the Private Sector.
- ii. Deliberate measures to improve the country's competitiveness by investing in reducing transport costs, especially among the vulnerable and improving transport interconnectivity.
- iii. Construction of landing sites with rescue facilities to facilitate safe loading, offloading, and boarding, as well as manage emergencies, including accidents on the water.
- iv. Connection of Islands and sub-regions through the provision of ferries targeting hard-to-reach places to facilitate mobility of people and transportation of goods and services. To date, the Government is managing 12 ferries on different water bodies, of which four are serving Islands.
- v. The government has also constructed over 60 bridges across the 13 sub-regions of the country in the last ten years (2010-2021).
- vi. Rehabilitation of Urban Roads with provisions such as walkways to cater to pedestrians with different abilities.
- vii. Continued construction of cable bridges such as the Mihani Cable Bridge Connecting Kasese and Bunyangabu Districts.
- viii. Construction of bypasses to reduce congestion in Cities and Towns.

7.4 Provision of Transport Services in Hard-to-Reach Places

The Government of Uganda committed to; extending foot cable bridge services, expanding ferry services, constructing bridges, installing rescue facilities on landing sites and extending the road network, targeting hard-to-reach areas, and repairing damaged roads, bridges, and ferries around the country. Lack of affordable access to transport services makes it hard for economic progress and limits access to health facilities, schools, markets, and other socio-economic amenities, especially for the most vulnerable. Accordingly, Government aimed to realise flexibility in the mobility of goods

and services in the different hard-to-reach places. The sub-section below presents the Status of Equal Opportunities in the government's effort to provide transport services in hard-to-reach places for the period 2020/2021/2021/2022.

7.4.1 Construction of Cable Bridges

The government of Uganda, through the Ministry of Works and Transport and in collaboration with an American NGO, has continued the construction of foot cable bridges across the country, targeting mountainous places and water bodies. The foot cable bridges aim at enhancing mobility among the vulnerable. Since August 2017, 11-foot cable bridges have been constructed, and these include;

- i. Mihani Kasese and Bunyangabu Foot Cable Bridge spans 67.0 over River Rwimi, providing connectivity to the rural communities of Bwesumbu and Kabonero Sub Counties (2021)
- ii. Aryowet Suspension cable Foot Bridge across Siit River (2021)
- iii. Kihumuro Suspension cable Foot Bridge spans 81m across river Ngusi (2021)
- iv. Kibembe Buhugu footbridge crossing over Sironko River (2020).
- v. Kyabayanze footbridge crossing over Lhubiriha River (2020).
- vi. Tongole Suspension cable Foot Bridge spans 75m across river Manafwa in Manafwa district (2019)
- vii. Kawuswo Suspension cable Foot Bridge connecting the districts of Bukwo and Kween (2019)
- viii. Tuyobei Amudat, Lokales vicinity, Bukwa, Foot Bridge (2019).
- ix. 90-metre Bridge in Bukonde Sub-County (2019)
- x. Bukalisa Sub Country Suspension cable Foot Bridge in Bududa District (2019).
- xi. Cable foot bridges connecting Sironko and Mbale at Kamu (2018)

Mihani Kasese and Bunyangabu Foot Cable Bridge spanning 67 metres over River Rwimi, providing connectivity to the rural communities of Bwesumbu and Kabonero Sub Counties, is among the most recently commissioned (2021). The photo below shows Mihani Cable Bridge that connects Kasese to Bunyangabu Districts.



Mihani Cable Bridge that connects Kasese to Bunyangabu Districts

The robust cable bridge replaced a dilapidated wooden bridge that was washed away by floods leaving residents to cross the river on foot. This was risky and is said to have claimed more than 25 lives through drowning. The Commission commends the Government for the above development that continues to boost the mobility of goods, people, and services. However, several places in Kasese district, the Elgon subregion, still need such services. It is, therefore, prudent that the same services of foot cable bridges are extended to enhance the mobility of goods, people, and services in underserved places.

7.4.2 Provision of Ferry Services

Uganda has several lakes, rivers, and over 160 Islands that necessitate water transport services such as ferries, engine boats, and canoes. Islands are among the places that constitute hard-to-reach places, with some too costly to access. To promote balanced regional development, the Government committed to providing ferry services with priority given to strategic points and locations.

Accordingly, to date Government, through UNRA, operates 12 ferries with 95% adherence to the schedule and 82% availability. These have improved inter-district

connectivity and mobility of people, goods, and services. Table 7.1 below shows functional ferries' current stock and the linked districts.

Table 7.1: Ferries Operated by the UNRA as of 30th June 2022

S/N	Name of Ferry	Location	Districts linked by the Ferry
1	Laropi	Laropi / Umi	Moyo and Adjumani
2	Masindi Port	Masindi Port/Kungu	Kiryandongo and Apac
3	Wanseko	Wanseko/Panyimur	Buliisa and Nebbi
4	Mbulamuti	Mbulamuti	Kayunga and Kamuli
5	Nakiwogo	Nakiwogo/Buwaya	Wakiso and Entebbe Municipality
6	Obongi	Obongi/Sinyanya	Moyo and Adjumani
7	Kyoga I	Zengebe – Namasale	Amolatar and Nakasongola
8	Kyoga II	Zengebe – Namasale	Amolatar and Nakasongola
9	Kiyindi	Kiyindi – Buvuma	Buikwe and Buvuma
10	MV Pearl	Bukakata/Luuku	Masaka and Kalangala
11	MV Ssesse	Bukakata/Luuku	Masaka and Kalangala
12	Bisina	Kumi/Katakwi	Kumi and Katakwi

Source: EOC Field Findings/UNRA Performance Reports

MV Albert Nile ferry, one of the most recently commissioned ferries, connects Wanseko Landing Site in Buliisa District to the famous Panyimur Market in Nebbi District. The above ferry reduced travel time along the 22km route to approximately one hour and 20 minutes from the previous two hours and 40 minutes by the old ferry, which was decommissioned. The ferry is a major link for nearby towns such as Hoima, Kigorobyia, Masindi, Biiso, Buliisa, and Wanseko in Bunyoro, and Panyimur, Dei, Pakwach, Nebbi, Paidha, and Arua in West Nile. The operation of 12 ferries is a significant milestone for the government in equalising opportunities for the mobility of people, goods, and services.

The government also completed the construction of a modern ferry connecting Namayingo to Sigulu Islands in the Busoga Sub-region. Photos below show some of the operational ferries;



MV Kalangala ferry connecting Kalangala and Masaka district via Bukakata road



MV Sigulu ferry connecting Namayingo Mainland to Sigulu Island and Lolwe Island on Lake Victoria.

In May 2022, the Government commenced construction of the Bukungu-Kagwara-Kaberamaido (BKK) ferry, as presented below;



Commencement of construction of Bukungu-Kagwara-Kaberaimaido (BKK) ferry

Bukungu-Kagwara-Kaberaimaido (BKK) ferry will connect Lake Kyoga's Teso and Busoga sub-regions.

The ferry services have continued to provide improved access to critical social services such as markets, hospitals, and schools by the communities, especially the older persons, expectant mothers, children, and PWDs. They also link remote Island areas such as Sigulu and Lolwe to the mainland, towns, and cities and provide a significant link between rural/ Island communities and social services providers on the mainland. Therefore, they promote equity in access to services to Island communities.

However, some of the hard-to-reach areas in the islands remain inaccessible and under-served in terms of water transport. For example, out of the seven districts with islands, four districts have no ferry services, including Mayuge, Mukono, Rakai, and Wakiso. Table 7.2 below shows the access status to islands in the seven selected districts harbouring over 160 islands.

Table 7.2: Status of Access to Islands in the Six Selected Districts Harboring 160 Islands

District	Number of Islands	Number of Islands Accessible by Ferry	Number of Ferries
Kalangala	84 (67 habitable)	1	3
Wakiso	1	0	0
Buvuma	52	1	1
Namayingo	13	1	1
Mayuge	7	0	0
Rakai	3	0	0
Mukono	2	0	0
Total	160	3	4

Of the seven island districts made up of over 160 islands, only three districts are accessible by ferry: Buvuma Main Island, Namayingo Island, and Bugala Main Island in Kalangala District. Therefore, the government needs to continuously consider improving accessibility on all the islands to address equitable access challenges such as limited trade opportunities and access to social amenities such as schools and health facilities, which continue to affect Island communities.

7.4.3 Construction of Bridges for Equitable Access

Building bridges improves accessibility and interconnectivity between villages, sub-counties, districts, sub-regions, and regions. In addition to motorable bridges, cable bridges have also been constructed to address accessibility challenges in mountainous places. During the period (FY2016/17-FY2020/21), UNRA continued to work on 56 bridges; some were completed, while others were on different levels of progress. As a result, 38 bridges were constructed on the national road network during the reporting period (Table 7.3). These have improved connectivity along the national road network.

Table 7.3: Bridges Projects Substantially Completed

S/N	Bridge Project	No. of Bridges
1	Apak Bridge in Lira district	1
2	Manafa Bridge on Tororo-Mbale road	1
3	Goli and Nyagak in Nebbi	1
4	Leresi Bridge Butaleja – Leresi – Budaka road	1
5	Kabaale Bridge (linking Kyankwanzi to Ngoma in Nakaseke	1
6	Aswa bridge on Lira-Kitgum border	1
7	Seretiyo Bridge in Kapchorwa	1
8	Nyalit Bridge in Kapchorwa	1
9	Cido Bridge in Nebbi	1
10	Aswa Bridge	1
11	Source of the Nile Bridge - On Kampala-Jinja Highway	1
12	Nalakasi - On Nalakasi-Arimoi-Kaabong Road in Karamoja Sub-region	1
13	Lopei - On Moroto - Kotido Road in Karamoja Sub-region	1
14	Kaabong - On Kaabong-Kotido Road in Karamoja Sub-region	1
15	Ruzairwe - on Kibaale-Kyebando-	1
16	Nsongi	1
17	Multi-Cell Box Culvert at Opot	1
18	Kagandi	1
19	Dungulwa	1
20	Enyau	1
21	Odroo	1
22	Wariki Bridge	1
23	Ayugi Bridge on Atiak-Adjumani-Moyo-Yumbe-Manibe road, Ceri, Adidi and Opio Bridges on Pakele-Pabbo road.	4
24	Mpanga and Mpondwe Bridge on Kampala-Mubende-Fortportal-Uganda/DRC border road,	2
25	Lot 1: Design and Build of Aji and Ora bridges, including a 9.2km access road	2
26	Lot 3: Design and Build of Awoo Bridge	1
27	Lot 2- Design and Build of Nariamabune Bridge, Including 2km Access Road	1
28	Lot 1: Emergency Design and Build of 4 Strategic Bridges in West Nile Sub Region: Ora 1, Ora 2, Awa, and Olemika on Pakwach-Inde-Ocoko Road	4
29	Isimba Public Bridge & Access Roads	1
30	Lot 1: Design and Build Chololo on Chosan-Amudat Road;	1
Total Bridges Completed between FY 2016/17 to FY 2020/21		38



One of the most recently commissioned bridge is known as the Isimba Bridge presented below; Nabuganyi–Mbulamuti Bridge measuring 2.126 kilometres.

This bridge eased travel from Kayunga District in the Buganda Region to Kamuli District in the Eastern Region of Uganda. The bridge is about 0.5 miles (1 km) downstream of the Isimba Dam, connecting to Mbulamuti and ultimately to Kamuli. The bridge reduces the distance between Kayunga and Kamuli from 115 kilometres (71 miles) to only 27 kilometres (17 miles).

Shoddy works on most bridges in the Districts were observed.



Photo: Washed away Bridge in Kagadi District due to Shoddy Work

7.5 Road Construction – Upgrading to Paved Bituminous

The NDPII target over the period was to increase national roads to 6,000km by FY 2019/20. The Sector registered a notable increase in the length of paved national roads from 4,257 kilometres in 2016/17 to 5,591 kilometres in 2020/21 (26.6% of the total national road network). A total of 23 road upgrading projects (new construction and upgrading from paved bituminous standards) covering a total length of 1,334km were substantially completed during the period under review. However, although the paved national road network improved from 20.7 per cent in 2017 to 26.6 per cent in 2020, it was 630 km short of the NDP II target of 6,000 km by FY2019/20. This was greatly attributed to the slow progress of the projects due to the delayed acquisition of the Right of Way.

Table 7.4: Roads Upgraded to Paved Bituminous Standard Between July 2016 and June 2021

S/N	Road project	Length (km)	Funder
1	Ishaka-Kagamba	35.4	GoU
2	Kamwenge-Fort Portal	65.5	WB
3	Mbarara-bypass	14	EU
4	Kampala-Entebbe Expressway (41km section)	41	EXIM
5	Rushere-Nshwerenkye	11	GOU
6	Gulu-Acholibur	78	GOU
7	Acholibur-Musingo	86	GOU
8	Mpigi-Kanoni	64	GOU
9	Mukono-Kyetume-Katosi-Nyenga	74	GOU
10	Olwiyo- Gulu	70.3	GOU
11	Akisim-Moroto	50.3	GOU
12	Kanoni-Sembabule-Villa Maria	110	GOU
13	Kashenyi-Mitooma	11.5	GOU
14	Musiita-Lumino	104	GOU
15	Bulima-Kabwoya	66	GOU
16	Mubende-Kakumiro-Kagadi	107	GOU
17	Soroti-Katakwi-Akisim	100	GoU
18	Nyenga – Njeru	10	GoU
19	Bumbobi-Lwakhakha	44.5	AfDB & GOU
20	Tirinyi – Pallisa - Kumi	67	IDB
21	Pallisa - Kamonkoli	44	IDB
22	Masaka - Bukakata	41	BADEA
23	Kigumba-Bulima	69	GoU
Total Completed between FY 2016/17 to FY 2020/21		1,334	

Source: UNRA

Table 7.4 shows the projects that were substantially completed between FY 2016/17 and FY 2020/21, adding 1,334Km to the paved road network. This brings the total paved stock to 5,591Km, which is 26.6% of the national road network.

a) Road Reconstruction/Rehabilitation

Between FY 2016/17 and FY 2020/21, a total of (11) roads were rehabilitated, equivalent to 514.7 km.

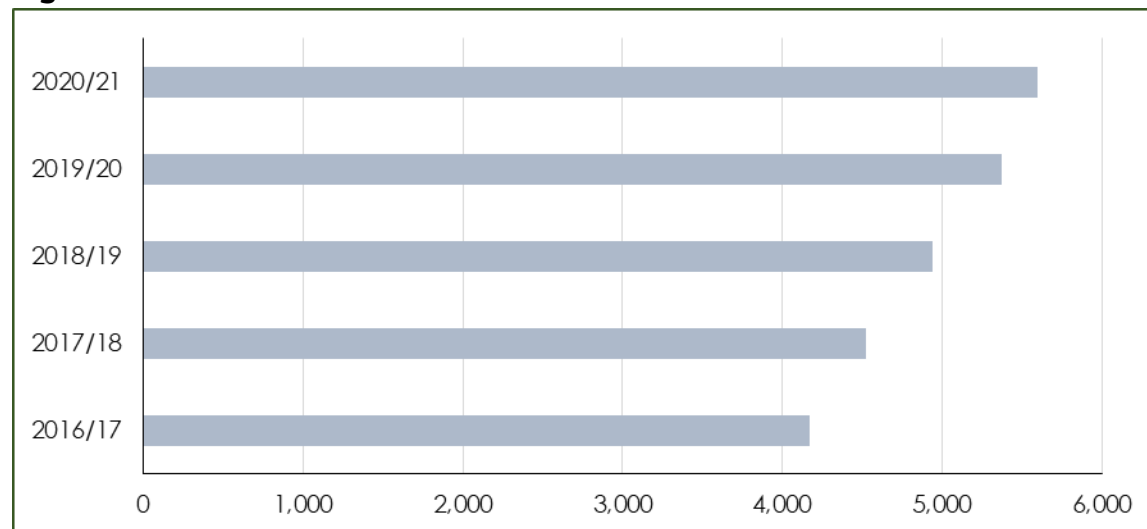
Table 7.5: Road Rehabilitation projects completed between July 2016 and June 2021

S/N	Road project	Length km	Funder
1	Nansana –Busunju Phase 1&2	48	GOU
2	Mukono-Kayunga-Njeru	95	GOU
3	Namunsi-Sironko-Muyembe-Kapchorwa	36	GOU
4	Kamuli Town Roads	22	GOU
5	Fort Portal – Kyenjojo	50	GOU
6	Ishaka-Katunguru	58	GOU
7	Hima-Katunguru	29	GOU
8	Nakawa-Seeta	9	GOU
9	Nakalama -Tirinyi - Mbale	106.7	GoU
10	Fort Portal - Hima	55	GoU
11	Buddo and Nabingo	6	GoU
Total Completed between FY 2016/17 to FY 2020/21		514.7	

Source: UNRA

Figure 7.2 below depicts the growth in the stock of paved roads in kilometres from FY 2016/17 to 2020/21.

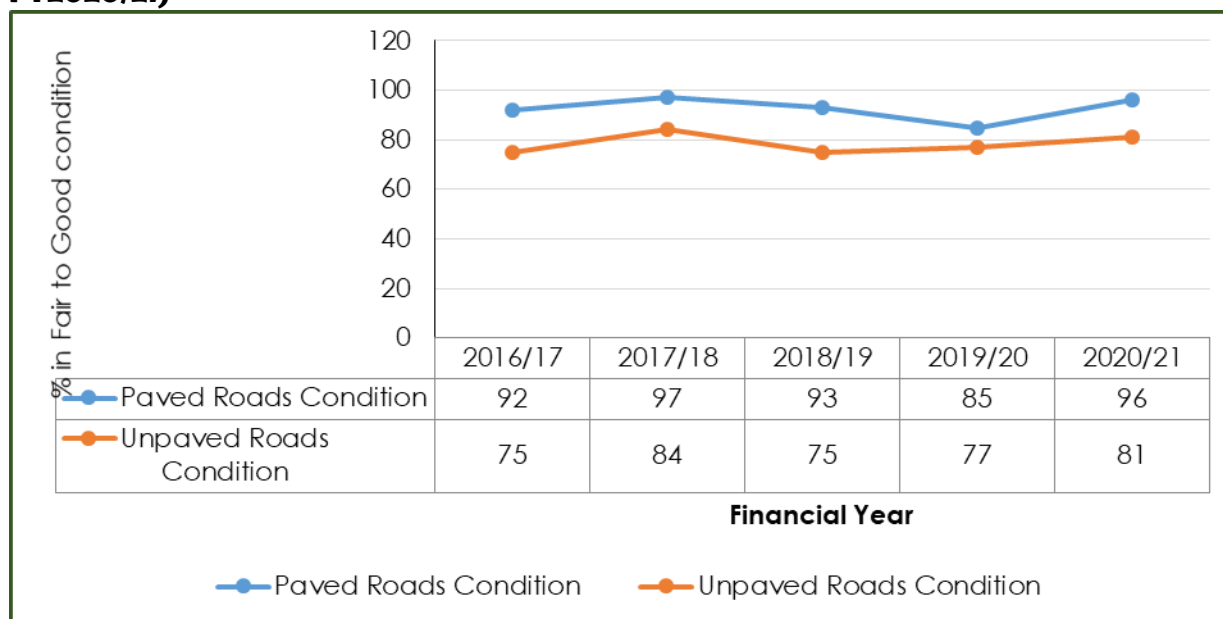
Figure 7.2: Growth in the Stock of Paved Roads



Source: MoWT Annual Sector Performance Reports (FY2016/17 – FY2019/20), Q4 Vote Performance Report, FY2020/21

Evidently, over the medium term, the percentage of paved national roads in good condition has improved from 80% to 96% between FY 2016/17 and FY2021, while that of unpaved national roads has increased from 70% to 81% over the same period. Figure 7.3 below presents the percentage of national roads in fair to good condition (FY2016/17 - FY2020/21).

Figure 7.3: Percentage of National Roads in Fair to Good Condition (FY2016/17 - FY2020/21)



Source: MoWT, 2020/21

Relatedly, as a result of policy interventions toward improving road safety, the number of road accidents has generally decreased over the last five years from 14,474 in 2016 to 12,249 in 2020, representing an 18% reduction. However, Uganda still registers one of the highest fatality rates in Sub-Saharan Africa, averaging 3,647 fatalities per year over the last five years. This means that, on average, ten people die daily in road accidents.

7.5.1 Status of Road Connectivity by Sub Region

For the period FY 2010/2011 to FY 2020/2021, the Government of Uganda, through the Uganda National Roads Authority (UNRA) and Ministry of Works and Transport, developed several road networks to increase connectivity and promote balanced regional development across all the 13 Sub-regions as presented in Table 7.6 below;

Table 7.6: Percentage Coverage of the Road Network by Sub Region

Sub Region	Length/Km	% Coverage
Buganda	873	22%
Lango	60	1%
Teso	166	4%
Kigezi	126	3%
Ankole	583.9	14%
Bunyoro	774	19%
Bugisu	192	5%
Bukedi	111	3%
Busoga	389.8	10%
West Nile	89	2%
Acholi	370.3	9%
Karamoja	143.3	4%
Tooro	170.2	4%

Source: computed by EOC using UNRA data set 2021

Findings in Table 7.6 above reveal that UNRA reported 4048.5km of completed and rehabilitated national roads in December 2021⁸. Buganda had the highest coverage of completed road networks from the sub-region analysis at 22%, followed by Bunyoro at 19% and Ankole at 14%. On the other hand, Lango had the least coverage of the road network at 1%, followed by West Nile at 2% and Bukedi at 3%. The above findings show that regional imbalances regarding completed and rehabilitated roads still exist. Sub-regions with less connectivity incur higher transport costs in accessing services and participating in economic activities than sub-regions with more connectivity.

7.6 Employment Opportunities Created for the Vulnerable Groups During Construction Works

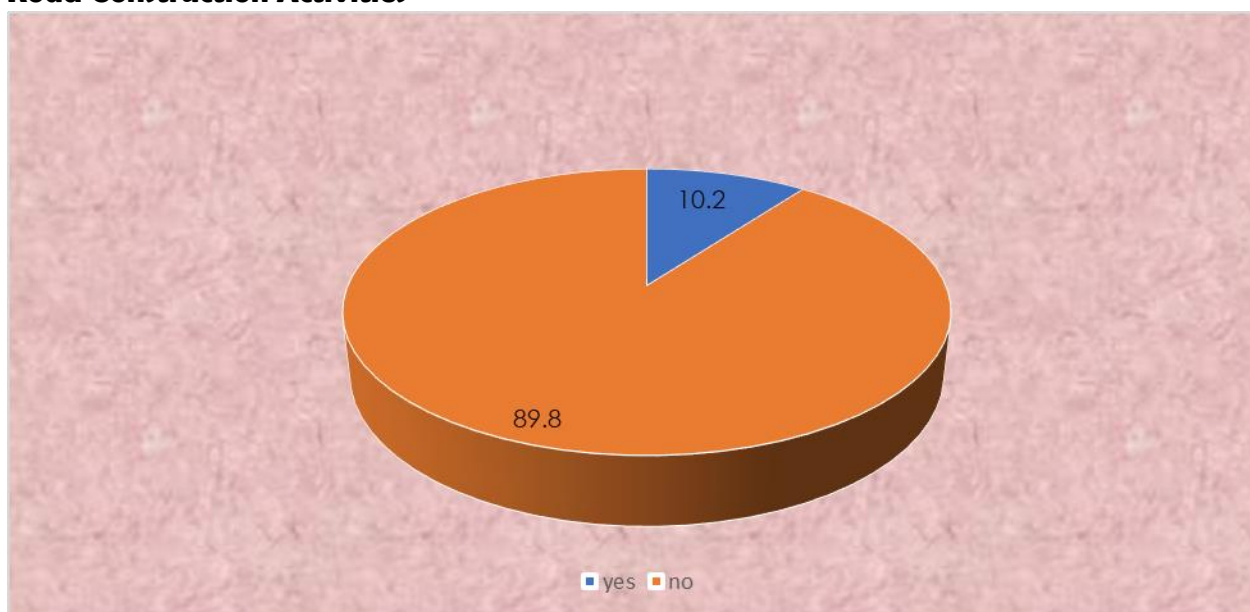
Through the lead implementing agencies of road construction, the Government of Uganda has emphasised the need to give employment priority to local community members during the construction of various roads in the project areas. Accordingly, the anticipated employment opportunities created for the vulnerable groups during construction work included skilled and non-skilled labour opportunities, i.e., Civil

⁸ National Roads Project Status Report December Report 2021

engineering professionals, general labour, equipment operators, laboratory technicians, hospitality and catering service professionals, administrators and managers, etc.

With the above background, findings from the study revealed that out of 1172 respondents, 10.2% had access to employment from the sampled project area in 13 districts, as shown in Figure 7.4 below. When disaggregated by sex, 58.3% were male and 41.7% female. Among the age group majority, 67.5% were adults, with youth and older persons contributing to 22.5% and 10%, respectively.

Figure 7.4: Percentage Distribution for Access to Employment Opportunities During Road Construction Activities



Out of the 10.2% that had access to employment opportunities, further analysis revealed that 83.9% were mainly employed as casual labourers, 11.9% as machine operators, and 4.2% as service providers, specifically catering. The employed personnel reported that these jobs improved their incomes, which enabled them to meet their daily needs.

For employment to be gainful, employees should be given employment contracts that stipulate their job descriptions. Documented contracts testify to previous employment history and enable employees to compete actively in the job market in the future. However, during the study, the reverse was true; for example, the majority, 76.5% of the employed staff, had no formal contract, and only 23.5% had contracts.

The issuance of contracts to an employee not only gives them a chance to compete actively in the job market in the future but also provides better ground to fight for their rights. For example, during the focus group discussion in Masaka district Bukakata sub-county, a female respondent said, *"... I was hired to prepare meals for the people working on the road. I was paid for the first days, but later the gentleman who told me to prepare food disappeared; when I contacted the other new manager, he said he was unaware. So they left without paying the balance simply because she did not have a signed contract to offer the service...."*

Whereas there was an initiative to provide employment opportunities to the vulnerable groups at 10.2%, this is still lacking as per the Local Content policy, which places priority on employment of Ugandans, procurement of Ugandan Companies, and use of locally manufactured goods in all undertakings. UNRA must comply with the recommended minimum quota of 30% allocated to local companies.

7.7 Land Compensation During the Road Construction Process

Article 26 of the Constitution of Uganda provides the right to protection from deprivation of property and the right to own property. The Commission engaged communities residing in project areas to establish the level of compliance with equal opportunities in executing the land compensation processes. The Commission focused on the level of awareness of land rights, perception of how the compensation process was handled, the level of involvement of marginalised groups in compensation, and the effect of the construction activities on land ownership

7.7.1 Level of Awareness by Communities in Road Project Areas On Land Rights and Compensation Process

The Commission assessed to determine whether communities were aware of their land rights and compensation mechanisms as per the Land Act 1998. Findings are presented in Table 7.6 below;

Table 7.6: Level of Awareness of the Land Rights and Compensation Mechanism by the Vulnerable Groups

	Women	Youth	Older Persons	PWDs	Total
Consent of Spouse required for the sale of land.	42%	20%	10%	18%	89%
Compensation if the state compulsorily removes people from their land	41%	18%	11%	20%	89%
Issuance of certificates for customary ownership	43%	19%	11%	18%	92%
District Land Board to compile and maintain a list of rates of compensation payable in respect of crops, the building of a non-permanent nature, and any other things that may be prescribed	42%	21%	11%	16%	90%
Value of land to be the open market value of the unimproved land in the case of a customary owner	39%	20%	11%	17%	86%
The value of standing crops on the land, excluding annual crops, which can be harvested during the period of notice, is given to the tenant.	39%	22%	11%	19%	90%
Average	41%	20%	11%	18%	89%

Findings in Table 7.6 above revealed that the majority (89%) of the people in communities within the road construction projects were aware of their land rights and compensation mechanisms. This was attributed to the increased sensitisation highlighted by members and district representatives during the focus group discussion.

Further disaggregation by category reveals that the average level of awareness was much lower among older persons (11%), persons with disabilities (18%), and youth (20%). As a result, the vulnerable people do not demand justice, hence denial of equal opportunities due to high levels of ignorance.

The Commission also sought to find out the major sources of information on awareness about land rights and compensation mechanisms, and the findings revealed that the

primary source of information was from community members at 32.7%, followed by sensitisation conducted by construction companies at 29.7%, and sensitisation by NGO 24.2%. The findings are presented in Figure 7.5 below;

Figure 7.5 Percentage Distribution for Major Sources of Information

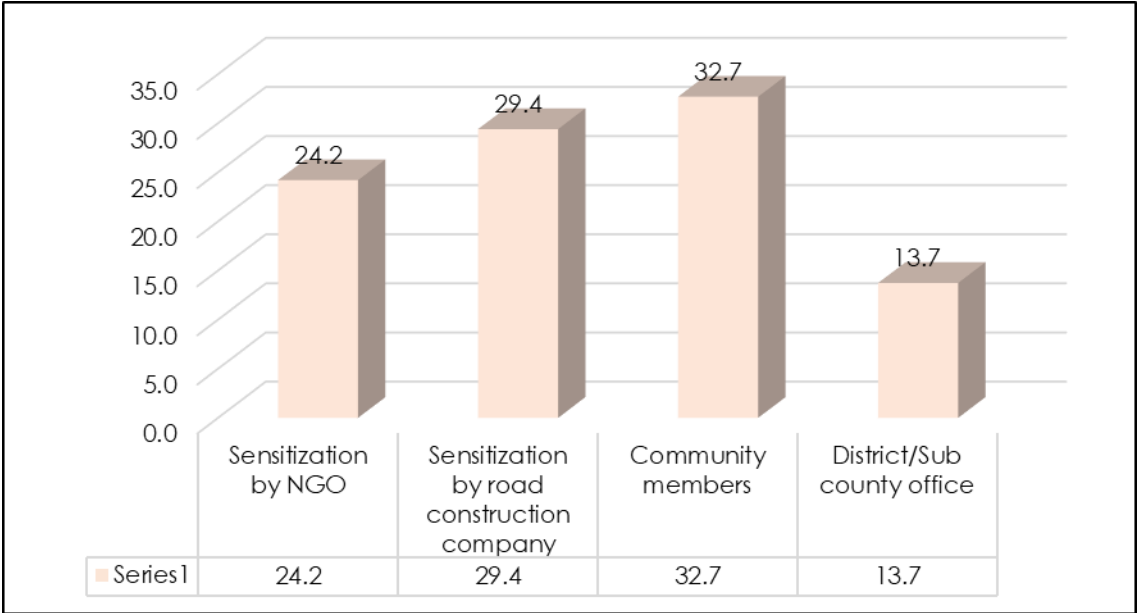
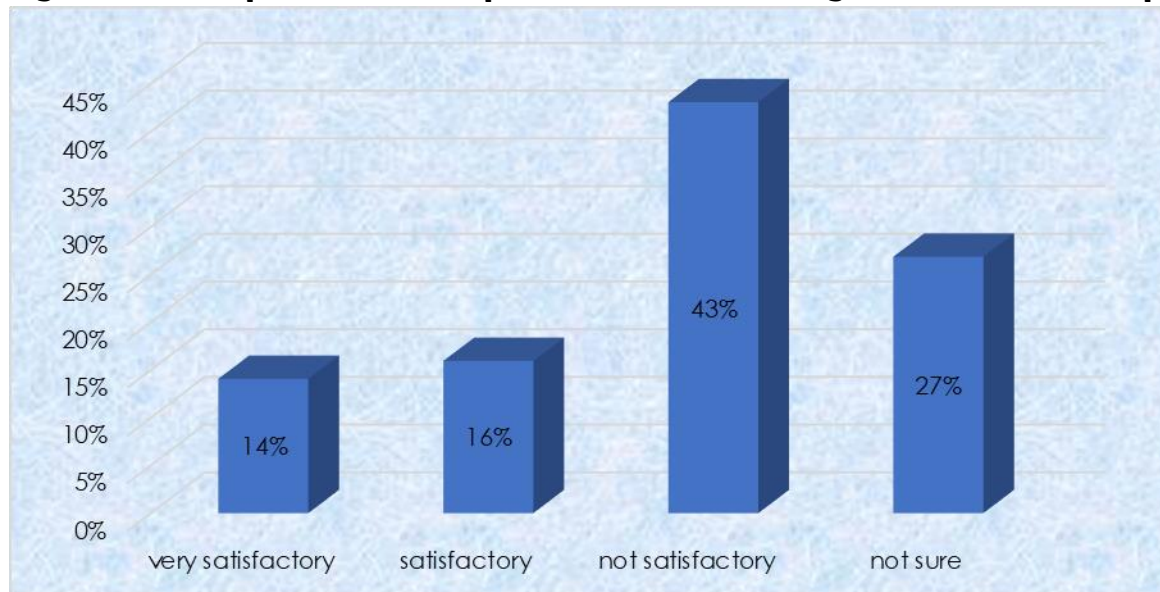


Figure 7.5 above shows that district/sub-county offices have limited participation in the sensitisation of community members about the land rights and compensation process. The limited participation in the sensitisation of community members emanates from the fact that national roads are managed by Uganda National Roads Authority which offers contracts to different construction companies who sometimes do not cooperate reasonably with the districts. For example, during a key informant interview with an official from Sembabule district, the following was noted “...the stakeholders’ meetings didn’t happen; we just had that China railway no.3 is going to construct the road from Villa; to Sembabule...”

7.7.2 Perception of the Community On How the Compensation Process Was Handled

The law requires members who may have lost land, crops and other property due to road construction activities to be compensated per the Government Resettlement Plan through the Uganda Nation Roads Authority. The community members' perception of the compensation process is shown in Figure 7.6 below.

Figure 7.6: Perception of the Compensation Process Among the Vulnerable Groups



As illustrated in Figure 7.6 above, 43% of respondents reported that the process was not satisfactory, against 16% who were satisfied with the process. On the other hand, 14% found it very satisfactory, and 27% were unsure about the compensation process.

Further analysis by disaggregation showed the level of non-satisfactory was high among persons with disabilities at 52.6% compared to those without disabilities. By sex category, 48.1% of females were dissatisfied with the compensation process compared to 51.9% of males. Within the age group, the level of non-satisfaction was high among the older persons at 46.1%, followed by youth at 41.4% among other age groups.

The 43% who were unsatisfied with the compensation reported several issues that included; undervaluation, which resulted in paying little money, delayed settlement, or late payment, which resulted in losses. In addition, the compensation paid did not cater for the damages caused to our houses, among other reasons.

In addition, during the focus group discussion in Atek central village, Awila Parish in Akokoro Sub County Apac district. The respondent said that... *my building was undervalued and compensated at UGX. 400,000/=and the contracting company forced me to sign the consent form because of too much intimidation.*

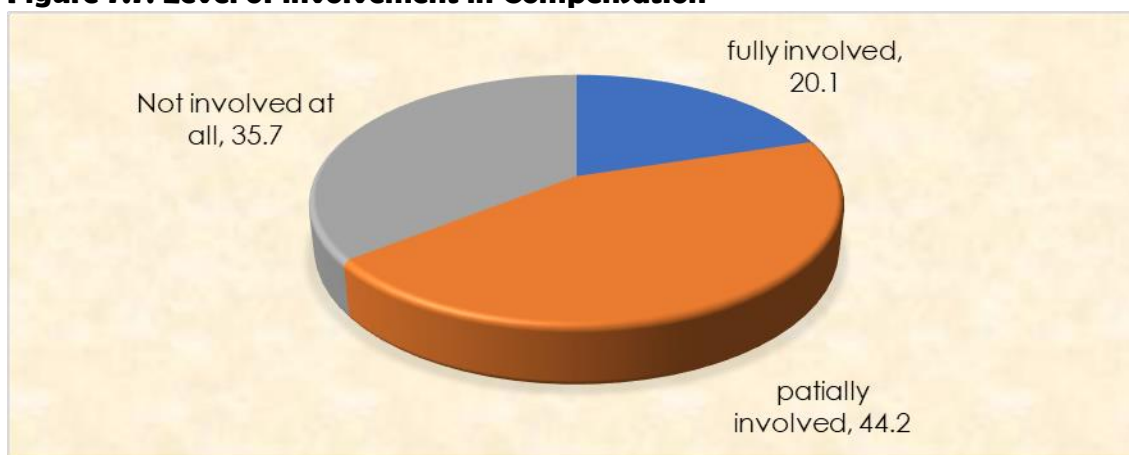


The structure that was compensated at UGX. 400,000/= in Atek central village, Awila Parish, in Akokoro Sub County Apac district.

7.7.3 Level of Involvement of Marginalised Groups in Compensation

The Commission conducted an assessment on the level of involvement of marginalised groups (women, persons with disabilities, youth, and older persons) in the compensation process, and the finding revealed that 20.1% of the respondents were fully involved, 44.2% partially involved, and 35.7% not involved at all in the compensation process. The findings are presented in Figure 7.7 below.

Figure 7.7: Level of involvement in Compensation



Further disaggregation by category findings showed that more men, 23.6%, than women, 17.7% were fully involved in the compensation process, 18.7% of the person with disabilities, 14.4% the youth, and only 23.5% of the older persons participated in the compensation process. The details are presented in Table 7.7 below

Table 7.7: Level of Involvement in Compensation

Level of involvement		Male	Female	PWD	Youth	Older Persons	Adult
Fully Involved	count	115	121	39	36	27	172
	%within	23.6%	17.7%	18.7%	14.4%	23.5%	21.7%
Partially Involved	count	319	199	94	120	59	329
	%within	46.6%	40.9%	45.0%	48.0%	51.3%	41.6%
Not involved at all	count	245	173	76	94	29	290
	%within	35.8%	35.5%	36.4%	37.6%	25.2%	36.7%

Source: EOC data set

Further discussions were held to identify reasons hindering effective involvement of the vulnerable groups in the compensation process, and the following reasons were reported: the cultural behaviour which makes the household head the decision maker; discrimination, especially for persons with disabilities; high level of illiteracy, limited knowledge on their right; limited ownership of land among the youth and lack of information.

In Pallisa district, a respondent said, culturally, the land belongs to a man, and most people who own land here are men. So, very few women could have benefitted from the compensation (KI District official).

In Lango culture, men own properties; primarily, the land is customary. When the time comes for compensation, the government deposits money into the account and notifies the man that your funds are ready. Then it becomes entirely upon the man to decide what to do with the money; in most cases, a woman might not know. This indicates that they have little or no participation of women (Respondent in the focus group discussion Apac district).

7.7.4 Effects of Construction Activities on Land Ownership and Utilisation

During the assessment, the Commission sought to find out whether the construction activities had effects on the livelihood of the marginalised groups concerning ownership and utilisation, and findings revealed that out of the total respondents, 48.8% reported that they were affected against 51.2% who said that the construction activities did not affect their livelihood. Further analysis revealed that the main effects were related to the destruction of crops and livestock, followed by displacement. Effects of construction activities as presented in Table 7.8 below;

Table 7.8: Effects of construction activities

Item	frequency	Percentage
Destroyed crop/livestock farming	343	62%
Household displaced/evicted	132	24%
Family wrangles on land ownership	20	4%
Domestic violence due to land utilisation	10	2%
House damage with cracks	50	9%
Total	555	100%

The consequences of these effects on the population are that they interfere with existing economic and socio-cultural structures, and most affected communities are impoverished. Their prospects of sustainable development are seriously impeded. People who are displaced undergo tremendously difficult life cycles: the relocation and adjustment process disrupts their access to productive resources, including land, social capital, savings groups, access to social networks, and so on.

Compensation should not be the only priority for displaced communities since it is inadequate to ensure comprehensive social protection: it is not just homes that are compromised by displacement; livelihood patterns also break down during this process.

Marginalised and vulnerable groups such as women, PWDs, older persons, and persons living with HIV/AIDS are affected differently. For example, in many cultures in Uganda, women are involved in land-based activities such as farming and herding animals; they form part of the productive workforce and contribute substantially to the family's sustenance.

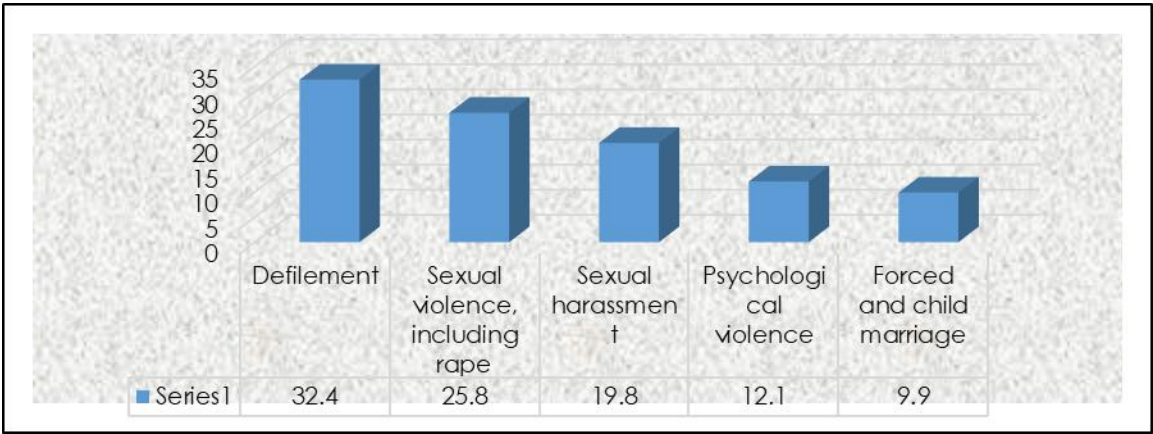
However, compensation monies typically go to men, in most cases, for physical assets instead of process-related activities. This frequently results in family fall-outs that sometimes escalate into physical fights characterised by the violence of a gendered nature, with the woman and her children typically deprived of access to the resources.

7.8 Assessment of Gender-Based Violence During Road Construction Activities

Uganda is a party to International Human Rights Treaties, which prohibit sexual and gender-based violence. Among the Treaties is the CEDAW, which states that violence against women constitutes a violation of women's internationally recognised human rights. The denial of equal rights to women reinforces violence against them. Furthermore, the CEDAW Committee has emphasised the obligation of States: “To take appropriate and effective measures to overcome all forms of gender-based violence, whether by public or private actors; [and to] ensure that laws against family violence and abuse, rape, sexual assault, and other gender-based violence, give adequate protection to all women, and respect their integrity and dignity.

The Commission conducted an assessment on gender-based violence cases experienced in the communities during road construction, and findings revealed that 31.2% answered in affirmative of gender-based violence happening. The primary forms of gender-based violence reported during the assessment included; defilement (32.4%), followed by sexual violence, including rape (25.8%), sexual harassment (19.8%), psychological violence (12.1%), and forced child marriage (9.9%) among others. The findings are presented in Figure 7.8 below;

Figure 7.8: Proportion of GBV by Category



Further analysis from the focus group discussion and the key informant interviews revealed that communities registered gender-based violence cases in all the sampled districts where road construction occurred, as presented in the text box below.

Respondents reported that a girl was raped by the worker on the road and the case was reported to police after some time the man was released on payment of UGX. 4,000,000/= Uganda shillings (focus group discussion in Bukakata sub county Masaka district)

There were cases concerning rape, defilement and prostitution. Those men used money to confuse women and young girls. Many were left pregnant and some had to separate with the husbands. (KI Probation officer Sironko district)

These constructors have actually done a lot of harm to our children by confusing them with money, they are given UGX. 5000shs or UGX. 10000 but these women end up sleeping with these men. The women say that whenever they sleep with them they give birth to only boys, and you wonder what's so special about them giving birth to boys as if they don't have boys with their husbands. I remember some women said that the constructors are stronger in bed than their husbands. District engineer Namisindwa district.

Another case was when a husband checked a woman's phone and saw the video when they were playing sex, you know some times people become stupid so these ones were filming themselves. The wife was away and the husband mobilized his team to come see the sex video too. So when the women came back the man nearly beat her to death. Girls are taken off by the workers. So those cases were really very many. (KI Community development officer Pallisa district).

It was observed from the findings above that whereas there are several interventions put in place to fight gender-based violence, Government needs to continue to increase awareness but also put strict laws/ measures that prohibit violence against women at all levels.

7.9 Key Observations

- i. The regional imbalances still exist in coverage, with Lango having the least road network coverage at 1%, followed by West Nile at 2% and Bukedi at 3%.
- ii. Out of the seven districts with islands, four districts (Mukono, Mayuge, Rakai, And Wakiso) have no ferry services and remain inaccessible.
- iii. Access to employment opportunities in road construction projects was still low at 10.2% among the vulnerable groups, and most had no formal contracts.
- iv. The level of involvement in the compensation process was still low among the vulnerable groups.
- v. In communities where the construction of roads has happened, communities have registered many cases of gender-based violence.

7.10 Policy Recommendations

- i. UNRA and the local government district should ensure increased community awareness and participation during the compensation process, especially among women and older people.
- ii. There is a need for road construction companies to begin issuing Appointment Letters to their workers to avoid exploitation due to a lack of information about their rights.
- iii. Government services, including road construction companies, need to monitor to avoid continued marginalization.
- iv. There is a need for the government to revisit the constructed roads to ascertain whether the roads are in good condition.
- v. There is a need to put road safety measures like signposts to minimise the road accidents that happen to different road users during road construction.
- vi. The Ministry of Works and Transport should issue strict guidelines on gender-based violence.
- vii. Government should ensure proper advertisement of the current job opportunities in the defined road project areas to promote equal access.
- viii. Government should ensure increased sensitisation of communities about the dangers of HIV/AIDS, GBV, and the risks of climate change that come along with the construction processes.

- ix. The government should relocate and ensure timely compensation for the people living in project-affected areas.
- x. During the construction of national roads, there should be proper coordination between the District Local Government and UNRA to ensure that the valuers use the standard prices during the valuation process.
- xi. Road funds should stop using a formula of availing funds according to the road traffic in the district but rather consider the kilometers.
- xii. UNRA should ensure that awarded construction companies hold stakeholder engagement meetings before the construction begins.

CHAPTER EIGHT

THE EFFECTS OF NATURAL AND MAN-MADE HAZARDS AMONG THE DISASTER-PRONE AREAS IN UGANDA

8.0 Introduction

Disaster loss and damage are on the rise in Uganda, with grave consequences for our citizens' survival, dignity, and livelihood, particularly the poor. It also erodes Uganda's hard-won development gains. Moreover, disaster risk is increasing global concern, and its impact and actions in one region can impact risks in another and vice versa.

This, compounded by increasing vulnerabilities related to changing demographics, technological and socio-economic conditions, unplanned settlements, under-development, environmental degradation, climate variability, climate change, geological hazards, and competition for scarce resources, points to a future where disasters could increasingly threaten Uganda's economy and its population.

Uganda is potentially affected by a range of disasters, both natural and man-made. These events adversely affect the vulnerable populations across the country and have caused death, suffering, and loss of property and productive capacity.

According to World Bank Climate Change Knowledge Portal, Uganda has encountered several hazards, including floods, epidemics, drought, and landslide events from 1900 to 2018. The cumulative damage caused by those natural hazards amounts to over 200,000 deaths and at least USD 80million in economic loss.

The Government of Uganda is committed to reducing disaster risks. Accordingly, it has developed a disaster management policy to reduce vulnerability levels, risk mitigation, disaster prevention, and preparedness and ensure effective response and recovery.

This chapter presents the legal and policy framework, the effects of the natural hazards on the livelihood of the vulnerable, and the status of access to social services in the resettlement areas.

8.1 The Legal and Policy Framework

This sub-section reviews International, Regional and National, policies, laws, and regulations governing Uganda's disaster management.

8.1.1 International Frameworks

The Inter-Governmental Authority on Drought and Development 1986 aimed at decreasing cross-border problems of drought and desertification. Article 13 A of the IGAD Establishing Agreement commits members to respect the fundamental rights of the peoples of the region to benefit from emergencies and other forms of humanitarian assistance and to facilitate the movement of food and emergency supplies in the event of man-made or other disasters.

The Hyogo Framework for Action 2005-2015 aimed at reducing the vulnerabilities to natural hazards. The Hyogo Framework assists nations and communities' efforts to become more resilient to and cope better with dangers that threaten their development gains. The HFA offers five key priorities for action for achieving disaster resilience for vulnerable communities in the context of sustainable development. The priorities are: Ensure that disaster risk reduction is a national and a local priority with a strong institutional basis for implementation; Identify, assess and monitor disaster risks and enhance early warning; Use knowledge, innovation, and education to build a culture of safety and resilience at all levels; and Reduce the underlying risk factors.

The Sendai Framework for Disaster Risk Reduction (2015-2030). The framework recognizes that the State has the primary role in reducing disaster risk but that responsibility should be shared with other stakeholders, including local government, the private sector, and other stakeholders. It aims for "the substantial reduction of disaster risk and losses in lives, livelihoods, and health and the economic, physical, social, cultural and environmental assets of persons, businesses, communities, and countries."

Sustainable Development Goal 13 requires member countries to take urgent action to combat climate change and its impacts. Target 13.1 aims at Strengthening resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. Other international instruments include;

- i. The UN Framework Convention on Climate Change and Kyoto Protocol (1997)
- ii. The Montreal Protocol on Substances that Deplete the Ozone Layer of 1987
- iii. The SPHERE Project, Minimum Standards on Disaster Response.

- iv. United Nations Guiding Principles on Internal Displacement
- v. International Covenant on Civil and Political Rights, 1966

8.1.2 Regional Frame Works

The East African Customs Management Act has general provisions related to customs procedures, inspections, and charges that would also be relevant to importing disaster relief items.

The Africa Regional Strategy for Disaster Risk Reduction 2004 recognizes that “Governments need to expand the scope of national information systems to enable them to be used for daily development planning and disaster risk reduction planning during crises.” The Strategy further recognizes the need to strengthen disaster risk reduction information services and public communications mechanisms, including space technology and geographical information systems, in a bid to enhance access to information and expand information dissemination

Other regional instruments include: The African Charter on Rights and Welfare of the Child; African Charter on Human and Peoples' Rights 1991;

8.1.2 National Legal Frameworks

The Constitution of the Republic of Uganda 1995 (as amended) is the supreme legal instrument in Uganda. Objective 23 talks about natural disasters. It states that “the State shall institute effective machinery for dealing with any hazard or disaster arising out of natural calamities or any situation resulting in a general displacement of people or disruption of their normal life.”

Article 249 puts in place the Disaster Preparedness and Management Commission for Uganda to address natural and man-made disasters. A Parliament's mandate is the composition, prescription of functions, and procedure for implementing the Commission's functions. However, at the time of the study, this Commission had never been put in place.

8.1.4 The National Policy Framework

The Disaster Preparedness and Management Policy, 2008, was comprehensively developed by the line Ministry (Office of the Prime Minister). It consists of mechanisms and structures that allow for effective and practical management of disasters. The policy covers vulnerability assessment, mitigation, preparedness, response, and recovery, constituting a “comprehensive disaster management.” It further recognizes the need to emphasize vulnerable groups and other persons with special needs, such as unaccompanied minors, elders, the mentally and physically disabled, the pregnant, and people with HIV/AIDS. Furthermore, the policy aims to promote positive behavior and attitudes towards managing disasters.

The National Policy for Internally Displaced Persons (IDPs) in Uganda (2004) was developed to address the needs of those displaced by conflicts and natural or human-made disasters. The policy is aimed at minimizing internal displacement and its effects by providing an enabling environment for upholding the rights and entitlements of the internally displaced; promoting integrated and coordinated response mechanisms to address the causes and consequences of internal displacement; to assist in the safe and voluntary return and resettlement of the IDPs and to guide and develop programs to support IDPs; for example, construction of social and economic infrastructure to support their resettlement.

The Drought Risk Reduction Program, 2007 This is one of the many drought reduction programs developed. It was developed to address the adverse effects of drought in Northern Uganda, including loss of lives (both human and livestock), economic decline due to decline in crop productivity, and environmental degradation

8.2 The Effect of Natural and Man-Made Hazards on the Livelihood of Vulnerable Groups

Uganda is potentially affected by a range of disasters, both natural and man-made. These events adversely affect vulnerable populations across the country and have caused death, suffering, and loss of property and productive capacity. Hazards in Uganda may be categorized into five broad categories; geological, hydro-meteorological, technological, biological, and conflict-related consequences.

Table 8.1: Lists Examples of Hazards in These Five Categories

Geological Hazards	hydro-meteorological Hazards	Technological Hazards	Biological Hazards	Conflict-related Consequences
<ul style="list-style-type: none"> Earthquakes Volcanic eruptions 	<ul style="list-style-type: none"> Floods Flood induced landslides Mudflows Drought 	Chemical/industrial accidents Fire Major building collapse Air road accidents	Epidemics Epizootics Pest attacks Water hyacinth	DPS Refugees Cattle rustling Night commuters

Source: UN Disaster Assessment and Coordination (UNDAC) Disaster Response Preparedness Mission report.

The frequent occurrence of natural disasters exacerbates the general poverty of these disaster-prone areas as communities have limited safety nets to fall back to when the little they have is lost or destroyed, despite short-term emergency assistance provided. In addition, the lack of diversified livelihoods has made marginalised and vulnerable groups more desperate, highlighting the need for alternative sources of income.

8.2.1 Commonest Type of Hazards Experienced

Findings revealed that the most common natural hazard experienced are hydro meteorological hazards, which are greatly influenced by human economic activities in search of a living. Table 8.2 below presents the most typical hazards in the sampled districts.

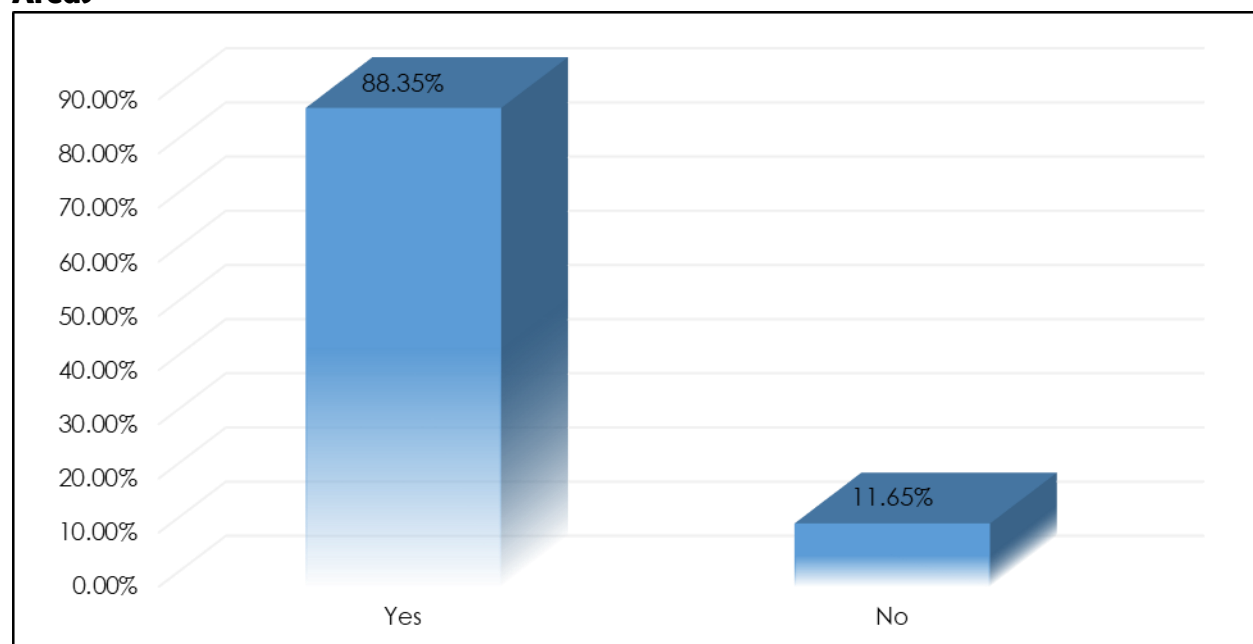
Table 8.2: The Commonest Types of Hazards Occurring in the Sampled Districts

Commonest Type of hazard	Freq.	Percent
Floods	547	43.8
Landslides	176	14.09
Drought	256	20.5
Famine	95	7.61
Crop and animal pests	174	13.93
others	1	0.08

Source; EOC Dataset

The above findings show that floods are the commonest type of hazard experienced at 43.8%, drought at 20.5%, and landslides at 14.1%. On the other hand, crop and animal pests and famine had the least percentage share at 13.9% and 7.6%, respectively.

Further analysis shows that the majority (88.4%) of the respondents were affected by the occurrence of the hazards against the (11.6%) who were not affected. Those who were affected reported that the risks affected their primary source of livelihood and caused loss of lives.

Figure 8.1: Percentage Distribution of Respondents Affected by Natural Hazards (Prone Areas)

Further analysis showed no significant variation in the effects of the hazards across the households, i.e., female-headed households (88.7%) and male-headed households (88.1%). Furthermore, by location of residence (89.3%) of the respondents who lived in rural areas reported that they had been affected by various hazards compared to (10.7%) who lived in urban areas.

Those who reported that they had experienced the occurrence of hazards said that the dangers affected various services that support their livelihood, and the effects are summarized in Table 8.3 below;

Table 8.3: Effect of the Hazards on the Services and Livelihood for the Vulnerable

	No effect (%)	Moderate effect (%)	Severe effect (%)
Crop production	4.6	20.64	74.76
Livestock	16.14	39.7	44.16
Health service	19.48	43.18	37.34
Education services	16.75	51.27	31.98
Infrastructure roads	14.58	39.06	46.35
Housing	2.48	27.27	70.25
Bridges	2.48	21.62	62.16
Water sources	8.45	46.83	44.72

From the table above, crop production was severely affected at 74.8%, followed by the loss of houses at 70.25% and bridges at 62.16%. In contrast, education facilities, health services, and water services were moderately affected at 51.3%, 43.2%, and 46.8%, respectively. The details of the effects were discussed in the focus group discussions and the key informant interviews.

i. Crop production and loss of livestock

During the Commission assessment, it was observed that most affected areas rely on subsistence farming for survival. Hence, the loss of crops and animals in a disaster causes a disproportionate effect on food security and income generation in the lives of the vulnerable. The shortages in food supply contribute to malnutrition, especially among children and pregnant and lactating women in their areas. Focus group

discussion and key informant interviews conducted revealed that crop production was affected in various ways, as reported below;

Since most of the community members are involved in crop farming and animal rearing, the most typical types of hazards in the community include crop and animal pests. *"Banana wilt attacks our plantations, and we cut down the banana plants even before they bear fruit. We do this to prevent the wilt from spreading to other parts of the plantation because we do not have enough money to buy pesticides to spray."* Community member, kyabugimbi Sub County, Bushenyi district

In addition, Kabarole district during the FGD members reported that their crops were hit by heavy hail storms, which affected them, resulting in famine.



Banana plants damaged by hail stones in Kabende Sub-county, Kabarole district

ii. Housing

From the analysis, 70.3% of respondents reported that various hazards destroyed their houses, which was in agreement with some of the findings presented during the discussions.

During the KII with the district officer in Kabale, he said "...Here in Rubaya Sub County, many community members have lost their houses due to landslides and even the heavy storms blew off the rooftops of several houses.... This leaves the people homeless, affecting their social wellbeing and livelihood".



One of the houses that were washed away by heavy rains in Kabale District Rubaya Sub County

In addition, in Kasese, the district officials said, "the district has experienced several disasters, especially floods, since 2013 to date, and this has had severe effects on our households; for example, in May 2013, 5,560 persons were affected by floods of these, 641 households were displaced either by water surroundings or destroyed completely. Moreover, the displaced persons generally lost their major sources of livelihood, which increased the dependence syndrome in the district".



Some of the houses affected by floods from river Nyamwamba in Kasese district

iii. Education services

Disasters led to extensive destruction of infrastructure, loss of life, and disruption of education activities; therefore, the ongoing school children experienced disruptions in attendance. The long-term effect of disasters on education services may result in increased school dropout as school structures are often destroyed, forcing children to move long distances. Children who are out of school for a long time after a disaster are in danger of falling prey to child labour, early marriage, trafficking, and other risks. Whereas the analysis indicates that the education services were moderately affected at 51.3%, this was widely spread across the districts under the study, as evidenced in the various discussions presented below;

During the focus group discussion in Kilimbe sub-county, Kasese district community members said, "... many schools were affected and washed away which left many of our children out of school...."



Kilembe Primary School that was washed away by floods from the mountain in Kasese district

In Bundibugyo district, during the KII, a district official informed the Commission that many schools were affected by floods and landslides. He said that Kirumwa Primary School, a Government aided school, was one of the most hit by the landslides last year (2021). Later the pupils were resettled to Bundikiti Primary School in Kirumwa sub-county; however, few pupils could continue their learning due to long distance. Therefore, the Commission moved to the Kirumwa sub-county to ascertain the status of the education services in the area.

From the focus group discussion, the respondents said that ...*" it seems the government has forgotten members of this community. We have not been given any support to take our children back to school; the nearest school recommended for us is about 6km away, which is too far for them, especially our girls.*

In Butelajja district, respondents in the FGD said that''... during rainy seasons river Manafwa floods and you find that most roads and schools cannot be accessed because classrooms are usually filled with water...' and thus children miss out on going to school for several days''.



iv. Infrastructure (Roads and Bridges)

During the study, respondents reported that floods and landslides had affected roads and bridges at 46.35% and 62%, respectively. During FGDs, community members mentioned that community infrastructure in some sub-counties is washed away, causing inaccessibility to essential services like hospitals, markets, and schools. *For example, a young engineer was working in Agago Sub County and lost his life on the 28th of April 2022. He was on his bike trying to cross a submerged bridge connecting Otuke to Alebtong district, but unfortunately, he drowned. (Respondent during the FGD in Otuke district).* Below are some pictures showing how roads were affected by the hazards.



A road in Bundibugyo district is being displaced/ damaged gradually by landslides



A road in Kanara Sub-county was affected by floods making it impassable in Ntoroko District

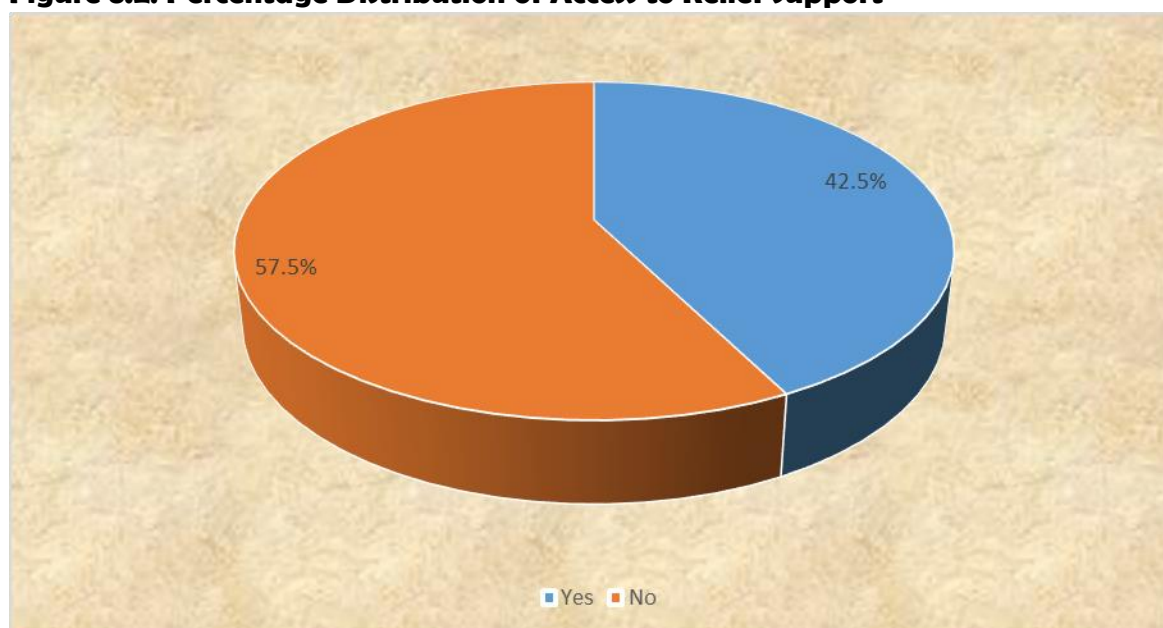
8.3 Coping Mechanism to Reduce the Effects/ Risk of Natural Hazards

The Government of Uganda is committed to creating and promoting a disaster preparedness and management system that safeguards the Country against disasters and ensures the continued productive capacity of its people. This has been done through the development of the Disaster Risk Management Policy, whose fundamental purpose is to advocate for an approach to disaster management that focuses on reducing risks – the risk of loss of life, economic loss, and property damage.

Over the past years, the Government has offered immediate relief to disaster victims in the different areas where these hazards have occurred. Against this background, the Commission assessed the level of access and adequacy of disaster relief among the marginalised and vulnerable communities.

From the assessments, findings revealed that among the communities that had experienced the occurrence of hazards/disasters, only 42.5% of the respondents had accessed relief to support their livelihood against the 57.5% who had never received any relief item, as presented in Figure 8.2 below;

Figure 8.2: Percentage Distribution of Access to Relief Support



Among those that had accessed relief, 98.2% reported receiving relief from the government through the Office of the Prime Minister, followed by 1.5% from Red Cross Society and 0.3% from UN Agencies, specifically UNICEF.

When disaggregated by household head, more male-headed households, 57%, had access to relief support compared to their female counterparts at 43%. Across age groups, more adults, 57%, had accessed relief support compared to the youth and older persons at 27% and 16%, respectively. However, over half (53.7%) of persons with a disability did not receive any support relief after a disaster/hazard. From the analysis, it is therefore vital for the supporting institutions to develop a criterion that ensures that affected older persons and persons with disabilities can access and benefit from support relief.

Further analysis revealed that the most typical type of relief after the occurrence of hazards was the food items at 98.6%, followed by 0.9 % for temporary housing materials/ tarpaulins and 0.46% for other support items like mattresses, blankets, and saucepans, among others. The statistics agreed with the findings from KII and the focus group discussions.

When Kikuube was affected by heavy wind storms, which left the whole village levelled down, the production department at the district responded by providing the community with seedlings and animals for rearing. KII Kiryandongo district.

"The Government, Development Partners, and NGOs have provided relief items such as tarpaulins, buckets, plates, cups, posho, beans, blankets, and mattresses." (respondent during the focus group discussion in Kasese district.



EOC team holding a focus group discussion with community members of Kilembe Municipality Kasese district

Whereas there were strides made in availing relief to support the vulnerable groups and the communities, it was ascertained during the assessment that the support relief given was inadequate, with 65.9% of respondents answering in the affirmative that support relief was insufficient and that amounts given could not take the household for even a week. *For example,*

In case of hazards, each household was given 5kgs of beans and 5kgs of posho, yet the average household size is 4.7 according to a census report of 2014. This kind of supply definitely cannot be enough for such a family for even a week. (KII district officer Otuke district).

Other than receiving relief to support the livelihoods of the vulnerable group, the Commission investigated whether other coping mechanisms in the communities were employed to reduce the risks of the hazards. Below are findings of coping mechanisms presented in Table 8.4.

Table 8.4: Coping Strategies to Minimize Hazard Risks

Coping strategies	Freq.	Per cent
Adoption of good farming methods	476	39.21
Support from government and other partners	389	32.04
Livelihood diversification	101	8.32
Using indigenous knowledge in weather forecasting	27	2.22
Forecasting and early warning	8	0.66
Relocation/ Migration	136	11.2
Others	77	6.34
Total	1,214	100

From Table 8.4 above, 39.2% of the respondents reported adopting better farming methods to ensure adequate food supply, followed by 32.04% who sought support from the Government and other partners, 8.32% who diversified their sources of livelihood to cope with the changing living conditions and only 11.2% who relocate to new places.

Furthermore, similar coping strategies were mentioned by members during both the focus group discussion and key informant interviews.

"We have NAADs coordinators and service providers training people in land soil conservation and better farming practices. We also had NGOs supporting communities in tree planting. The District Natural Resources office has been able to establish nursery trees where people are given free tree seedlings to plant in their gardens." (Key Informant technical officer, Bundibungyo).

"Some of us have established retail shops in trading centres through borrowing from our village saving groups and SACCOs, so when disasters destroy our crops, we survive on income from these shops. We also acquire some money to pay for school fees for our children, and when they finish and get employed, they support us, especially in the event of a landslide." (FGD, Bushenyi District).

"There is also a project conducted under CARE organization called Partners for Resilience. It trains people to construct flood-resistant huts. In addition, in areas where they experience low rainfall supply, some model farmers were supported and trained in water harvesting. For example, a person is taught how to dig a dam that collects water

which water can then be used in watering plants such as vegetables during dry seasons." (Key Informant technical officer, Otuke district).

Respondents in Kanara sub-county, Ntoroko district, said during the focus group discussion, "we have also developed temporary walkways for communities that have been flooded with water."



Temporary walks developed by community members in flooded areas Ntoroko district

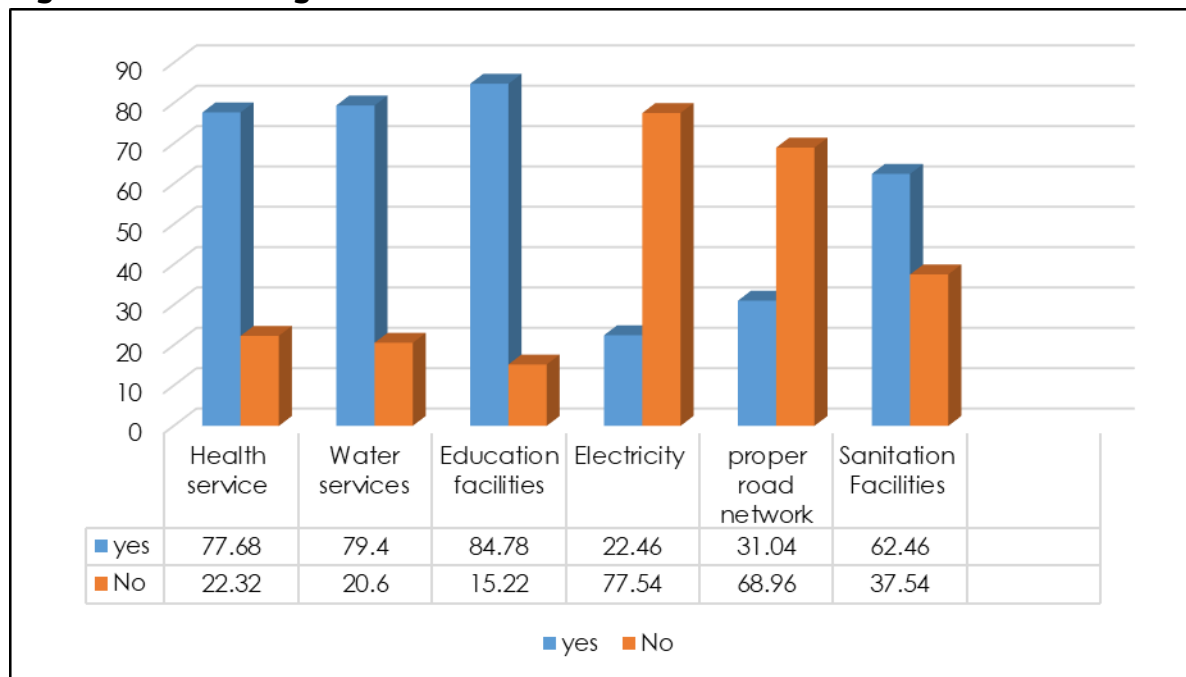
8.4 Status of Social Services in the Resettlement Areas

The Government of Uganda is committed to reducing the loss of lives of vulnerable groups due to disasters/hazards across the Country. This has been addressed through the adoption of the Uganda National Policy for Disaster Preparedness and Management (2010), which provides options for resettlement of affected persons, re-zoning of the high-risk areas unfit for human settlement, compensation of victims, voluntary relocation, and establishment of early warning systems which are being enforced by the relevant authorities.

The key priorities of the Uganda National Policy for Disaster Preparedness and Management are to ensure access to social services like education centres, health facilities, water supply, and a good road network in the resettled areas. Against this background, the Commission conducted an assessment to ascertain the status of access to social services by vulnerable groups.

The Commission conducted assessments within the districts of Kasese, Kiryandongo, and Bulambuli with defined resettlement camps. Findings are presented in Figure 8.3 below;

Figure 8.3: Percentage level of access to social services



From Figure 8.3 above, findings reveal that 84.7% of respondents reported schools in the resettlement areas, followed by 79.4% who mentioned water services and 77.7% health facilities. On the other hand, good road networks and electricity registered the least percentages with 31% and 22.5% respectively.

Whereas education facilities registered the highest percentage, the Commission observed that most facilities were temporary and supported by Development Partners. Therefore, this requires the Government to invest more funds in providing permanent education structures that provide a better learning environment.



One of the temporary schools (Kilembe Primary School) in Kasese district

The Commission further assessed the level of accessibility to these services, and findings revealed that 44.1% of respondents move an average distance of 1-3km to access schools, followed by 37.4% to access health facilities, 58.6% move a distance of less than a 1km to access water service. A summary of the distance moved to access these social services is presented in Table 8.5 below;

Table 8.5: Average Distance Moved to Access the Social Services in Resettlement Camps

	Less than a kilometre	1-3 km	4-5 km	More than 5 km
Health centres	35.44%	37.03%	4.75%	22.78%
education facilities	34.95%	44.07%	13.68%	7.29%
water services	58.60%	25.16%	4.14%	12.10%

Whereas Government has made strides in availing social services within the Resettlement Camps, the Commission further investigated the status of the said social services, and findings obtained during the focus group discussions and key informant interviews are presented below;

“Bulambuli Resettlement Camp has social services, which include a Primary School and a health centre, but they lack in all aspects. The primary school lacks teachers and

textbooks while the health centre lacks enough medicine." (respondent in a focus group discussion)

From the time they were resettled, there was a health centre for them, and the first households had access to it. Water was accessible. Only the recent shift is having a challenge with water because the last floods contaminated most of the water sources. The boreholes are far from the camp. There is a tent for children and teachers where classes take place for education. There is access to primary education, but there is no secondary school. (KII district officer Bulambuli district).

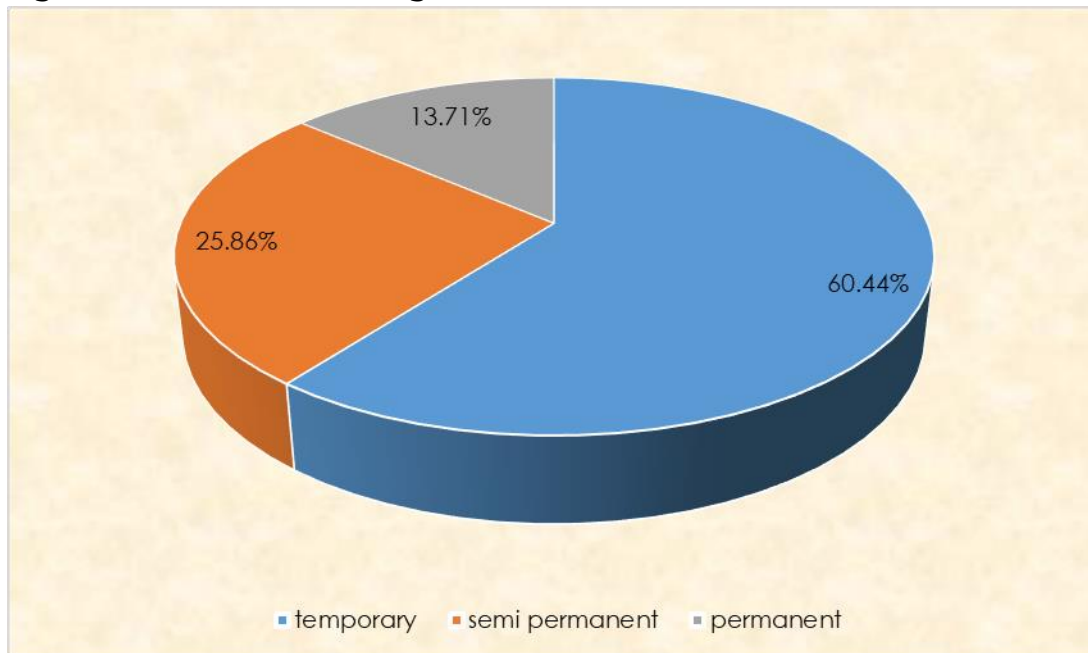
About seven schools in the settlement areas are functional and accessible; however, they are overwhelmed with huge numbers since they are utilized even with the host community. For example, Panyandori Primary School was established specifically for people who resettled from Bududa, but the other community members are also using it. Since the community has a big challenge with access to clean water, you find that community around the school access water from within. Because of this, the water facilities and the storage tanks in almost all the schools are in a bad state and not functioning. Consequently, water is rendered inadequate to the community. KII district officer Kiryandongo district).



Focus group discussion with EOC team at Panyandori Health Center in Kiryandongo district

The Commission investigated the status of housing facilities in the resettlement camps, and the findings are presented in Figure 8.4 below;

Figure 8.4: Nature of Housing Facilities in the Resettlement Areas



Findings reveal that the majority (60.4%) of housing facilities in the resettlement camps were temporary, followed by 25.8% semi-permanent and 13.7% with permanent structures.

During the focus group discussion, respondents said that

“the temporary structures get dilapidated quickly with leaking roofs and other structural damage, yet they lack money to repair. Attempts to repair them using local materials often resulted in disputes with host community members.”

Some of the structures for the housing facilities in the different resettlement camps are shown below;



Bulambuli Resettlement Camp in Bunambutye sub-county Bulambuli district

8.5 Challenges Faced in the Resettlement Areas

During the Commission assessment, several challenges were reported from the focus group discussions and key informant interviews, and the summary is presented below;

- i. Access to energy: Communities are not connected to the national grid for electricity supply and use wood and charcoal as their primary energy source.
- ii. Access to water and sanitation: Communities have varying access to fresh water supply levels. In addition, Infrastructure remains unreliable in some areas forcing people to travel considerable distances to collect water from communal boreholes or unprotected springs and wells. Furthermore, household sanitation facilities are not common.
- iii. Access to education: School infrastructure is limited and focused on primary education. Classrooms are overpopulated, teachers are in short supply, and there is insufficient support to staff to make work in remote areas more attractive (e.g., allowances and staff housing). Secondary school facilities are sparse, and most households do not afford to send eligible children for secondary education.
- iv. High drop-out rates are experienced, especially for girls, due to teenage pregnancies and early marriages, while boys are forced to engage in economic activities to support their families.
- v. Access to health services: Infrastructure is limited, and services are generally poor due to insufficient basic supplies, medical treatment facilities, and staff shortages.
- vi. Roads and transportation: access routes remain poorly maintained and impassable during the wet seasons.
- vii. Persistent famine in the resettlement camps; when disasters strike, they adversely affect and incontinence the neighbouring community.

8.6 Recommendations

In accordance with Section 15 (3) (b)⁹ and with reference to the study's findings on the effects of natural hazards among the vulnerable groups in Uganda, the Equal Opportunities Commission hereby makes the following recommendations.

- i. The office of the Prime Minister should enhance immediate response to communities hit by severe hazards such as landslides, floods, strong winds, drought, and famine.
- ii. The government should improve service delivery and transparency, especially when implementing programmes meant to alleviate vulnerable persons from poverty.
- iii. The Prime Minister's office should consider Vulnerability and affirmative action as an integral component of relief interventions.
- iv. Government should implement environment-related policies to increase environmental resource conservation which supports livelihoods.
- v. The Resettlement Policy should be enforced and be able to move people away from the risk-prone areas.
- vi. Government should map out the disaster-prone regions and create a contiguous plan to guide the utilization of the Disaster Management Fund.
- vii. Government should develop a sound reporting structure on the occurrences of hazards to ensure an effective response to affected communities.
- viii. Government should establish more research stations in all regions and make use of indigenous knowledge to provide early warning to the communities to minimize the effects of the hazards.
- ix. The government should improve access to social services and infrastructure such as roads, health services, permanent infrastructure for primary and secondary schools, and agriculture services in the resettlement areas.

⁹ In the course of its proceedings, the Commission may recommend to or order any Institution, Body, Authority or Person to adopt or take particular steps or action which in the opinion of the Commission will promote equal opportunities.

- x. Government should provide adequate land in the resettlement areas to enable the affected persons to participate in cultivation to provide food for their families.

CHAPTER NINE

STATE OF EQUAL OPPORTUNITIES IN ACCESS TO MATERNAL AND CHILD HEALTH SERVICES IN UGANDA



9.0 Introduction

Uganda has embraced the commitment to achieving the 17 Sustainable Development Goals (SDGs), in particular SDG 3, which aims to ensure healthy lives and promote well-being for all ages. Mainly, target 3.1 aims at reducing the global maternal mortality rate to less than 70 per 100,000 live births by 2030. In addition, target 3.2 aims at ending preventable deaths of newborns and children under five years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births by 2030. This is central to ensuring a full and productive life for all individuals for the realisation of sustainable development.

The third National Development Plan (NDP III) 2020/21–2024/25 aims at improving maternal, adolescent, and child health services through; Investing in appropriate guidelines, health care packages, infrastructure, technologies, and human resource capacity for neonatal services at all levels of health care; developing and implementing a comprehensive set of interventions to reduce teenage pregnancies, with a special focus on hot spot districts; as well as increasing investment in child and maternal health services at all levels of care among others.

Similarly, under the NRM Manifesto 2021-2026, the Government of Uganda has committed to several programmes targeting better access to maternal healthcare, immunisation programmes as well as aggressive campaigns against malaria and HIV/AIDS control campaigns to achieve the goal of a modern and resilient healthcare system, which is responsive to the needs of all people.

Despite the above interventions and reduction of maternal and under-five mortality rates in Uganda, these remain at 336 per 100,000 live births and 64 per 1000 live births, respectively. (UBOS, 2016).

This chapter presents the policies, laws, and regulations governing access to maternal and child health care services, the status of access to maternal and child health care services among the vulnerable groups, and recommendations to address the identified gaps.

9.1 Regulatory Frameworks

This subsection presents a review of policies, laws, and regulations governing access to child and maternal health services. Specifically, it presents; (i) International and regional framework (ii) National Legal and Regulatory Framework, (ii) National Policy Framework.

9.1.1 International Frameworks

Uganda is a signatory to several global frameworks that impact access to child and maternal health services among vulnerable persons, which include;

i. Universal Declaration of Human Rights (UDHR), 1948

Article 25(1) of the Declaration provides for a standard of living adequate for all health and well-being, including food, clothing, housing, medical care, and security in case of sickness. Article 25(2) provides for maternal care by guaranteeing special care and assistance for mothers, including protection for all children born in or out of wedlock.

ii. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979

Article 4(2) of CEDAW exempts special measures adopted to protect maternity from being discriminatory. Article 5(b) obliges the State to take all appropriate steps to ensure that family education includes a proper understanding of maternity. Articles 11(2) and (3) cover the prevention of discrimination against women on the maternity grounds by obliging States to prohibit unfair dismissal, introduce paid maternity leave or comparable social benefits, guarantee job security and periodically review protective laws in line with scientific or technological knowledge.

Article 12 provides equal access to appropriate health services, including family planning, confinement, free services where needed, and adequate nutrition during pregnancy, the post-natal period, and lactation. In addition, article 14(2) requires the State to ensure participation of women in elaboration, implementation, and benefit from rural planning and development, get access to adequate health care facilities, information, counselling, family planning, and enjoy adequate living conditions such as housing, sanitation, electricity, water, transport, and communication.

iii. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966

Article 10(2) of the ICESCR entitles working mothers during a reasonable period before and after childbirth to paid leave, adequate social security benefits, and special protection.

Article 12(2) outlines state parties' steps to realise the right to health. These include reducing the stillbirth rate and infant mortality and, in effect, improving maternal health.

iv. Convention on the Rights of the Child (CRC), 1989

Article 6 of the Convention recognizes every child's inherent right to life and obliges States to ensure children's survival and development to the maximum extent (UN 1989). Article 24(1) entitles a child to enjoy the highest attainable standard of health and access to facilities for the treatment of illness and rehabilitation. Under Article 24(2), the State is obliged to fully implement the children's right to health through appropriate measures to prevent infant and child mortality, provide necessary medical assistance by emphasizing primary healthcare development, and combat disease, environmental pollution, and malnutrition with technology, adequate food, clean drinking water, and sanitation.

In addition, Articles 24(3) and (4) impose a duty on the State to effectively abolish traditional practices prejudicial to child health and to cooperate internationally to progressively realize child health, with due consideration of the needs of developing countries.

Articles 19 and 34 prohibit all forms of child abuse, including sexual abuse, and charge the State with the responsibility to take appropriate steps to protect children from sexual inducement, coercion, exploitation, and use in pornographic performances and materials.

Further, Article 25 entitles a child duly placed for care, protection, or treatment of their physical or mental health to a periodic review of the treatment and placement circumstances. Articles 27 (1) and (2) entitle every child to a standard of living adequate for their physical, mental, spiritual, moral, and social development and make the parent(s) or caregiver primarily responsible for securing their abilities and finances,

the necessary living conditions. In addition, Article 27(3) tasks the State, based on its national conditions and means, to assist parents and child caretakers with implementation by providing material assistance and support programmes, particularly on nutrition, clothing, and housing.

v. Convention on the Rights of Persons with Disabilities (CRPD), 2008

Article 17 of the Convention protects the physical and mental integrity of persons with disabilities. Article 23 entitles persons with disabilities to marriage, family, and parenthood, including the right to retain their fertility and to practice their family planning.

vi. Beijing Declaration and Platform for Action, 1995

This obligates State Parties to implement gender-responsive interventions, including policies, plans, services, and information on women's health. The critical areas related to women are poverty, education, health, violence, armed conflict, the economy, power and decision-making, mechanisms for women's advancement, women's human rights, mass media, the environment, and the girl child.

Article 92 states that women have the right to enjoy the highest attainable mental and physical health standards. It recognizes and calls upon States to address the significant impediments to the realisation of this right, including inequality, poverty, violence, negative attitudes towards women and girls, discrimination, lack of access to health services, inadequate research on women's health, and limited power women have on their sexual and reproductive lives and lack of influence in decision making.

vii. World Health Organization Maternal and Child Health Guidelines

These guidelines aim to make WHO recommendations on maternal health in one easy-to-access document for WHO staff, policy-makers, programme managers, and health professionals. The guidelines are meant to answer the following questions; a) what health interventions should be delivered during pregnancy, childbirth, and the postnatal period; b) what health behaviours should the woman practice (or not practice) during these periods to care for herself and her baby?

viii. The 2030 Agenda for Sustainable Development

In these Goals and Targets, the United Nations envisage a world with equitable and universal access to quality healthcare and social protection, where physical, mental, and social well-being are assured. Goal 3 of the Sustainable Development Goals is to ensure healthy lives and promote well-being for all ages.

Declaration 26 of the new Agenda suggests promoting physical and mental health and well-being and extending life expectancy; we must achieve universal health coverage and access to quality healthcare. No one must be left behind. We commit to accelerating the progress to reduce newborn, child, and maternal mortality by ending all such preventable deaths before 2030. We are committed to ensuring universal access to sexual and reproductive healthcare services, including family planning, information, and education.

ix. UNICEF- Strategy for Health 2016-2030

UNICEF's Strategy for Health sets two overarching goals: a) end preventable maternal, newborn, and child deaths; b) promote the health and development of all children; during this Strategy period, UNICEF ought to concentrate on two programme areas; the first being; c) Maternal, newborn and child health (focusing on equitable access to community-based healthcare).

9.1.3 Regional Frameworks

i. African Charter on Human and Peoples Rights (ACHPR), 1986

Article 16(1) provides that every individual has the right to enjoy the highest attainable physical and mental health state. Article 16 (2) obliges State Parties to take the necessary measures to protect their people's health and ensure that they receive medical treatment when they are sick. Furthermore, article 18 requires the States to protect the physical health of families and the rights of women and children per international declarations and conventions.

ii. Protocol to the African Charter on Human and People's Rights on the right of Women in Africa - Maputo Protocol, 2003

Article 14 (1) provides that States shall ensure that the right to health of women, including sexual and reproductive health, is respected and promoted. This include; the right to control their fertility, the right to decide whether to have children, the number of children and spacing, and the right to choose any method of contraception, among others.

The protocol obliges States to take appropriate measures to establish and strengthen existing pre-natal, post-natal health, and nutritional services during pregnancy and breastfeeding (Article 14 (2) (b)).

The protocol further calls upon States to take appropriate measures to provide adequate, affordable, and accessible health services (Article 14 (2) (a)). Furthermore, Article 18 of the Protocol provides for a healthy and sustainable environment, which is essential to the well-being of pregnant women and new-born.

iii. African Charter on the Rights and Welfare of the Child, 1999

Article 14 (b) of the Charter seeks to ensure the provision of necessary medical assistance and healthcare to all children, emphasising the development of primary healthcare.

Article 14 (e) seeks to ensure appropriate healthcare for expectant and nursing mothers.

iv. Maputo Plan of Action 2016-2030

The Plan is intended to operationalise the continental policy framework for sexual and reproductive health and rights.

It provides a framework to achieve universal access to comprehensive sexual and reproductive health rights (SRHR) and services in Africa in the post-2015 period. The Plan builds on ten action areas that are key in the context of gender equality and human rights. They include: instituting health legislation and policies for improved access to reproductive, maternal, newborn, child, and adolescent services (RMNCAH); increasing health financing and investments; ensuring gender equality, women and girls empowerment, and respect for human rights; investing in SRHR needs of adolescents,

youth and other vulnerable and marginalized populations and ensuring universal health coverage.

v. Treaty for the establishment of the East African Community

Article 118 (b) of the Treaty focuses on promoting the management of health delivery systems and better planning mechanisms to enhance the efficiency of healthcare services within the Partner States.

Article 120 (c) provides for the development and adoption of a common approach towards the disadvantaged and marginalized groups, including children, the youth, the elderly, and persons with disabilities, through rehabilitation and provision of, among others, foster homes, healthcare education, and training.

vi. Constitutive Act of the African Union

Article 13 (k) of the Act states that one of the functions of the executive council is the formulation of mother and child care policies, as well as policies relating to persons with disabilities.

vii. EAC Child Policy, 2016

The EAC child policy defines neglect and negligent treatment as a persistent failure to meet a child's basic physical or psychological needs, likely to result in severe impairment of a child's physical, spiritual, moral and mental health development. It may also involve maternal neglect during pregnancy due to drug or alcohol misuse and the neglect and ill-treatment of a disabled child.

The EAC Child Policy priority areas include; an integrated approach to providing quality education, health, and social protection to children with a strategic objective of improving access to and utilization of quality health care services, education, social protection, and other social services.

viii. Continental Policy Framework on Sexual and Reproductive Health and Rights 2005;

The policy was developed in response to the call for reducing maternal and infant morbidity and mortality on the African continent.

It calls for mainstreaming of Sexual and Reproductive Health and Rights in primary health care. It addresses the most common causes of maternal and newborn child morbidity and mortality. Finally, it identifies the implementation of the roadmap for accelerating the reduction of maternal, newborn, and child morbidity and mortality as the strategy for improving reproductive health.

9.1.3 National Legal and Policy Framework

The constitution of the republic of Uganda, 1995

The Constitution of the Republic of Uganda, 1995 provides the overall legal and policy framework for the Central Government to plan and implement development programmes to benefit all the people in the country. Specifically,

- i. Objective XX provides that the State shall take all practical measures to ensure basic medical services to the population.
- ii. Objective XIV (b) mandates the state to ensure that all Ugandans enjoy the rights, opportunities, and health services.
- iii. Under Article 33 (3), the State shall protect women and their rights, considering their unique status and natural maternal functions in society.
- iv. Article 34 (3) states that any person shall deprive no child of medical treatment or any other social or economic benefit because of religious or other beliefs.
- v. Article 170 establishes the Health Service Commission and mandates it to, among other things, advise the President in performing their functions in relation to the health service under article 172 of the Constitution.

Other laws include:

The Public Health Act

Section 38 of the public health Act provides for vaccination of all children; It states that the parent or guardian of every child born in Uganda shall, within twelve months from birth, unless the child is insusceptible or unfit or has suffered from smallpox, cause the child to be successfully vaccinated by a public vaccinator or medical practitioner. In addition, the parent or guardian of every child shall procure one of the following certificates in the form prescribed, signed by a public vaccinator or medical practitioner— (a) certificate of successful vaccination; (b) certificate of insusceptibility to vaccination; (c) certificate of unfitness for vaccination; (d) certificate that the child has suffered from smallpox.

Section 117 of Maternity and child welfare mandates the Minister may make rules for the proper control of clinics or institutions open or kept open by any person for the welfare and care of children or the care of expectant or nursing mothers.

The Children (Amendment) Act, 2016

The Act states that a child shall be treated without discrimination of any kind, irrespective of their race, colour, religion, belief, age, family status, culture, language, ethnicity, nationality, social origin, citizenship, gender, disability if any, political or social opinion, property or any other condition; The Act further defines child neglects as “the failure to provide for the fundamental physical, emotional and developmental needs of a child, in areas such as health, education, emotional development, nutrition, shelter, and safe living conditions, which cause or have a high probability of causing impairment to a child’s health or physical, mental, spiritual, moral or social development.

Employment Act, 2006

Section 56 provides Maternity Leave and allows 60 working days from work on full wage following childbirth or miscarriage. Further, a female employee has a right to return to her job after delivery.

9.1.4 National Policy Frameworks

i. National Reproductive Health Policy Guidelines for Reproductive Health Services.

The Reproductive Health Division aims to attain the highest possible level of health for all the people in Uganda through the development and implementation of appropriate Sexual and Reproductive Health (SRH) policies, objectives, and strategies. The guidelines under Chapter 4; Safe Motherhood: Maternal and Newborn Healthcare, have the following policy goals and objectives;

The Safe Motherhood Program aims to ensure that no woman or newborn dies or incurs injuries due to pregnancy or childbirth. This can be made possible by providing timely, appropriate and comprehensive quality obstetric care during preconception, pregnancy, birth, and puerperium to women, men, adolescents, and newborn babies, with particular emphasis on emergency obstetric care. Ante-natal and post-natal services will be provided daily at all reproductive health service delivery levels. In contrast, delivery of maternity services will be provided 24 hours daily in units licensed and equipped to offer them. **The objectives are to:**

- a) guide health care providers in the delivery of quality maternal and newborn care services at all levels,
- b) enhance the quality of safe motherhood services, thereby reducing maternal and newborn morbidity and mortality in the country,
- c) integrate maternal and newborn care services at all levels of service delivery in the national health system,
- d) provide adequate and accurate information, education and counselling services, and,
- e) to reduce the proportion of infants born with HIV.

ii. National Development Plan III

It highlights 18 programs designed to deliver required results under the Plan. These include the Human Capital Development Programme, which aims to increase the population's productivity for increased competitiveness and better quality of life for all. Expected results have: increased proportion of labour force transiting to gainful

employment; increased years of schooling; improved child and maternal outcomes; increased life expectancy; access to safe and clean water and sanitation; and increased access by population to social protection.

It further provides for interventions under human capital, which include; Improving child and maternal nutrition, a) Promoting consumption of fortified foods, especially in schools, b) Promoting dietary diversification c) developing the national food fortification policy and law.

iii. National Population Policy, 2008

The policy focuses on accelerating the reduction in both fertility and mortality to change the population age structure, reduce child dependency, invest in young people (their education, skills, jobs), and attain a quality, cohesive, productive, and innovative population for social transformation and sustainable development.

One of the policy's objectives is to increase and expand access to quality Reproductive, Maternal, Neonatal, Child, and Adolescent Health (RMNCAH) services, by Promoting integrated service delivery for mothers and children from pre-pregnancy to delivery and the immediate postnatal period and childhood.

iv. Ministry of Health National Health Policy.

The overall objective of the Health Sector Policy is to reduce mortality, morbidity, and fertility and the disparities therein. The policy requires the government to ensure a minimum package of public health and clinical services to all its population, emphasising the poor, women, and children.

v. National Integrated Early Childhood Policy and Action Plan 2016-2021.

The Policy and Action Plan guides and governs the delivery of Early Childhood Development (ECD) services in Uganda along a life cycle. Essential ECD services include prenatal and postnatal care, early infant stimulation and education, parent education, health and nutrition education and care, sanitation, and protection against abuse, exploitation, and violence.

The policy has family and community strengthening as a core program area and prioritizes engaging parents and families in their children's development and promoting ownership programs. Specifically, the NIECD Policy Action Plan of Uganda provides guidance and elaborates strategies that the government and partners ought to employ to deliver ECD services/interventions. Its mission is to ensure equitable access to quality and relevant ECD services for the holistic development of all Children from conception to 8 years.

9.2 Availability and Accessibility to Maternal and Child Health Services

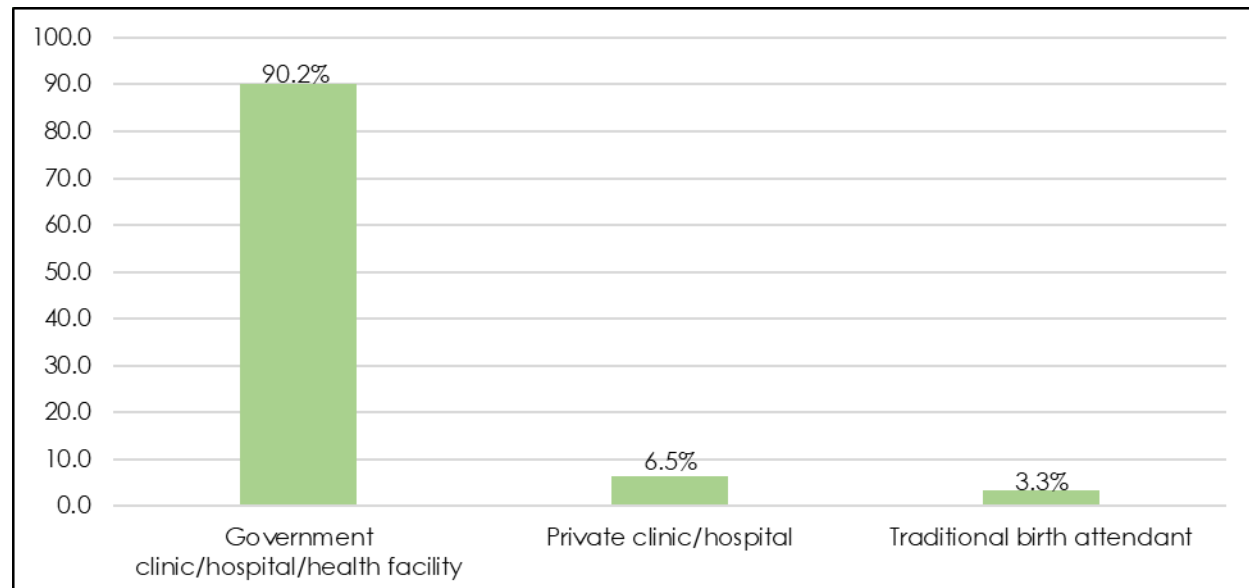
This subsection, therefore, presents findings on the State of equal opportunities in access to maternal and child health services in Uganda.

The variables assessed during the study include; the type of facility visited for maternal and child health services, reasons why some respondents did not visit a health facility while pregnant, assessment of whether women were attended to by a skilled birth attendant while giving birth, availability of solar power/ electricity at the maternity wards during delivery, distance to the nearest health facility, means of transport used to access health facilities for maternal and child health care, the average amount spent by women visiting health facilities seeking maternal and child health care services, availability of mosquito nets for mothers and children in households, access to child immunization services, discrimination/marginalization with regard to accessing maternal and child health services and challenges associated with equitable access to child and maternal health services.

9.2.1 Type of Facility Visited for Maternal and Child Health Services

The type of facilities visited by mothers for maternal and child health services was assessed, and the findings are presented in Figure 9.1 below.

Figure 9.1: Percentage Distribution of Type of Facility Visited for Maternal and Child Health Services



Findings in Figure 9.1 above reveal that majority of the respondents (90.2%) visited Government health facilities for maternal and child-related health services. These were followed by those that went to private clinics (6.5%) and traditional birth attendants (3.2%).

Further analysis was made to ascertain why some women did not go to Government/private health centres. Findings are presented in the sub-section below.

9.2.2 Reasons Why Some Respondents Did Not Visit a Health Facility While Pregnant

During the study, respondents that did not visit a health facility during pregnancy were asked for reasons why, and the findings are presented in Table 9.1 below;

Table 9.1: Reasons Why Some Respondents Did Not Visit a Health Facility While Pregnant

S/N	Reason	Freq.	Per cent
1	Services not satisfactory	35	14.6
2	Long waiting periods	96	40.2
3	Health workers are not available	17	7.1
4	Medicines are not available	21	8.8
5	Long distance	58	24.3

S/N	Reason	Freq.	Per cent
6	Treatment is costly	8	3.3
7	Others	4	1.7
8	Total	239	100

Table 9.1 above shows that the main reasons why some respondents did not visit a health facility while pregnant, according to ranking, were: long waiting periods (40.2%); long distances to health facilities (24.3%); unsatisfactory services at the health centres (14.6%); and lack of medicines at the health centres (8.8%) among others. Data was further disaggregated by disability, and findings are presented in Table 9.2 below.

Table 9.2: Reasons Why Some Respondents Did Not Visit a Health Facility While Pregnant by Disability Status

S/N	Reason	Has a Disability	Does not have a disability
1	Services not satisfactory	13.5%	15.8%
2	Long waiting periods	25.0%	44.6%
3	Doctors are not available	13.5%	4.5%
4	Medicines are not available	9.6%	8.5%
5	Long distance	26.9%	23.2%
6	Treatment is costly	7.7%	2.3%
7	Others	3.8%	1.1%

Findings in Table 9.2 above revealed that the main reason why some persons with disabilities did not visit health facilities while pregnant was; long distances to health facilities and that, although all women are entitled to have access to high-quality maternity care, it was found that persons with disabilities (7.7%) found treatment costly, compared to persons without disabilities (2.3%). In addition, they were more likely to find healthcare providers' skills inadequate.

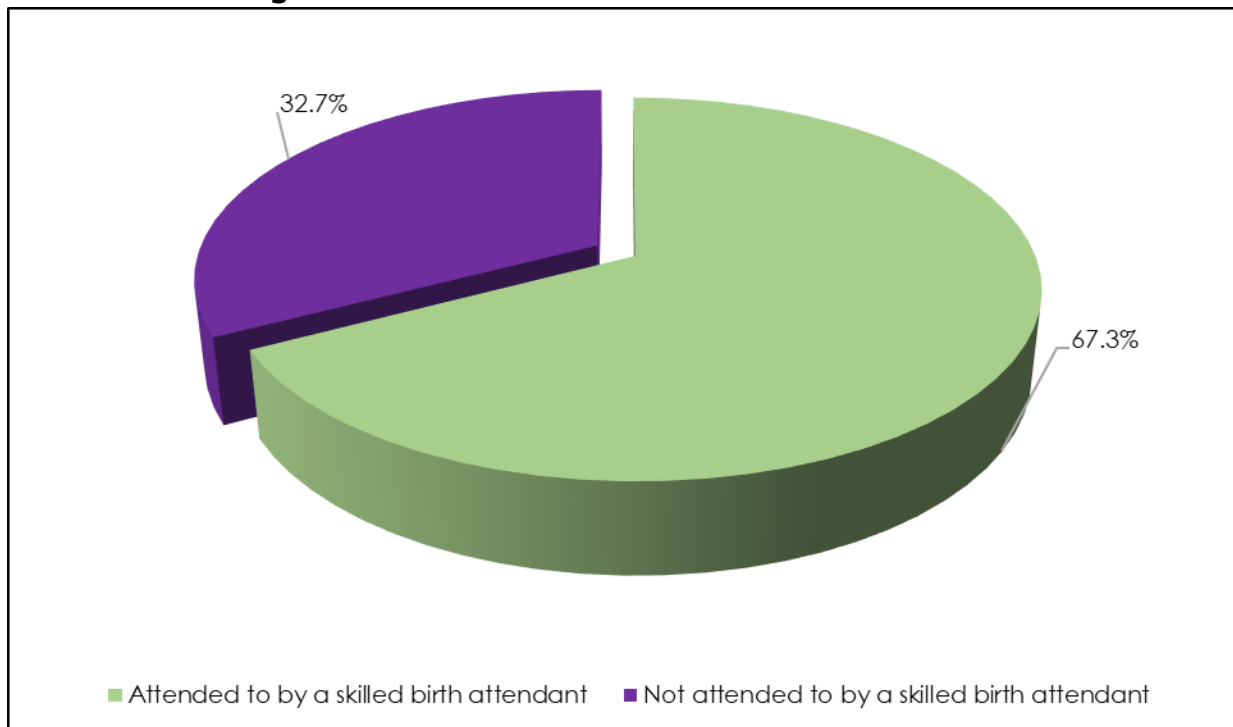
It should be noted that persons with disabilities and their families frequently experience inequalities in accessing health services, with poor communication and challenging attitude among healthcare providers. Furthermore, they are more likely to report being mistreated and denied access to maternal and child healthcare. (Reem Malouf, 2017).

During a key informant interview with one of the district officers in Rwampara district, he mentioned, “Health workers often lack knowledge and experience in providing care for pregnant women with disabilities. For example, antenatal information is usually distributed inappropriately and insufficient for women with visual impairment. There is evidence that women with hearing impairment receive fewer antenatal visits and have limited access to maternity information. In addition, women with a less easily identified disability, such as those arising from mental health problems, may have difficulties receiving appropriate care.”

9.2.3 Assessment On Whether Women Were Attended to by a Skilled Birth Attendant While Giving Birth

The Commission assessed whether a skilled birth attendant attended to women during childbirth, and the findings are presented in Figure 9.2 below.

Figure 9.2: Percentage Distribution of Women Attended to by a Skilled Birth Attendant or Not While Giving Birth

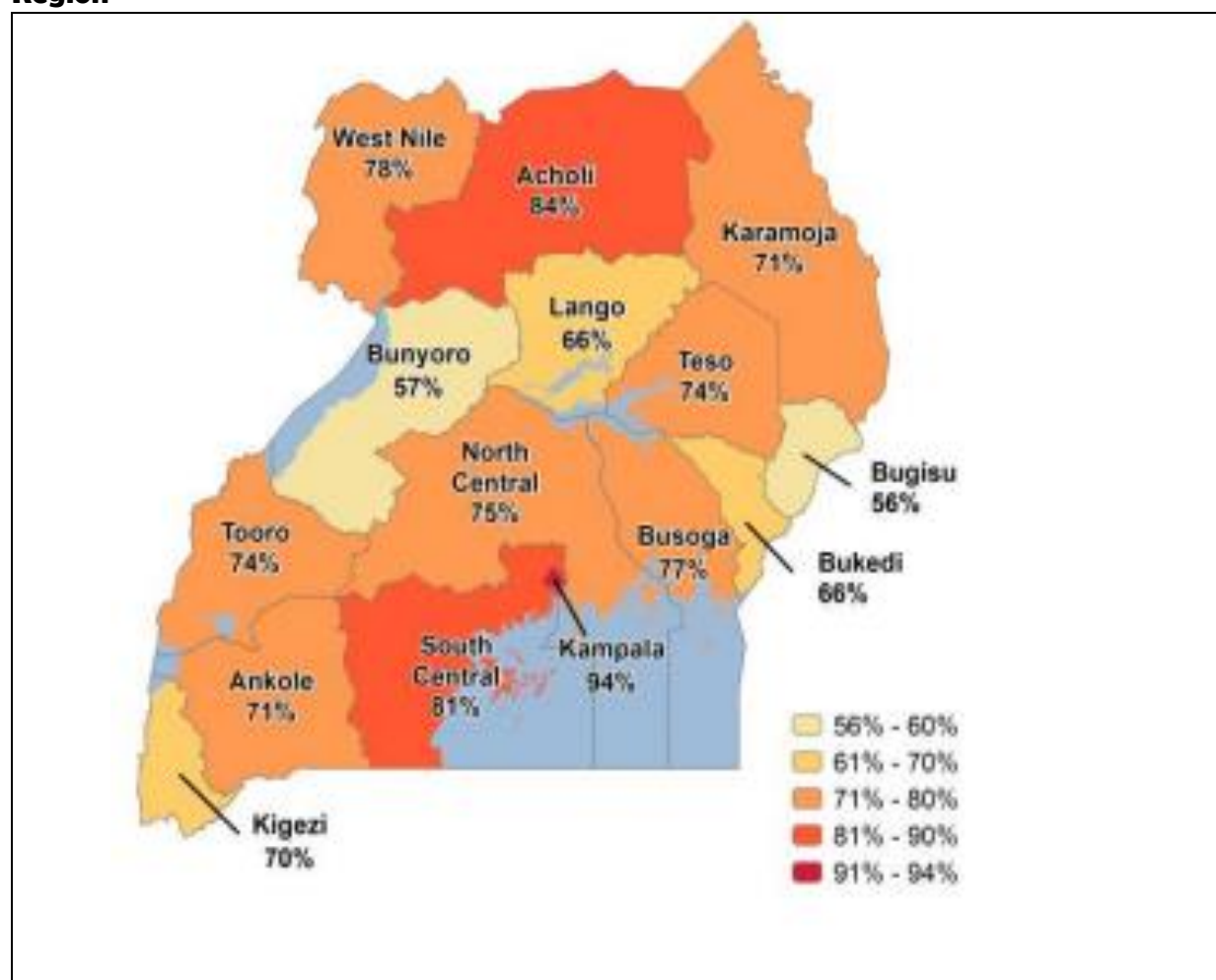


Findings in Figure 9.2 above reveal that most women (67.3%) were attended to by a skilled birth attendant while giving birth. These findings are close to the results of (Munabi-Babigumira, 2019), who highlighted that skilled birth attendance in Uganda

increased from 35% in the 1990s to 42% in 2006 and 74% by 2016. This shows that the Government has made progress in reducing maternal deaths in Uganda since the use of skilled health providers during and after childbirth has been reported to reduce maternal and newborn deaths among women and children.

However, there are still regional disparities with regard to delivery from health facilities using a skilled birth attendant, with several sub-regions registering coverage on the use of health facilities during delivery of 60% and below, as presented in Figure 9.3 below. For example, Bugishu and Bunyoro sub-regions had the lowest percentages of 57% and 56%, respectively, regarding women's delivery from health facilities.

Figure 9.3: Percentage Distribution of Live Births Delivered in a Health Facility by Sub Region

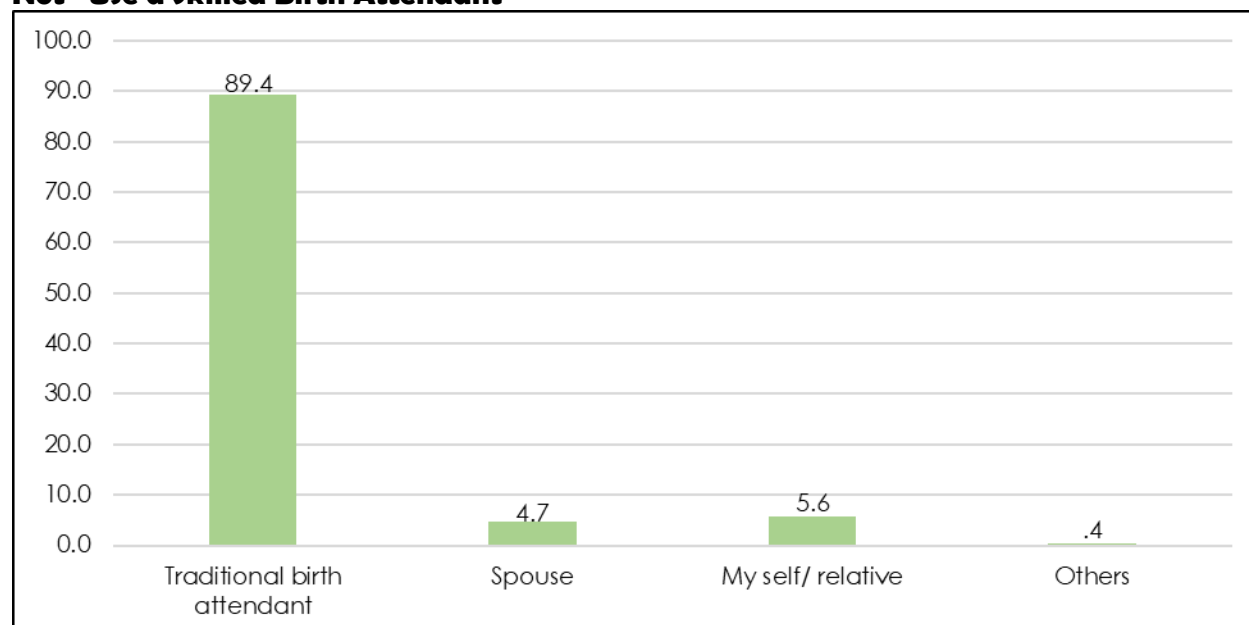


Source: UBOS, 2016

It should be noted that the lack of equitable access to health facilities by women during delivery in some sub-regions compromises the Country's efforts to realise equal opportunities for all. Therefore, as Uganda demonstrates a commitment to leaving no one behind, all sub-regions and districts must provide adequate maternal and child health services for all people in the various communities.

On the other hand, a notable proportion of women (32.7%) did not use skilled birth attendants while giving birth. Therefore, they were further asked who they used to assist them during delivery, and the findings are presented in Figure 9.4 below.

Figure 9.4: Percentage Distribution of the Persons Who Attended to Women Who Did Not Use a Skilled Birth Attendant



Findings in Figure 9.4 above reveal that most women (89.4%) who did not use skilled birth attendants during delivery were using traditional birth attendants. In many rural communities of Uganda, it is expected that traditional birth attendants are more trusted, affordable, and respected by mothers because they are friendly and are close enough in the neighborhood to help.

During the study, it was found that TBAs' methods, though not hygienic and capable of causing infections, are cheap. For example, one of the TBAs interacted with in Rubanda

district mentioned; ..." I only expect a cock/hen, a kilo of sugar, soap, or some other token from a delivering mother"

On the other hand, at the hospital, a poor woman would have to look presentable in shoes, and clean clothes, clean baby clothes, and she may anger the midwives if she doesn't measure up. In addition, she is often required to buy cotton wool, a razor blade, and a book, not to mention paying for transport. In the end, she spends about UGX. 40,000, money that is difficult to get in poor communities. For these and other reasons, some women prefer to use TBAs.

Text Box 1: Reasons Why Some Women Opt for TBAs

TBA, Sheema District

Ruth, a TBA in Sheema district, mentioned... "although the government encourages expectant mothers to deliver in hospitals because it is safer, it is simply unrealistic. The maternity wards would be overwhelmed with numbers if every woman turned up at a hospital. Already, there is a shortage of health workers in almost all government facilities and a shortage of basic supplies like gloves; this means that if all expectant mothers went to hospitals, they would perhaps be at greater risk. The few available health workers wouldn't cope. Most of the women who come to me shun government facilities due to non-dignified care, non-consensual care (coerced Caesarean section), verbal abuse, discrimination toward the poor and young mothers, among other reasons...."

Respondent, Kiryandongo district

..." We believe that TBAs are more caring than professional midwives. For example, a TBA will not abuse the mother or backbite the father, which is not the case with midwives who even beat and insult women in labour...."

Key informant, Rwampara district

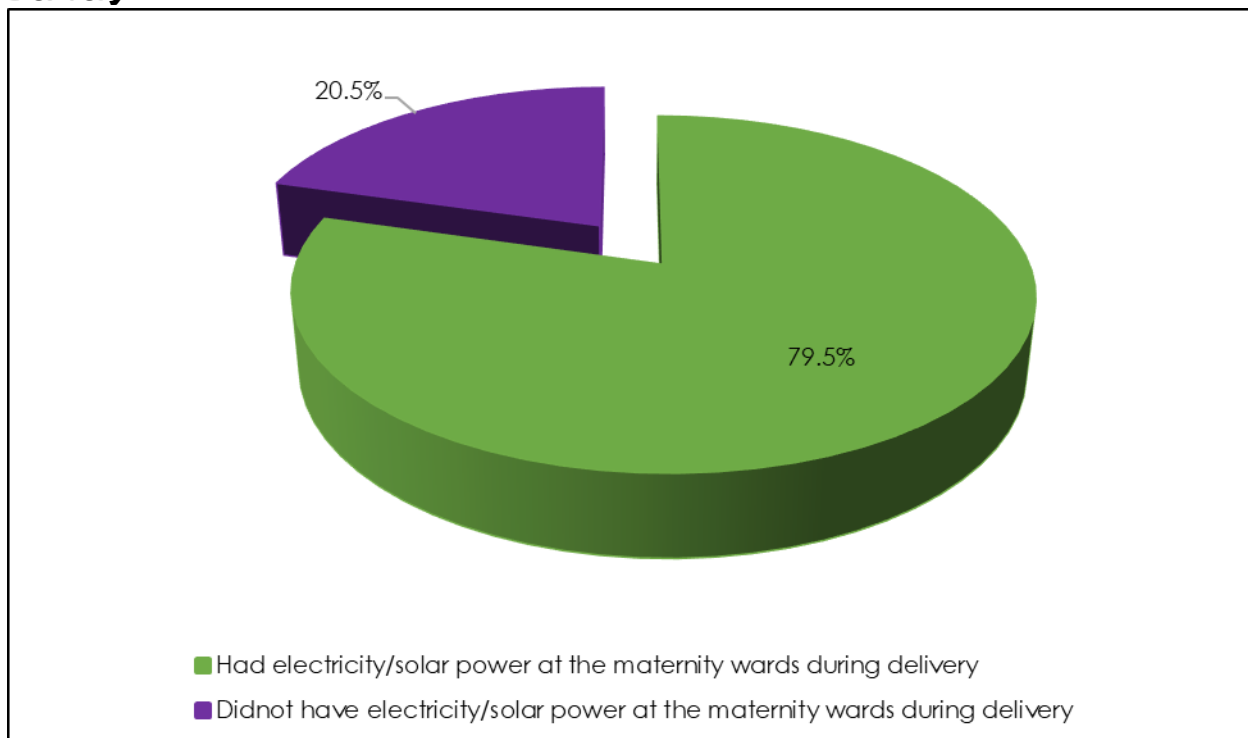
"The main reason why women choose TBAs is comfort since they are found in the community, the women have lived with them and find it easy to relate with them, unlike the health workers

whom they meet for the first time. Women somehow become uncomfortable disclosing their issues to the health worker. In addition, some challenges within the health care system include drug stockouts, staffing issues, long distances to health facilities, and expensive health care services, among others that can lead women to opt for TBA services....”

9.2.4 Availability of Solar Power/Electricity at The Maternity Wards During Delivery

In the health sector, a lack of reliable light and electricity is a major prerequisite for health workers conducting deliveries at night. Therefore, during the study, the availability of electricity/ solar power at the health facilities during delivery was assessed, and the findings are presented in Figure 9.5 below.

Figure 9.5: Availability of Solar Power/ Electricity at the Maternity Wards During Delivery

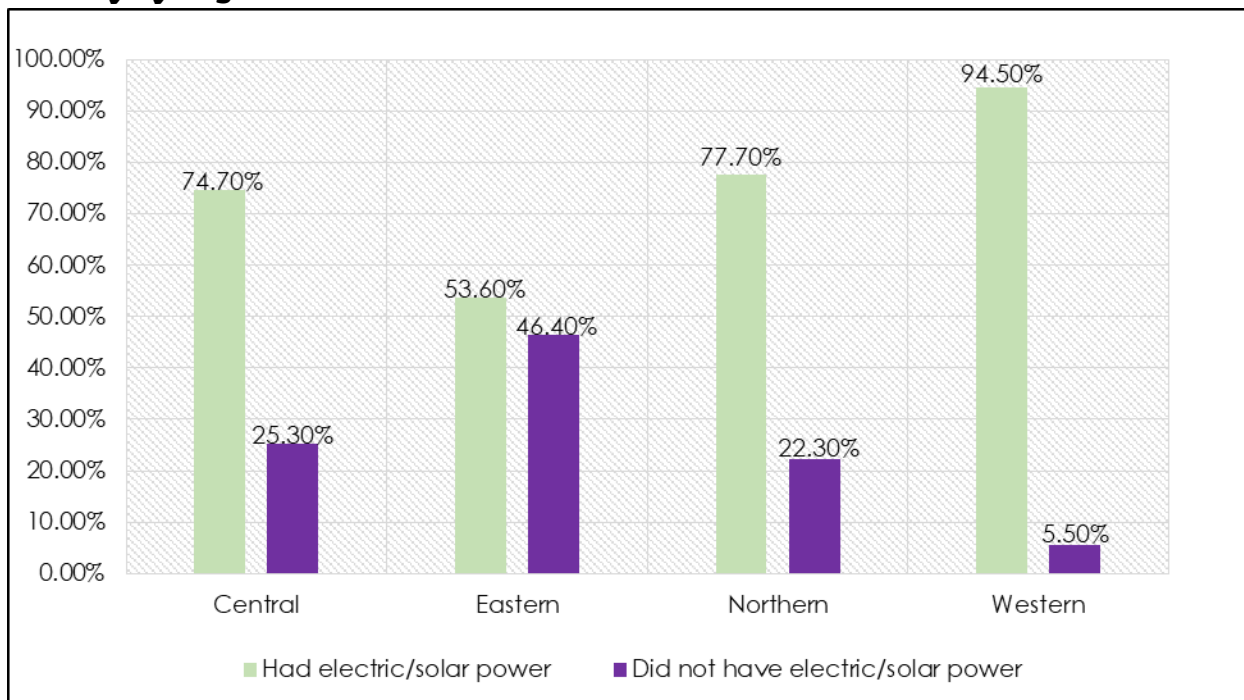


Most of the women interviewed (79.5%) mentioned that there was electricity at the maternity wards during childbirth, mainly solar power. Health workers that the EOC team interacted said that the availability of power eased their work and made the experience of giving birth more comfortable for mothers.

On the other hand, a substantial proportion of respondents (20.5%) mentioned that they did not have electricity in the maternity wards during delivery.

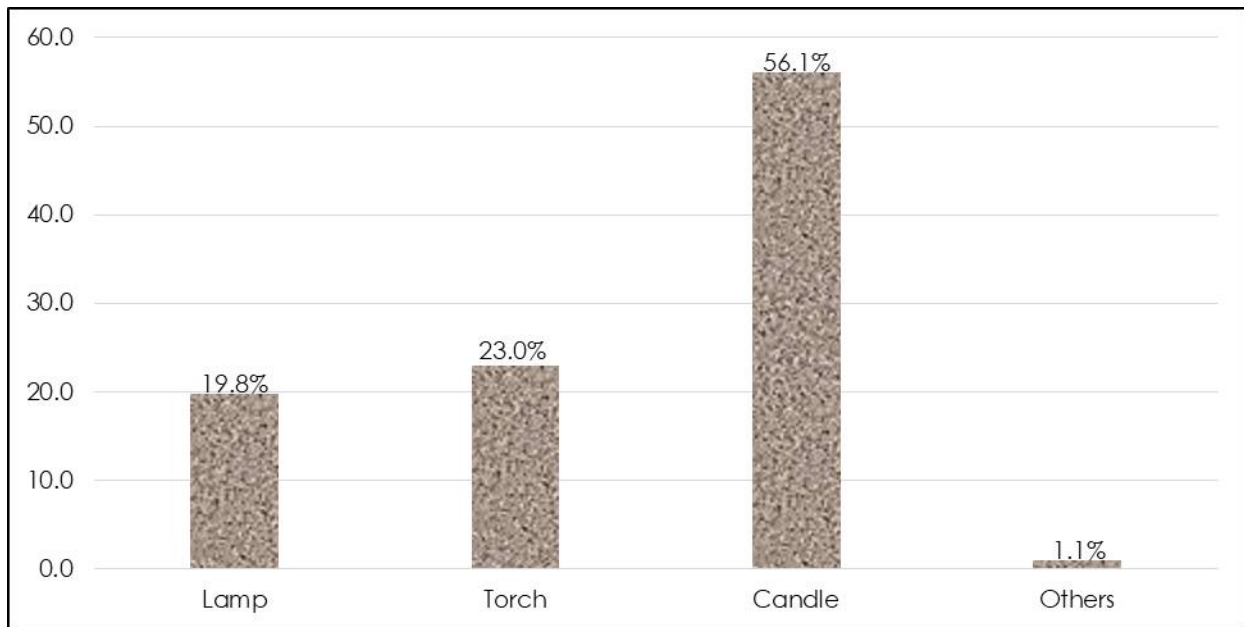
Regional analysis in Figure 9.6 below reveals that most women in the Eastern region mentioned that they did not have electricity in the maternity wards during childbirth compared to women in the Western, Northern, and Central regions.

Figure 9.6: Availability of Solar Power/ Electricity at the Maternity Wards During Delivery by Region



Further analysis was made to assess the type of lighting used in the maternity wards for those that did not have solar/electric power during childbirth, and findings are presented in Figure 9.7 below.

Figure 9.7: Type of Lighting Used in Maternity Wards for Those That Did Not Have Solar/Electric Power



Findings in Figure 9.7 above reveal that majority of the women (56.1%) mentioned that they used candles in the maternity wards during childbirth, followed by those that used torches (23%) and those that used lamps (19.8%).

It should be noted that reliable electricity is essential for most emergency care activities during childbirth. However, one of the major neglected health systems challenges to maternal and child health is the lack of access to reliable energy. Reliable light and electricity are critical for nearly all aspects of safe childbirth, including equipment sterilization, infection control, powering essential medical devices, and night-time examinations and procedures. Lack of reliable light may hinder health workers' ability to manage complications and cause them to delay necessary care actions, putting both mother and infant at risk. Frequent blackouts may also create stressful working conditions for healthcare workers, generate patient mistrust, and promote healthcare inequalities (Slawa Rokickib, 2021).

Therefore, the Government must consider providing reliable energy for all health facilities in the country to prevent maternal and child deaths caused due to lack of electricity in maternity wards.

Text Box 2: Responses on Availability of Power in Health Centres

...Only a few health facilities have solar power. However, the power is being used to run refrigerators, but not for lighting; therefore, medical staff must use torches in emergency cases during the night..., Kll Rwampara district.

...There is always electricity, and when it is not there, the nurses use torches to help us give birth. When I delivered, there was no power, and my babies died because they needed intensive care services, but the power was off. So there was no power and oxygen to support them at birth. During childbirth, the nurses used a torch on the phone, which was not clear enough. This happened at Mulago-Kamuli hospital, FGD women Kamuli.

A woman had twins who were premature and not breathing. I grabbed the babies and ran out of the theatre towards the labour ward, where our resuscitation table was, leaving the doctor with the bleeding mother on the operating table. Midway to the labour ward, there was a power cut, and with no reliable standby generator, the hospital was engulfed in darkness. To ensure I completed my task of resuscitating the babies, I called out to a student midwife to use the 'torch' on my mobile phone to provide light. With no reliable source of power generation, we transferred the babies to a nearby private hospital, which had a standby generator. Since the hospital ambulance did not have fuel, the babies had to be transferred on a Boda Boda (motorecycle) by their father. Many such challenges make my job difficult. We also face frequent stockouts of essential drugs, power outages, and a lack of the necessary equipment to assist mothers and newborns during delivery and afterward. (Kigozi, 2017).

9.2.5 Distance to the Nearest Health Facility

The availability of services at the nearby facilities influences the travel distance from women's households to the health facilities for skilled maternal healthcare. If services are unavailable at nearby facilities, women are more likely to travel to far-off facilities that have the services, which has an implication on their health (Ali Ssetaala, 2021). For health facilities, the Ministry of Health recommends a distance of not more than 5 km to a health facility; therefore, during the study, the distance to the health facility was assessed, and the findings are presented in Table 9.3 below.

Table 9.3: Distance to the Nearest Health Facility

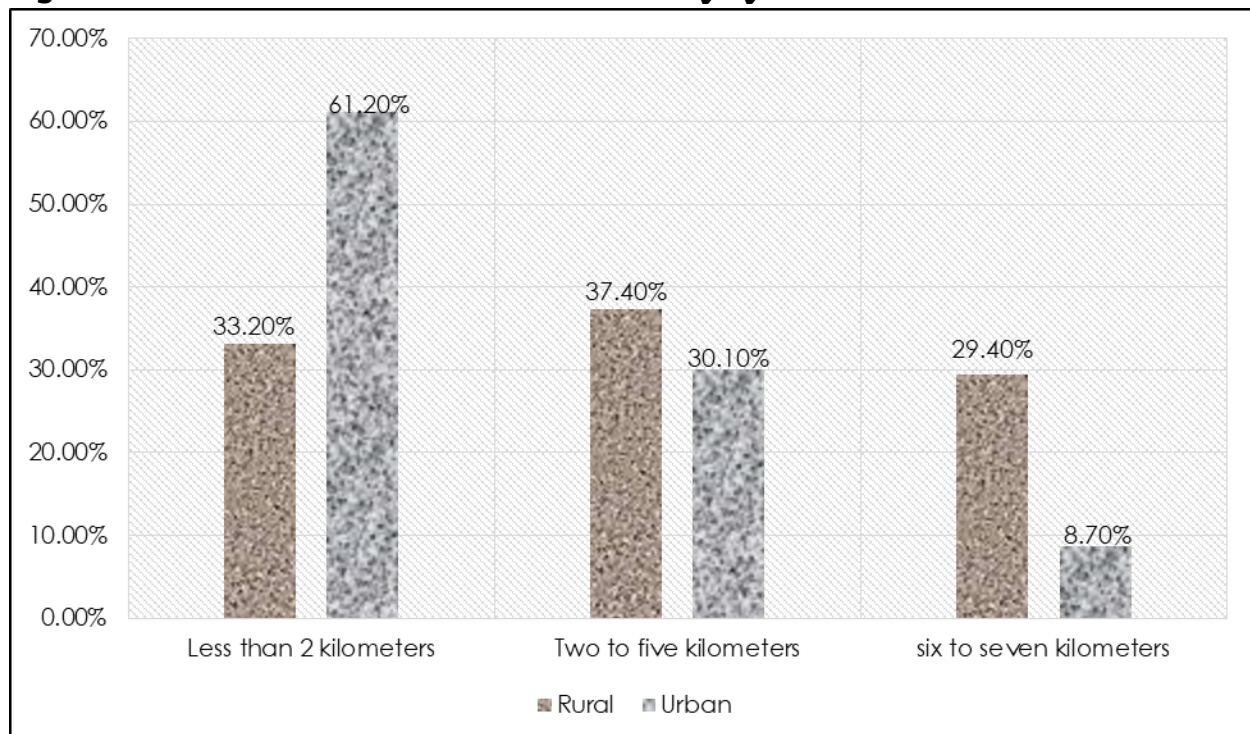
S/N	Distance	Frequency	Valid Percent
1	Less than 2 kilometres	535	40.3
2	Two to five kilometres	475	35.8
3	six to seven kilometres	186	14.0
4	Above 7 kilometres	130	9.8
5	Total	1326	100.0

In Table 9.3 above, findings reveal that 40.3% of the women mentioned that they travelled less than 2 kilometres to the nearest health facility, followed by those that travelled two to five kilometres (35.8%) and those that travelled six to seven kilometres and above (23.8%).

Notably, most of the respondents (76.1%) travelled within the recommended radius of the Ministry of Health, which is five kilometres and below. This shows that Government has made notable progress with regard to bringing services, especially health services, closer to the people.

However, some rural communities expressed that distance to health facilities was still a challenge, with 29.4% of the women in rural areas mentioning travelling six to seven kilometres and above in search of health facilities compared to 8.7% of their counterparts in the urban areas (See Figure 9.8 below).

Figure 9.8: Distance to the Nearest Health Facility by Place of Residence

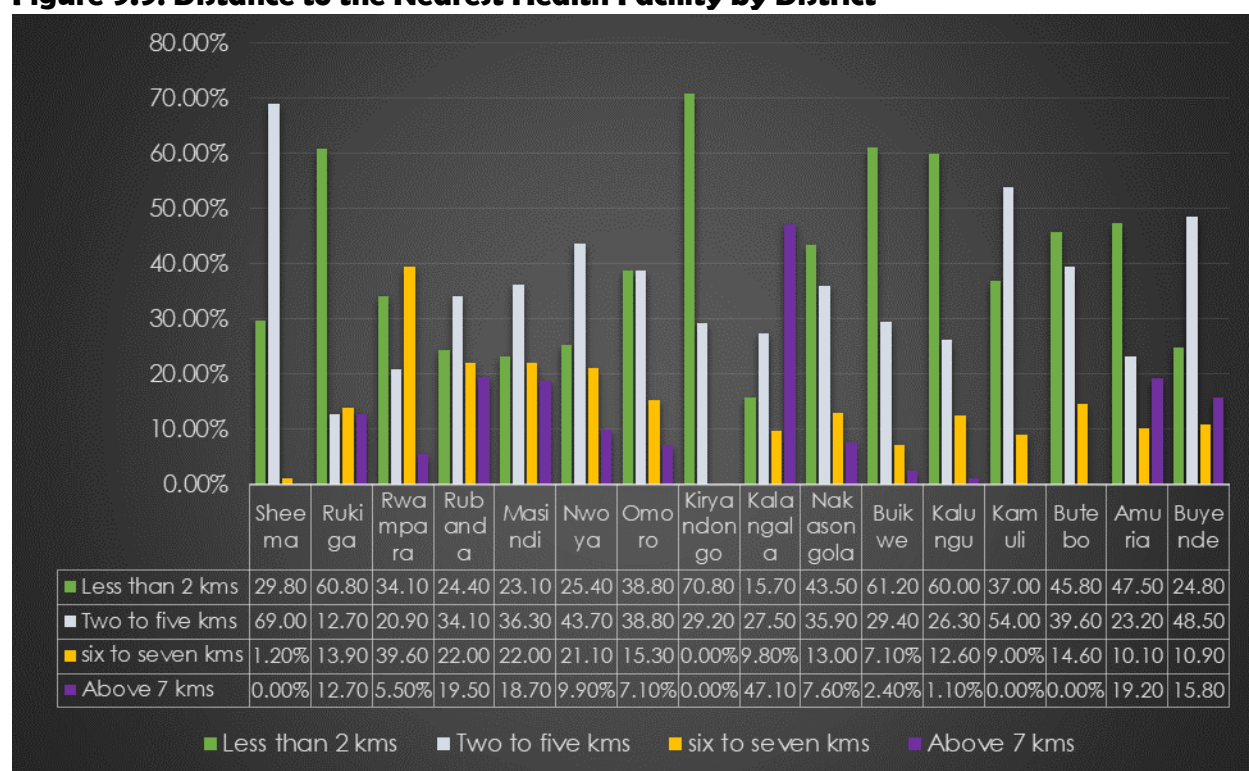


It should be noted that longer distances travelled by people in the rural areas affect physical access to health facilities for some services such as skilled birth attendance, among others, as most deaths occur in resource-limited hard to reach rural areas that are far away from quality maternal healthcare and other social services. Living far away from the health facility was associated with increased early newborn deaths and maternal deaths in some settings.

...“In Uganda, especially in rural areas, communities are located far away from health facilities causing delays in accessing healthcare for many, especially for women and children hence causing maternal and child deaths”..., Key informant Amuria district.

Further analysis was made to ascertain the distance to the nearest health facility by district, and the findings are presented in Figure 9.9 below.

Figure 9.9: Distance to the Nearest Health Facility by District



As shown in Figure 9.9 above, women in rural communities in hard-to-reach districts like Kalangala expressed that the distance to health facilities was still challenging since most of them (47.1%) travelled seven kilometres and above in search of maternal health services. In addition, they mentioned that there was no safe transport in Kalangala, yet it was hard to reach the island district and finding alternative means of transportation was difficult.

There was no district hospital during the study, and Kalangala HC IV is the main referral health facility for the 64 habitable islands. Women in the district repeatedly highlighted the challenge of long distances coupled with inadequate transportation means to access health facilities, leaving many of them to resort to costly and scarce private clinics or even traditional birth attendants.

The case stories from the locals about the challenges of accessing health services are as below.

Robina Nakato, formerly from the Island of Bubeke, whose toddler died earlier this year from severe malaria, blames the poor quality of healthcare on the island. "I had earlier reported to a drug store in Bubeke and was given drugs by a 'nurse' since there was no doctor, but the drugs did not work. I cannot afford to always come to Kalangala Health Centre IV because a trip costs me about Shs 40,000, which I don't have," the mother of two says. "My son worsened at home and died a few hours after arriving at the Health Centre." (Ninsiima, 2016).

In the districts of Rubanda, women at Mucho HC IV reported that "we move long distances from our sub-counties to reach the Government Health Centre IVs, which have the minimum basic facilities and services for maternal and child healthcare. As you can see, most of us come and stay in the maternity wards a month before the delivery day. We do this because many of us come from mountainous areas far and inaccessible when it comes to movement in case of an emergency", FGD with women in Rubanda district.

9.4.6 Means of Transport Used to Access Health Facilities for Maternal Health Care

The means of transport women used to access maternal health care at the health facilities was assessed, and findings are presented in Table 9.4 below.

Table 9.4: Means of Transport Used to Access Health Facilities for Maternal Health Care

S/N	Distance	Frequency	Valid Percent
1	Walk to the facility	439	32.2
2	Bicycle	122	9.0
3	Motorcycle	560	41.1
4	Motor Vehicle	118	8.7
5	Rely on hired transport, e.g., taxi	122	9.0
6	Others	1	0.1
7	Total	1362	100.0

Findings reveal that 41.1% of the women used motorcycles to access health facilities for maternal health care, followed by those that walked to the health facilities (32.2%). In addition, 9.0% relied on hired transport and bicycles while 8.7% used motor vehicles.



Picture of a pregnant woman being transported by a motorcycle to the health facility, Source: UNICEF Uganda/2019/Abdul

9.4.7 Average Amount Spent by Women Visiting Health Facilities Seeking Maternal and Child Health Care Services

The cost of health services affects access to maternal and child health care. During the study, the average amount spent by women visiting health facilities seeking maternal and child health care services was assessed and presented below.

Table 9.5: Percentage Distribution On Means of Transport Used to Access Health Facilities for Maternal and Child Health Care

S/N	Distance	Frequency	Valid Percent
1	Below 20,000/=	869	66.8
2	Between 20,001/= and 50,000/=	289	22.2
3	Between 50,001/= and 100,000/=	91	7.0
4	Above 100,000/=	51	3.9
5	Total	1300	100.0

Findings in Table 9.5 above reveal that most women (66.8%) spent UGX. 20,000 and below on maternal and child healthcare services the last time they visited the health facility.

Most women in the rural areas felt it was high and could not afford it. However, during a focus group discussion in Omoro district, some women expressed their dissatisfaction with the costs of accessing maternal and child healthcare services, as shown in the excerpt below.

“Nurses and midwives usually ask us for fees before working on us, yet we know this is a government facility, and we are not supposed to pay for services. They also make us pay for Mama Kits, yet they are not supposed to be for sale. We are poor and can hardly afford such expenses; therefore, we do not find child and maternal services affordable.” FGD Omoro district.

It should be noted that collecting money from women or patients needing maternal and child healthcare or any health services at Government health facilities is wrong.



EOC study team conducting a Focus Group Discussion with women in Omoro district

Further analysis was made concerning disability and residence. Findings are presented in Table 9.6 below.

Table 9.6: Means of Transport Used to Access Health Facilities for Maternal and Child Health Care by Age and Disability

S/N	Amount	Disability		Residence	
		Yes	No	Rural	Urban
1	Below 20,000/=	47.7%	70.2%	62.8%	79.6%
2	Between 20,001/= and 50,000/=	28.4%	21.4%	24.6%	14.6%
3	Between 50,001/= and 100,000/=	18.9%	4.4%	7.9%	3.9%
4	Above 100,000/=	4.9%	4.0%	4.6%	1.9%
5	Total	100.0%	100.0%	100.0%	100.0%

With regard to disability, the majority of persons with disability (52.2%) spent more than UGX. 20,000 and above on accessing maternal and child healthcare services compared to persons without disability (29.8%). Interactions with women with disabilities in selected districts revealed that movement from their homes to health facilities in search of maternal and child healthcare and the high transport costs was the primary reason they found access to these services costly. This was because access to these services often involved travelling longer distances for persons with disabilities. Difficulties with mobility and the prohibitive costs involved in arranging appropriate transportation often prevented many women with disabilities from accessing skilled maternal healthcare.

Regarding residence, women in rural areas (37.1%) spent more than UGX. 20,000 and above on accessing maternal and child healthcare services compared to those residing in urban areas¹⁰ (20.4%).

The high costs of accessing maternal healthcare in rural areas¹¹ were exacerbated by the high costs involved in travelling to the health facilities and frequent drug stock-outs

¹⁰ An urban area, is a human settlement with a high population density and infrastructure of a built environment.

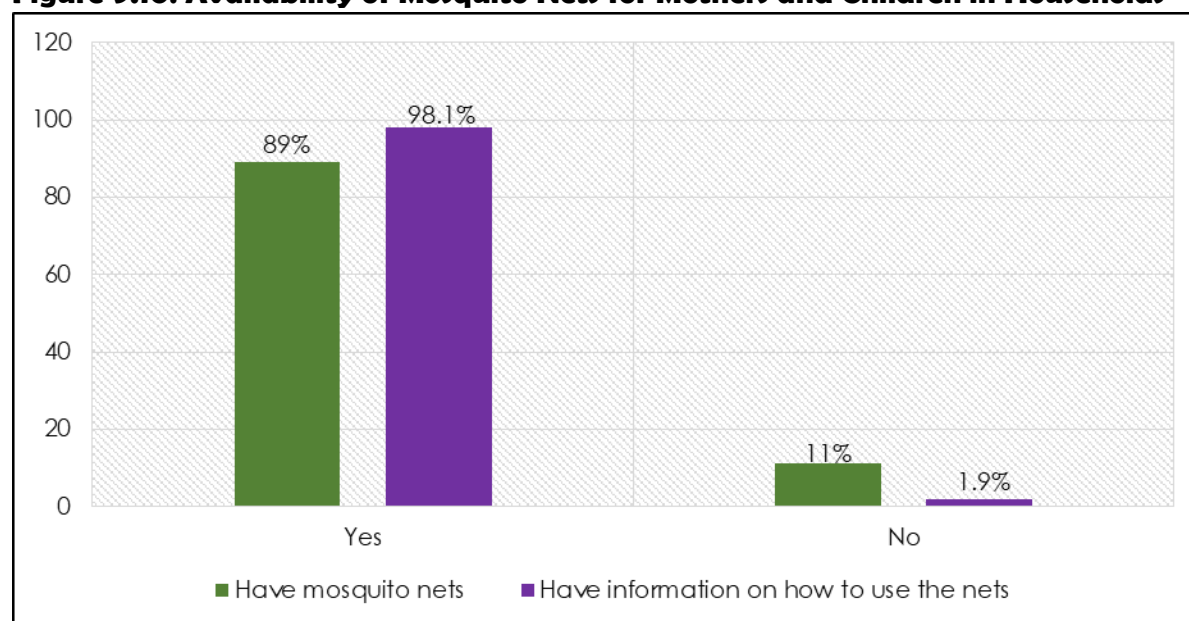
¹¹ A rural area is a geographic area that is located outside towns and cities.

at the health facilities. Sometimes, women were prescribed drugs and told to buy them from pharmacies.

9.4.8 Availability of mosquito nets for mothers and children in households

Malaria has severe adverse effects on maternal health and birth outcomes. It mainly causes anaemia and is associated with increased risks of miscarriage. Insecticide-treated nets (ITNs) are effective tools for reducing malaria transmission and related morbidity and mortality among pregnant women and children. Therefore, during the study, the availability of mosquito nets for mothers and children in households was analysed, and the findings are presented in Figure 9.10 below.

Figure 9.10: Availability of Mosquito Nets for Mothers and Children in Households



Findings in Figure 9.10 above reveal that most women (89%) mentioned having Mosquito Nets in their households. In addition, 98.1% of the women said they had adequate information on how to use them.

This was attributed to the Government's program of door-to-door distribution of mosquito nets, whereby a majority of the women (87.5%) mentioned that they received the mosquito nets from the Government (See Table 4.3 below).

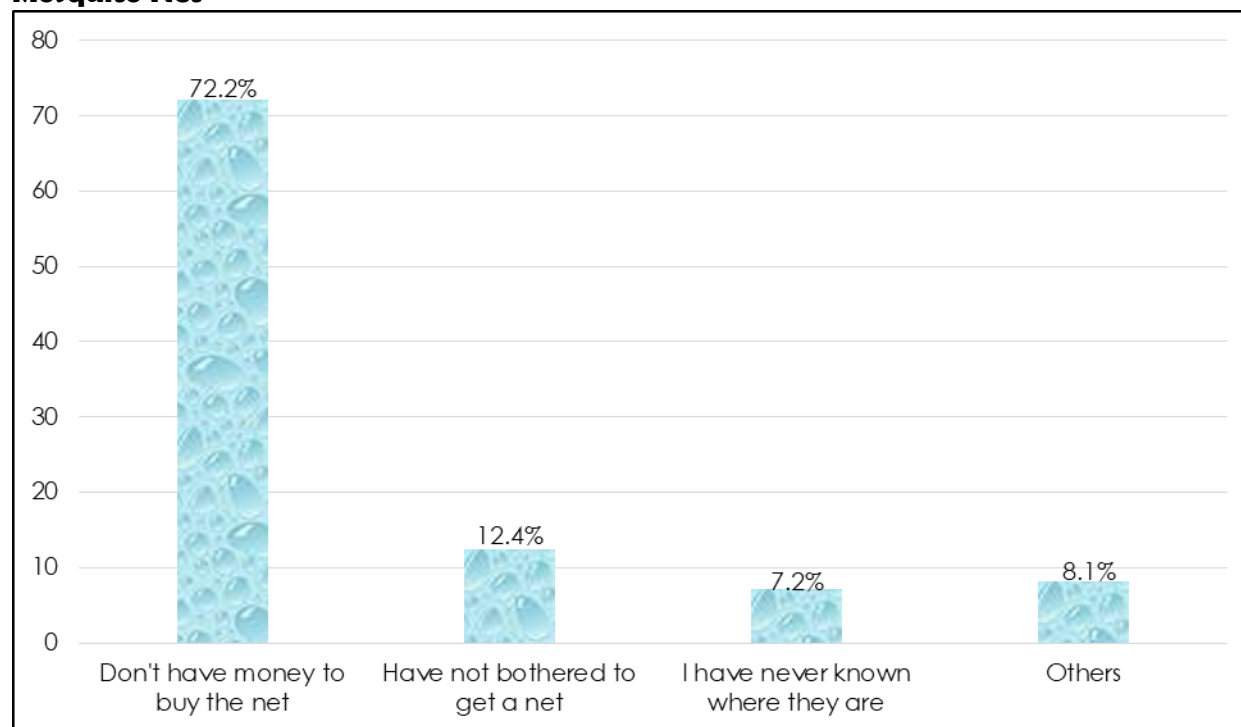
This is a commendable initiative since it has enabled vulnerable groups of people, especially women and children, to have access to mosquito nets, reducing maternal and child deaths due to malaria.

Table 9.7: Percentage Distribution On Where Respondents Got the Mosquito Nets

S/N		Frequency	Valid Percent
1	Self	138	11.4
2	Government program	1063	87.5
3	Private entities	10	0.8
4	Others	4	0.3
5	Total	1215	100.0

On the other hand, 11% of the women said they did not have mosquito nets in their households. They were further asked why they did not have them, and the findings are presented in Figure 9.11 below.

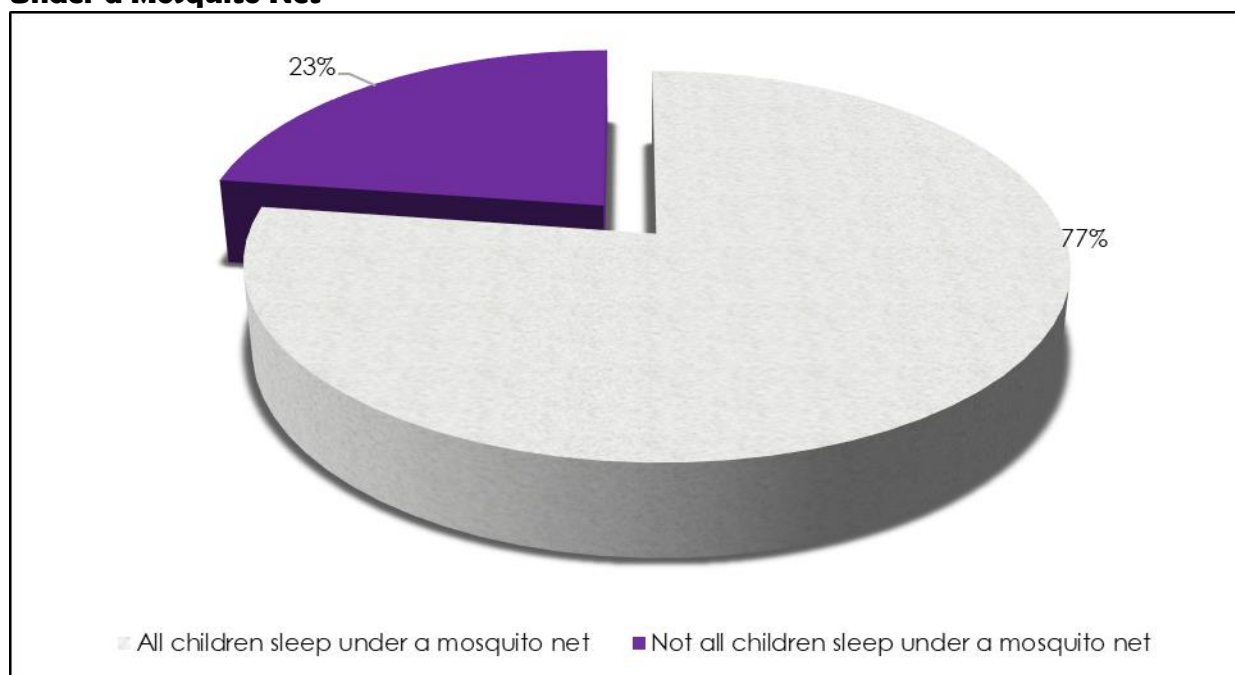
Figure 9.11: Percentage Distribution On Reasons Why Some Households Did Not Have a Mosquito Net



Findings in Figure 9.11 above reveal that majority (72.2%) did not have mosquito nets because they did not have money to buy them. Furthermore, many of them mentioned that the nets they had were worn out and were waiting for the Government to provide for them. In addition, 12.4% said that they had never bothered to get a mosquito net, and 7.2% mentioned that they did not know where to get the mosquito nets; hence more sensitization is needed for this category of people.

Mothers were further asked whether children/ members in the household slept under Mosquito Nets, and findings are presented in Figure 9.12 below.

Figure 9.12: Percentage Distribution On Whether All Children in a Household Sleep Under a Mosquito Net



Findings in Figure 9.12 above reveal that most women (77%) mentioned that all their children slept under Mosquito Nets while 23% did not.

The percentage of children that did not sleep under mosquito nets puts them at an added risk of contracting malaria. Insecticide-Treated Mosquito Nets are one of the most effective ways to prevent malaria; hence Government should ensure that adequate mosquito nets are provided for all people in the household.

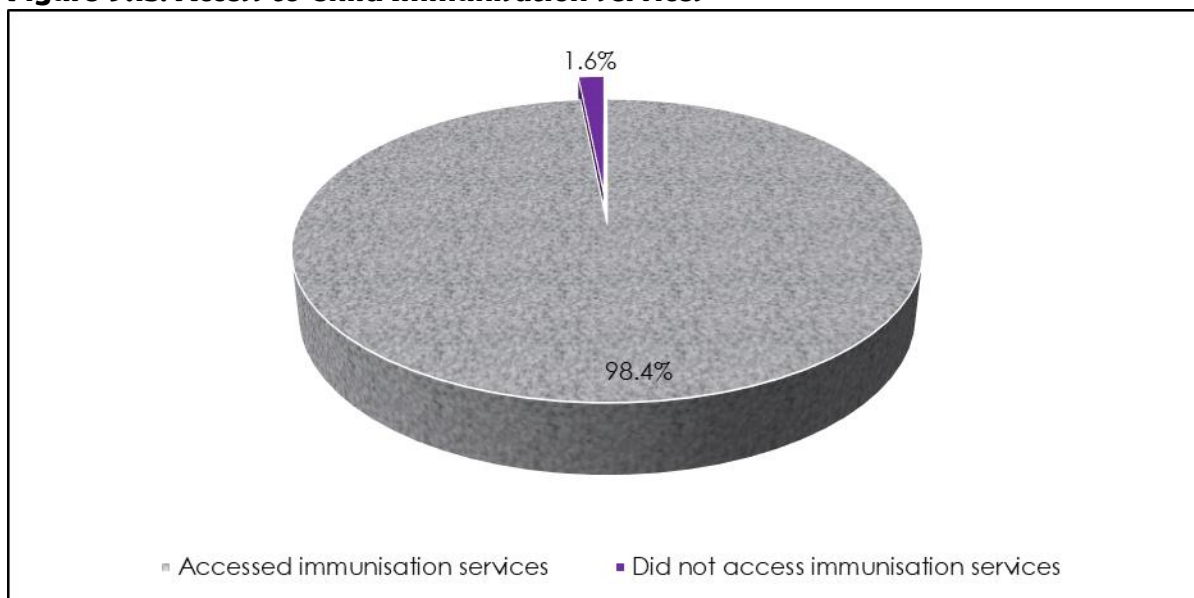
During a focus group discussion in Rwampara district, women mentioned that;

..." when we do not have enough Mosquito Nets for everyone in the house, some older children, especially boys, are left out. Usually, pregnant women and young children under five are prioritized since we were taught that these groups are among the most vulnerable to malaria..."

9.4.9 Access to Child Immunization Services

Immunization is a proven tool for controlling and eliminating life-threatening infectious diseases among children and infants. During the study, mothers were asked whether they could access immunization services; the findings are presented in Figure 9.13 below.

Figure 9.13: Access to Child Immunisation Services



Findings in Figure 9.13 above reveal that most women (98.4%) accessed Immunization Services for their children while only 1.6% were unable to access them. These findings indicate that the Country has made tremendous achievements in immunization coverage which has contributed to the reduction of death of children under five. For example, the under-five mortality rate in Uganda has, over time, reduced from 76.3 per 1000 live births in 2010 to 43.3 per 1000 live births in 2021 (UNICEF, 2022).

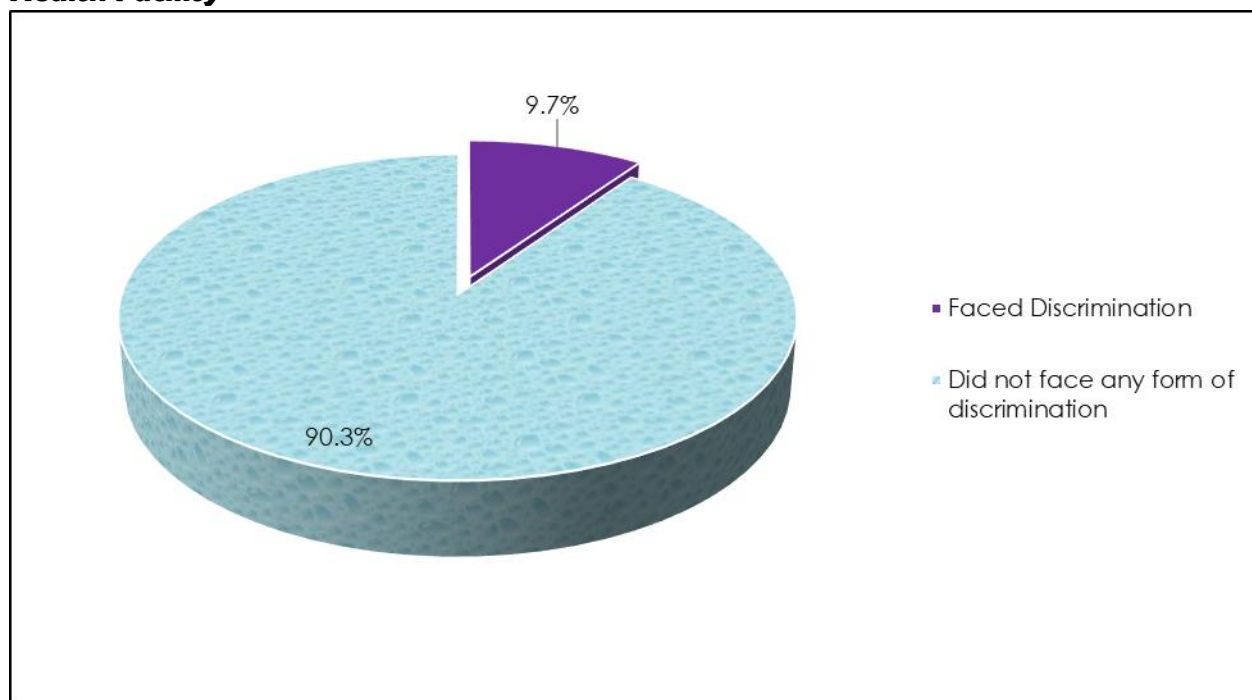
The Government has ensured access to Immunization Services even to the most hard-to-reach and vulnerable populations and will contribute to the Sustainable Development Goals.

During a key informant interview with a health officer in Rwampara DLG, he mentioned... *"The communities have been given Treated Mosquito Nets through support from the Ministry of Health to all Health Centers. However, emphasis was given to Health Center IIIs and IVs that offer Maternal and Child Health Services, so that mosquito nets are given to expectant mothers whenever they visit the health facility..."*

9.4.10 Discrimination/Marginalization with Regard to Accessing Maternal and Child Health Services at Your Health Facility

During the study, women were asked whether they faced any form of discrimination regarding accessing maternal and child health services, and the findings are presented in the Figure below.

Figure 9.14: Percentage Distribution on Whether Women Faced Any Form of Discrimination with Regard to Accessing Maternal and Child Health Services at Your Health Facility



Findings in Figure 9.14 above reveal that most of the women mentioned that they did not face any form of discrimination regarding access to Child and Maternal Health Services (90.3%).

On the other hand, a notable proportion of respondents (9.7%) mentioned that they faced discrimination with regard to access to maternal and child health services based on age, economic status, and disability, among others, as presented in Text box 3 below.

Text Box 3: Responses on Forms of Discrimination Faced by Women with Regard to Access to Maternal and Child Health Services

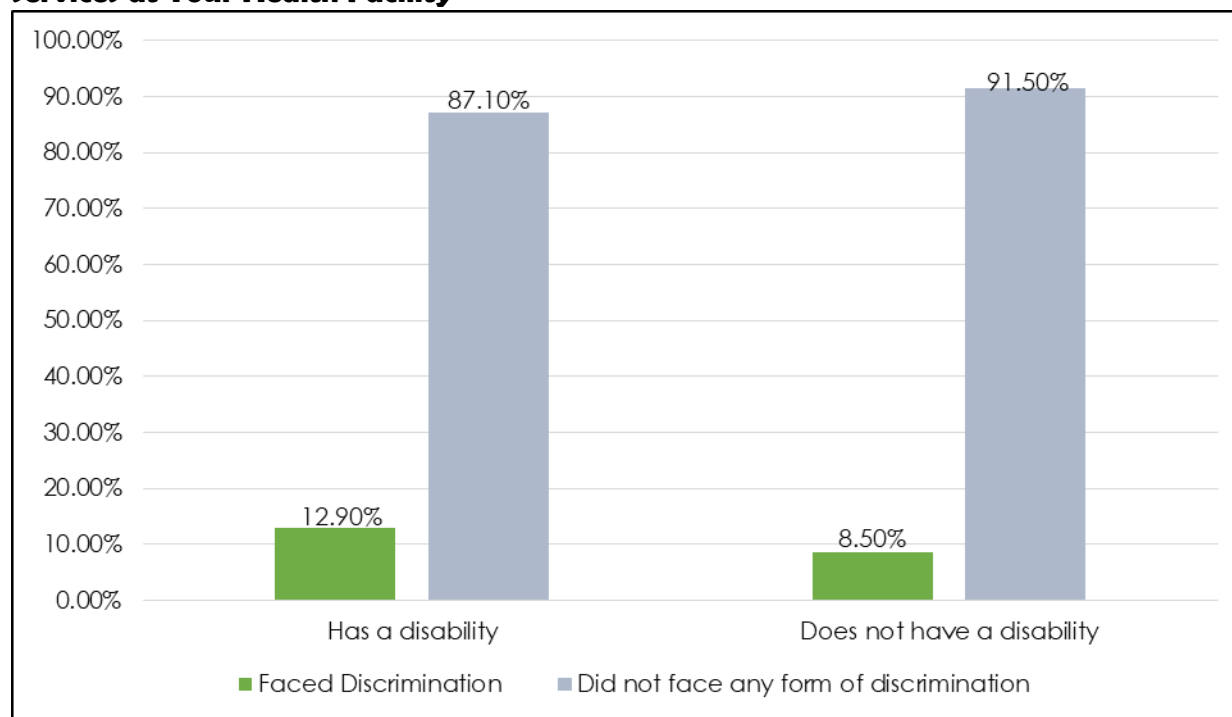
"Yes, we are discriminated against based on lack of money. Once you do not have money and are supposed to have a C-Section, things become hard, even when you have a sick baby without money, these nurses do not take care of you.", FGD Kamuli district.

"some of us are discriminated against because we are poor, others are discriminated against because they are old, and the nurses don't easily work on old people; I know this because when I was in the hospital, they would just bypass me with my swollen mouth," FGD Kamuli district.

"Young girls like school girls who get pregnant before they finish their studies are usually discriminated against by the nurses and judged by the community. Due to this, they find it difficult to go to the health centres and make lines with their parents who have also gone for antenatal. Therefore, we request the Government to have separate Youth Maternal Services so that the youth comfortably access these services. FGD Bujumba sub-county", Kalangala district.

Further disaggregation of data by disability shows that most women with disabilities (12.9%) mentioned that they faced discrimination compared to women without a disability (8.5%). See Figure 9.15 below.

Figure 9.15: Form of Discrimination with Regard to Accessing Maternal and Child Health Services at Your Health Facility



Women said that terrain of healthcare facilities was the major barrier affecting access to healthcare service utilization among physically disabled expectant women. In addition, it was noted that pregnant women with disabilities found it difficult to access health facilities without assistive/mobility devices like wheelchairs and crutches, among others.

9.3 Challenges Associated with Equitable Access to Child and Maternal Health Services

Negligence by health workers; Some do not care about their work, mainly due to low staff numbers and exhaustion, leaving mothers and infants unattended. For example, on Tuesday, 24th May 2022, an oxygen machine supporting a newly born infant was left unattended. As a result, a child lost their life because they accidentally disconnected a key informant in Masindi district.

Few staff at health facilities, especially midwives; One midwife can be on duty and yet over five women are delivering at the same time, all needing equal attention and care; the midwife will eventually neglect some of the mothers, and one of those will ultimately die key informant Rubanda district.

Strikes by medical staff; Due to issues such as lack of improvement in the welfare of health workers and salary increment, expectant mothers and ill children are left unattended during strikes which has led to high Maternal, Infant, and Child Mortality. For example, a mother lost her newly born son in 2017 when midwives and nurses were on strike for salary increment, key informant Masindi district.

Inadequate health facilities; Health facilities are not adequate for the population because, among the 19 health facilities, there are only 2 Health Center VI and 3 Health Centres III, limiting access to maternal and child health services. She further explains that many of the Health Centres in the district are grade II's, and they do not provide Maternal and Child Health Services, Key informant Rwampara district.

Transport; costly transport is a great barrier to accessing child and maternal Health Services. In some districts, this is attributed to the nature of the terrain, which is hilly and mountainous; therefore, people have to travel long distances to access the services which are being offered at either Health Centre III and IV, and yet the entire district has 2 grade IV health centres and 3 grade III health centre which offer Child and Maternal Health Services, Key informant Rwampara district.

9.4 Recommendations

The Government should facilitate health facilities with efficient means of transport like speed boats which can help transport expectant mothers during emergencies.

It is vital that the Government also considers providing reliable energy for all health facilities in the country to prevent maternal and child deaths caused due to lack of electricity in maternity wards.

The Government should upgrade some Health Centres to a level where several health care services can be accessed; for example, upgrade the Health Centre IIIs to grade IV to bring services closer to the community. This will improve the number of mothers visiting health facilities for Child and Maternal Health Services since Health Centre II and III are usually closer to the communities, reducing maternal and child mortality.

The Government should fill the structures at health facilities, especially in the case of midwives, to prevent expectant mothers from losing their lives and that of their children due to inadequate health workers at the health facilities.

Government should ensure that adequate Mosquito Nets are provided for all household members.

The Government should consider providing Ambulances and fueling them at all times to at least all health centre IVs to support Referral Programmes and improve the movement of expectant mothers from hard-to-reach areas to a Health Center or referral Hospital.

Government should strengthen the training of the TBAs with skills on basic healthcare for expectant mothers so that they can support Government health workers since they are closer to the community members, and some of them prefer using them compared to skilled health workers. This will help reduce infant and maternal mortality rates among deliveries conducted by TBAs.

CHAPTER TEN

CONCLUSION AND RECOMMENDATIONS

10.1 Introduction

This Chapter presents the conclusions and recommendations drawn from the state of equal opportunities in each of this report's chapters.

10.2 Conclusion

The Constitution of the Republic of Uganda and other relevant laws promote equal opportunities and affirmative action for marginalised groups and vulnerable people. It is commendable that the government and other stakeholders have made a tremendous effort in attaining equalisation of opportunities and affirmative action for the marginalised. Nevertheless, much remains to be done to improve access to services and opportunities for the vulnerable and marginalised. Therefore, the recommendations made in this Report should feed into the policies, programmes, plans, activities, practices, and usages of both public and private entities to improve the situation of the marginalised and vulnerable people.

Table 10.1: Recommendations from the 8th Annual Report

S/N	Recommendation	Responsible Agency
Work Environment		
1	The government, through the Ministry of Public Service, reviews the existing employment legal and regulatory frameworks to provide for reasonable accommodation during recruitment and execution of work by staff with disabilities in the private sector	MoPS
2	Parliament of the Republic of Uganda needs to enhance the budget allocation to the Ministry of Gender, Labour and Social Development to enable the Ministry to monitor adherence to the labour laws by the private sector, which is the biggest employer in Uganda	Parliament

S/N	Recommendation	Responsible Agency
3	The Government should plan and budget for inclusive recruitment and employment costs catering to persons with disabilities, including accessibility, interpreters, guides, and ICT-friendly equipment.	MoPs
Capital and Local Markets		
4	Through the Ministry of Agriculture, the Government should establish user-friendly and appropriate storage and value-added facilities for farmers.	MAAIF
5	The Local Governments should have it in their annual plans and budgets to establish profitable market outlets for the rural population at both local and international levels.	MoLG MoTIC
6	Government should regularly announce indicative prices based on the cost of production.	MoTIC & UBOS
7	Government should revive and promote co-operatives that can easily carry out collective bargaining as well as bulk marketing and selling	MoTIC
Special Grant program		
8	The Special Grant program should include management and skills training for the beneficiaries	MoTIC MoE
9	The Ministry of Finance should increase budget allocation to the special grant for persons with disabilities so that many can access it and improve their livelihood	MoFPED MoGLSD
10	The application form should be simplified and designed in accessible formats	MoLG
Works and Transport		
11	There is a need for equitable construction of tarmac roads across the four regions of Uganda, with much focus on the Lango region since it has the least tarmac coverage.	MoWT

S/N	Recommendation	Responsible Agency
12	Before road construction and land compensation, awareness campaigns among the affected communities should be carried out	UNRA
13	Strict guidelines on gender-based violence should be set up before road construction.	MoWT & UNRA
14	During the construction of national roads, there should be proper coordination between the district Local Governments, beneficiaries, and UNRA to ensure that the valuers use the standard prices during the valuation process	UNRA
Natural and Man-Made Hazards		
15	The Office of the Prime Minister should affirmatively plan and budget for relief interventions targeting the vulnerable.	OPM
16	The office of the Prime Minister should support Local Governments develop district-specific Disaster management plans	OPM
17	Early warning systems should be planned and budgeted for disaster-prone areas, considering the knowledge of the elderly.	OPM
18	The government, through the Ministry of energy and mineral development, should plan, budget, promote and support Biogas as the main source of energy to cause a shift from use of wood and charcoal to increasing environmental conservation.	MEMD
19	Through the Office of the Prime Minister, the government should ensure that reporting structure compiles timely reporting on the occurrences of hazards to respond to affected communities effectively.	OPM
Child and Maternal Health		
20	Health facilities from Island areas should be provided with efficient means of transport like speed boats that can be used during emergencies.	MOH

S/N	Recommendation	Responsible Agency
21	The Government should review and fill the structures to increase and accommodate specialists at health facilities	MOH
22	Elderly and Persons with Disabilities corners should be created at health facilities	MOH
23	The Ministry should consider developing an insurance policy for older persons	MOH
24	The Ministry Provide sign language interpreters at health centres	MOH
General		
25	Sign language interpreters should be provided during presidential addresses	OP

10.2 Conclusion

The elimination of all forms of discrimination and inequalities is critical to addressing the different development concerns of the marginalised and vulnerable groups or persons, including Women, Youth, Older persons, Persons with Disabilities, Ethnic Minorities, and Rural and urban poor, among others. Hence more needs to be done by both.

Emerging Issues

1. Vulnerability

The Commission recognizes that vulnerability is an evolving concept and reality. The changing social-economic environment especially as a results of pandemics like COVID-19, Ebola and others could easily lead to many sliding into the vulnerable category. Government should be mindful of this threat and do everything possible to encourage all Ugandans to be involved in some kind of gainful activities in order to achieve the target of getting 39% of Ugandans who out of the money economy into the money economy.

2. Social Justice mechanism

The Commission has observed two major factors that have led to loss livelihood and they include;

- i. Increasing cases of land evictions involving families and villages and not much is done. Those evicted have no homes or gardens and means of livelihood.
- ii. The long lockdown of more than a year during the COVID-19 period which led to many losing their jobs as a source of livelihood.

The above situations if not urgently addressed will lead to many Ugandans to become desperate and hence likely to deteriorate into insecurity. No country can have sustainable security without equalization of opportunity in favour of the vulnerable groups. Investment in equalization of opportunities is a security investment. To this end, the Commission on Equalization Opportunities contributes to the maintenance of peace and stability by addressing the needs of the most vulnerable groups that can easily be recruited into criminality. EOC provides shelter and voice to the vulnerable groups by championing their social justice.

Annexes

Annex A: Summary of Special Grant for Disability Grant Beneficiaries per District for the Last 3 Years

Sub-region/ District	Number of projects	Amount disbursed
ACHOLI	132	658,783,000
Agago	17	84,975,000
Amuru	20	99,494,000
Gulu	22	109,314,000
Kitgum	53	265,000,000
Lamwo	10	50,000,000
Pader	10	50,000,000
ANKOLE	196	968,790,000
Buhweju	9	41,010,000
Bushenyi	13	64,800,000
Ibanda	12	60,000,000
Ishaka	9	43,980,000
Isingiro	5	25,000,000
Kazo	8	38,150,000
Kiruhura	10	50,000,000
Lyatonde	7	32,500,000
Mbarara	27	135,000,000
Ntugamo	5	20,000,000
Ntungamo	31	154,450,000
Rukungiri	17	85,000,000
Sembabule	16	80,000,000
Sheema	27	133,900,000
BUKEDI	159	795,897,000
Budaka	25	130,000,000
Busia	31	153,923,000
Butaleja	10	49,755,000
Butebo	22	110,000,000
Kibuku	12	60,000,000
Namayingo	12	57,219,000
Palisa	18	90,000,000
Tororo	29	145,000,000
BUNYORO	156	729,844,000
Buliisa	14	70,000,000
Hoima	32	140,000,000
Kagadi	17	85,000,000
Kakumiro	24	117,469,000

Sub-region/ District	Number of projects	Amount disbursed
Kibaale	12	60,000,000
Kikuube	33	137,375,000
Kiryandongo	15	75,000,000
Masindi	9	45,000,000
BUSOGA	284	1,418,728,800
Bugiri	25	125,000,000
Bugweri	21	105,000,000
Buyende	12	60,000,000
Iganga	46	229,420,000
Jinja	47	234,606,800
Kaliro	30	150,000,000
Kamuli	30	150,000,000
Luuka	23	115,000,000
Mayuge	26	130,000,000
Namayingo	8	39,759,000
Namutumba	14	69,943,000
Palisa	2	10,000,000
ELGON	180	904,300,000
Bududa	15	75,000,000
Bukwo	18	90,000,000
Bulambuli	18	90,000,000
Kapchorwa	31	154,900,000
Kween	8	40,000,000
Manafwa	11	60,000,000
Mbale	36	180,000,000
Namisindwa	17	84,400,000
Sironko	26	130,000,000
KARAMOJA	162	805,081,900
Abim	17	85,000,000
Amudat	17	85,000,000
Karenga	20	100,000,000
Kotido	21	105,000,000
Moroto	22	105,081,900
Nabilatuk	20	100,000,000
Nakapiripirit	17	85,000,000
Napak	28	140,000,000
KIGEZI	80	398,225,000
Kabale	19	95,000,000
Kanungu	14	69,080,000
Kisoro	28	140,000,000

Sub-region/ District	Number of projects	Amount disbursed
Rubanda	9	45,000,000
Rukiga	10	49,145,000
LANGO	185	923,805,000
Alebtong	16	80,000,000
Amolatar	17	85,000,000
Apac	10	48,805,000
Dokolo	9	45,000,000
Kole	20	100,000,000
Kwania	7	35,000,000
Lira	58	290,000,000
Otuke	16	80,000,000
Oyam	32	160,000,000
NORTH BUGANDA	313	1,558,352,000
Buikwe	30	155,000,000
Buvuma	5	25,000,000
Kampala	31	155,000,000
Kassanda	18	100,000,000
Kayunga	4	17,600,000
Kiboga	12	58,000,000
Kyankwanzi	23	115,000,000
Luwero	32	160,000,000
Mityana	17	81,552,000
Mubende	25	125,000,000
Mukono	74	356,200,000
Nakaseke	20	100,000,000
Wakiso	22	110,000,000
SOUTH BUGANDA	195	968,397,500
Bukomansimbi	7	35,000,000
Buvuma	7	35,000,000
Kalangala	12	60,000,000
Kalungu	24	119,129,500
Kyotera	14	70,000,000
Lwengo	23	114,600,000
Lyatonde	5	25,000,000
Masaka	34	170,000,000
Mpigi	12	55,000,000
Rakai	20	100,000,000
Sembabule	10	50,000,000
Wakiso	27	134,668,000
TESO	150	750,019,000

Sub-region/ District	Number of projects	Amount disbursed
Amuria	15	75,000,000
Bukedea	15	71,920,000
Kaberamaido	18	89,351,000
Kalaki	14	70,000,000
Kumi	22	109,248,000
Ngora	25	125,000,000
Serere	26	129,500,000
Soroti	15	80,000,000
TORO	120	582,960,000
Bundibugyo	7	32,930,000
Bunyangabu	23	114,200,000
Kabarole	21	103,400,000
Kamwenge	22	110,000,000
Kasese	13	53,000,000
Kyegegwa	16	80,000,000
Kyenjojo	18	89,430,000
WEST NILE	206	1,012,533,000
Adjumani	11	55,000,000
Arua	32	159,410,000
Koboko	23	112,684,000
Maracha	27	134,860,000
Moyo	20	100,000,000
Nebbi	19	89,579,000
Obongi	8	40,000,000
Pakwach	10	50,000,000
Terego	13	65,000,000
Yumbe	18	90,000,000
Zombo	25	116,000,000
Grand Total	2,518	12,475,716,200