GOVERNMENT OF UGANDA

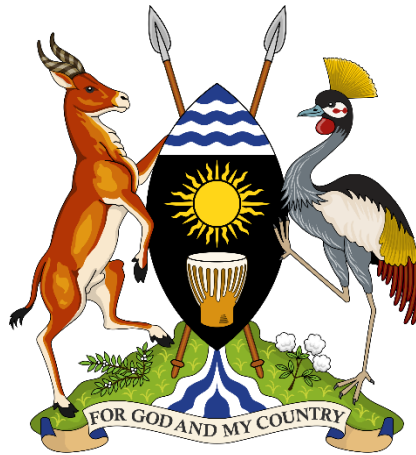**MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT**

NATIONAL EQUAL OPPORTUNITIES POLICY

2022

FOREWORD

Exclusion and deprivation of individuals and groups of people are social evils largely caused by discrimination and marginalization leading to inequalities and lack of enforcement of human rights.

Equitable and sustainable development, creation of wealth and improvement in livelihoods emphasize equal treatment, non marginalization and discrimination in resource allocation, power centers, opportunity, access to services and goods based on one's status, social origin, economic standing, cultural background, religion and sex.

The second generation of the National Equal Opportunities Policy recognizes the existence of the Equal Opportunities Commission Act (2007) and the functionality of the Commission. However, many of the development programmes still do not involve and consult the certain categories of people thus marginalized individuals and communities who are excluded and disadvantaged by illiteracy, lack of information, high incidence of poverty and live in hard to reach areas.

There is a strong need for all development practitioners at all levels to recognize the rights and dignity of vulnerable groups and give them an opportunity to participate in the design and implementation of development programmes.

The Ministry of Gender, Labour and Social Development is committed to working with all stakeholders to redress imbalances as articulated in the constitution and to promote equal opportunities for all so as to realize a society free from all forms of discrimination and wherein all persons have equal opportunities in accessing goods and services.

The successful implementation of the Equal Opportunities Policy, 2021 will depend on the synergistic and collective actions of all stakeholders; Ministries, Agencies and Local Governments (MALGs), Development Partners, Religious Institutions, Cultural Institutions, Civil Society Organizations (CSOs), Private Sector and all Ugandans.

I have no doubt that this policy will guide all stakeholders to deal with the challenges of exclusion and inequalities that underlie the rights and freedoms of all the marginalized and vulnerable individuals and groups of people.

For God and my Country,

Amongi Betty Ongom (MP)
Minister for Gender, Labour and Social Development

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DEFINITIONS AND CONCEPTS

Discrimination: Means an act, omission, policy, law, rule, practice, distinction, condition, situation, exclusion or preference which directly or indirectly, has the effect of nullifying or impairing equal opportunities or marginalizing a section of society or resulting in unequal treatment of persons in employment or in enjoyment of rights and freedoms on the basis of sex, race, color, ethnic origin, tribe, birth, creed ,religion, health status, social or economic standing, political opinion or disability.

Equal opportunities: Means having the same treatment or consideration in the enjoyment of rights and freedoms, attainment of access to social services, education, employment and physical environment or the participation in social, cultural and political activities regardless of sex, race, color, ethnic origin, tribe, birth, creed, religion, health status, social or economic standing, political opinion or disability.

Equality: Refers to the distribution of resources, power, opportunity, benefits or access to services without discrimination based on the person's status.

Equity: This refers to fairness and justice in distribution of opportunities, benefits, and responsibilities in society to ensure realization of rights for all.

Exclusion: Means the process by which individuals or entire communities are deliberately and systematically denied access to rights, opportunities and resources

Inequalities: These are unfair situations in the society where some people are given more opportunities or preferential treatment than others.

Inequities: This is unfair and unjust situations that put lives of the marginalized in dare poverty, limited access to services and state of hopelessness.

JAWS: This is a computer screen reader program for Microsoft Windows that allows blind and visually impaired users to read the screen either with a text-to-speech output or by a refresh-able Braille display

Marginalization: Is the process of depriving a person or a group of persons of opportunities for living a respectable and reasonable life.

Vulnerability: Means limited ability to manage risks or cope with shocks that may lead to undignified lives.

Vulnerable groups: These are the categories of the population who are predisposed to

deprivation, extreme poverty and social exclusion by virtue of age, gender, disability, ethnicity, and geographical location or other social attributes.

Orphans: an orphan is defined as a child younger than 18 years of age who has lost one or both parents.

Child labour: refers to employment of children in any work or economic activity on a time or full-time basis. The practice deprives children of their childhood and is harmful to their physical and mental development.

LIST OF ACRONYMS AND ABBREVIATIONS

CDO	-	Community Development Officer
EOP	-	Equal Opportunities Policy
ESPP	-	Expanding Social Protection Program
HDI	-	Human Development Index
HIV	-	Human Immune Deficiency Virus
MOGLSD	-	Ministry of Gender, Labour and Social Development
NDPII	-	National Development Plan Two
SDG	-	Sustainable Development Goals
UBOS	-	Uganda Bureau of Statistics
UNHS	-	Uganda National Household Survey
UPE	-	Universal Primary Education
USE	-	Universal Secondary Education
UWEP	-	Uganda Women Entrepreneurship Programme
YLP	-	Youth Livelihood Programme

1.0 Introduction

It is globally recognized that given the same conditions and opportunities, all persons, irrespective of their social, economic, cultural and political backgrounds, can perform to their full potential. Vulnerable and marginalized groups however, face numerous challenges that make it difficult for them to access their fundamental social, economic, cultural and political rights.

The UBOS Statistical abstract(2020), highlights that Uganda's population was projected to be 41.6 million by mid year 2020 and the youth at 53 percent. The proportion of males in paid employment (46 percent) was higher than that of females (28 percent). In regard to other vulnerable groups, the proportion of older persons (aged 60 years and above) decreased from six percent in 1969 to about four percent in 2014 , 12.5% are persons with disabilities; and 1.4% are ethnic minorities. All together, these categories constitute over 80% of Uganda's population, yet they continue to face a wide range of challenges including discrimination, marginalization, and exclusion in the development processes.

According to the Global Gender Gap 2016, Uganda ranks 61 overall position out 144 countries in terms of addressing the gender and equity gap. Vision 2040 points out that in spite of progress in the political and decision making arena, other conditions sustaining inequality in Uganda remain salient, including disparities in access and control over productive resources like land; inequitable and poor service delivery, Regional disparities, high poverty levels, limited share of in wage employment in non-agricultural sectors; sexual and gender-based violence; limited participation in household, community and national decision-making among others .

More than ever before, there is global consensus that the path to sustainable development for the next 15 years must be built on a foundation of equality, inclusiveness and universal enjoyment of rights. In this regard, all the 17 Sustainable Development Goals (SDGs) address issues of equality and equity and ensuring that nobody is left behind. SDG 10 for Reduced inequality within and among countries; ensures equal opportunity and reduced inequalities of outcome, including eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. This will require the country to optimally invest in gender and equity in order to achieve equitable, inclusive growth and sustainable development. Government of Uganda, therefore, needs to mainstream gender and equity in all its programs and sector plans and budgets (MGLSD, Issues Paper No.1, 2011).

Discrimination, marginalization and inequalities date back to pre-colonial and colonial times when Uganda was a British Protectorate. Even after getting her independence (9th October, 1962), Ugandans during the post-independence period 1962-1986 continued to be subjected to injustices and inequality. At the time, day-to-day life was characterized with; sectarianism, insecurity, high levels of poverty, inequitable and poor service delivery, low production levels, marginalization and discrimination, stigmatization, property grabbing, denial of opportunities in the various spheres of life and inequalities among others. These all together exposed groups such as but not limited to the orphans and vulnerable children, youth, persons with disabilities, women, older persons, the poor, those living in hard to reach areas and ethnic minorities to greater risks of vulnerability.

To date, many Ugandans have found themselves as marginalized groups excluded from benefits of development and are particularly vulnerable to exploitation and livelihood risks or shocks. In addition, issues of unequal opportunities have continued to arise in different spheres of Uganda. These have taken the form of regional imbalances, unequal work distribution and regional developments. Others have come as a result of political divisions and cultural or religious intolerance.

Article 21 of the 1995 Constitution of the Republic of Uganda (as amended), provides for Equality and freedom from discrimination . In essence, the Government is obliged to ensure that all Ugandans gain full and equal access and participation in developmental programmes available in all spheres of life without any form of discrimination on any ground. Article 32 provides for Affirmative action in favour of marginalized groups. Further Article 32 (3) states that, "Parliament shall make relevant laws, including laws for the establishment of an Equal Opportunities Commission, for the purpose of giving full effect to Article 32".

To achieve inclusive development, it is therefore vital that equal treatment of all people as well as affirmative action is embraced and prioritized in all areas to redress imbalances that exist in all spheres of life. This is also in line with Uganda's Vision 2040 and the Agenda 2030 of the Sustainable Development Goals of leaving no one behind.

1.1 Background

The National Equal Opportunities Policy (NEOP) was first formulated in 2006 with an overriding goal of providing avenues where individuals and groups' potentials are put to maximum use by availing equal opportunities and affirmative action. After 16 years of implementation, the policy has been revised to bring on board new emerging issues such as rising poverty levels, increasing categories of vulnerable groups, massive displacements of people due to large infrastructure development, widening inequalities and inequities in key service areas; and aligning it to the current legal and policy frameworks at international, regional and national levels for instance the SDGs, Vision 2040 and NDPIII priorities. The revised policy remains anchored in the Republic of Uganda's Constitution under Article 32 which provides for affirmative action in favor of the marginalized groups. The Article further urges the State to take affirmative action in favor of groups marginalized on the basis of gender, age, disability or any other reason created by history, tradition or custom, for the purpose of redressing imbalances which exist against them.

1.2 Legal and Policy Framework

Uganda is signatory to a number of international and regional instruments which lay out a clear foundation for promotion of equal opportunities for all. This is demonstrated by the development, adoption, ratification, and implementation of the national, regional and international policies, legal and regulatory instruments.

1.2.1 International instruments

The International conventions, treaties, protocols and declarations relating to the promotion of equal opportunities to which Uganda is party, include the following: Universal declaration of human rights 1948: which provides that everyone is entitled to all the rights and freedoms set forth in this Declaration, without discrimination of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status; International Covenant on Economic, Social and Cultural Rights 1966, highlights that there should be equal opportunities for all men and women in the enjoyment of all economic, social and cultural rights; International Covenant on Civil and Political Rights 1966, highlights that all persons are equal before the law and are entitled to equal opportunities without any discrimination; Convention on Elimination of all forms of Discrimination against Women (CEDAW), 1979 calls upon State parties to take all appropriate measures to eliminate discrimination against women in order to ensure equal rights with men in all the fields; The Declaration on the rights of Minorities 1992; highlights that

states shall take measures required to ensure that persons belonging to minorities exercise fully and effectively all their human rights and fundamental freedoms without any discrimination and full equality before the law; The Vienna Declaration and Programme of Action, 1993: Emphasizes the need to give great importance to the promotion and protection of human rights of all persons rendered vulnerable including migrant workers, the elimination of all forms of discrimination against them and strengthening a more effective implementation of existing human rights instruments; ILO Convention No. 169 on Indigenous and Tribal People's Convention reflects the fundamental philosophy of the Convention, which is to promote and protect indigenous peoples' right to simultaneously be able to maintain and develop their own cultures, ways of life, traditions and customs, and to continue to exist as parts of their national societies; with their own identity, cultures, structures and traditions; and the Sustainable Development Goal: aiming at reducing inequality within and among the countries and promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels among others.

1.2.1 Regional instruments

The regional conventions, treaties, protocols and declarations relating to the promotion of equal opportunities to which Uganda is party, include the following: The African Charter on Human and Peoples' Rights, 1986: intended to promote and protect human rights and basic freedoms on the African continent; The African Youth Charter 2006: ensures 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; African Agenda 2063: strategic framework for the social economic transformation of the continent by 2063 builds on and seeks to accelerate the implementation of past and existing continental initiative for growth and sustainable development; The African Union Gender Policy (2009): committed to socioeconomic development, takes into account the diversity in social, cultural, and traditional setting, and is making effort to address cultures and practices which militate against enjoyment of freedom and rights by women and girls. The other legal instrument include: Maputo protocol and African protocol on disability.

1.2.3 National Legal and Policy Frameworks

The Constitution of the Republic of Uganda (1995) is the overriding national legal framework for ensuring that no one is left behind. Other legislation that relates and effects issues of marginalization and discrimination include: Uganda's Vision 2040 under the theme "leaving no one behind", aims

to propel Uganda towards achieving an upper middle-income status by 2040; The third National Development Plan commits to extend on the milestones of NDP II that focused on "Strengthening Uganda's competitiveness for sustainable wealth creation, employment and inclusive growth".

There are a number of other policies that relate to equal opportunities in Uganda which include; The Uganda Gender Policy, 2007: aimed at reducing gender inequalities so that all women and men, girls and boys, are able to move out of poverty and to achieve improved and sustainable livelihoods; The Uganda National Youth Policy, 2016; premised on the need to address a range of challenges that the youth face in the development process as well as harness their potential to contribute to national development; The National Social Protection Policy 2016: aimed at reducing poverty and social economic inequalities for inclusive development through provision of platforms upon which Ugandans can build productive and sustainable livelihoods, improve social welfare and consequently reduce poverty among the vulnerable groups; the National Policy for Older Persons 2009: which seeks to achieve equal treatment, social inclusion and empowerment of older persons; and the National Equal Opportunities Policy, 2006: Aimed 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 among others

1.3 Problem Statement

Colleagues, an assessment undertaken on the level of implementation of the National Equal Opportunities Policy 2006, revealed that there was increasing marginalization and discrimination among the population which affects inclusive development of all Persons.

The main issues of concern are: unequal treatment in the enjoyment of rights and freedoms; unequal treatment in access to and participation in economic, social and political services, employment opportunities, physical environment on grounds of sex, gender, age, race, colour, ethnic origin, tribe, birth, creed, religion, health status, social or economic standing, political opinion or disability.

Further, the unequal treatment is a result of marginalization and discrimination. Despite the progress that has been made in recent years, ensuring equal opportunities for all remains a critical challenge.

The issues are caused by: Non equity responsive laws, policies and plans, negative mind set by service providers towards the marginalized and discriminated against and limited social welfare programs, limited knowledge of available laws and policies and limited access to justice, non-equitable distribution of education facilities, high out of pocket costs of health services and deprived livelihoods of the marginalized and discriminated groups.

The unequal treatment has led to adverse effects such as high poverty levels among the population at 20.3% UNHS (2019/20) below the poverty line. Whereas there's a decline in poverty levels from 21.4% UNHS (2016/17) to 20.3% UNHS (2019/20), some regions registered significant increase in poverty levels. These are: Acholi (from 33% in 2017 to 68% in 2020), Ankole (from 7% to 12%), Karamoja (from 60% to 66%), Lango (from 16% to 23%), Kigezi (from 12%to 28%), Tooro (from 11% to 13%), and North Buganda (from 11% to 14%).

Marginalization and discrimination has led to high cost on the government to cater for the excluded, post-traumatic stress disorder, low productivity, stress, depression, loss of revenue by the government, increased inequalities (Gini coefficient at 0.41), high crime rates in the country and a threat to national peace and security. .

2.0 Situational Analysis

This section presents the current situation of equal opportunities in Uganda in relation to the critical areas of participation, mainstreaming, access to socio-economic services and system strengthening. This analysis lays the foundation for the policy.

2.1   Population dynamics

According to UNHS (2019/2020), the Country's population is at 41 million people with an average annual growth rate of 3%, one of the highest in the world. The females constitute 51% compared to men at 49%. The population of children below 18 years constitutes 54% of the population. Majority

of Uganda's population is resident in rural areas where service delivery is still poor, only 27% of the population is in urban areas.

The census showed a total of 7.3 million households, of which 75% were resident in rural areas but with a rapid urbanization rate without the matching infrastructure, facilities and employment opportunities. In addition urbanization is creating another class of vulnerable groups such as street children, youth, men and women; illegal vendors dealing in unprofitable merchandise, gambling, drug abuse, emerging slams, prostitution, and inequitable tax regimes among others. The 2014 census further revealed that 30% of the households were female headed; the mean household size was 4.7 persons while the population density was 173 persons per square kilometer. This notwithstanding Uganda's mainstay is agriculture but there also a number squatters, landless people and those often displaced because they reside in disaster prone areas such as earthquakes, landslides, floods, arid areas or those dislocated due to infrastructure developments.

The estimated population of older persons was 1,481,600 of whom 817,400 are female and 664,200 are males. Despite their limited financial and physical capacity, 75% of older persons are household heads with a number of orphaned dependents due to the HIV/ AIDs scourge. The aged continue to increase as life expectancy improves.

Overall, the disability prevalence rate for the population aged 2 years and above is 12.4 % while 5 years and above was 14 %. Disability is higher among women (13.7%) compared to men (11%). The disability prevalence rate was higher among those living in the urban areas (13.3%) compared to those in the rural areas (9.3%). Persons with disabilities in Uganda face various forms of barriers ranging from extreme conditions of poverty, limited opportunities for accessing education, health, and suitable housing, employment opportunities and negative societal attitude.

Uganda's population is predominantly rural (75.5 %) and 24.5 % live in urban areas. However, the rural population reduced from 84.6% in 2005/06 to 75.5% in 2016/17 while the urban population increased from 15.4% to 24.5% over the same period (NGPS 2017). On average, there are 6.5million adult females and 5.6million adult males residing in rural areas. More than seven in every ten adult females (71%) reside in rural areas (NGPS 2017). Disability is more prevalent in rural areas (32%) than urban areas (23%). About 1,427,652 older women (5%) and 281,606 older men (3.1 %) reside in rural areas. There is no significant difference in orphan hood between rural and urban areas.

2.2 Marginalized and discriminated persons

The Uganda Bureau of Statistics (UBOS) in its Uganda National Household Survey (UNHS) 2016/2017 highlights only four categories of people as vulnerable. These are: Orphans approximately 2.4 million orphaned children in Uganda. The orphans do not effectively access some services like in education, 13% of the orphaned children had left education compared to 6% by non-orphans; Child labour; 14% of the children nationally are engaged in child labour. The practice deprives children of their childhood and is harmful to their physical and mental development; Widows; these were estimated at about 1,090,000 constituting 12 % of the population of women aged 15 and above in Uganda. Most Ugandan societies are patriarchal in nature, which limits the ability of widows in taking control and final decision over the physical and financial resources of the family. The in-laws usually rely on archaic beliefs and practices to strip all the resources from the widow, leaving her more vulnerable; Older persons: Generally considered to be too weak to perform productive work and regarded to be economically dependent on others, they make valuable contribution to society as guardians of traditions and cultural values which are passed on from generation to generation. Constitute 3.7% of total population but 80% have a disability & most lack access to old age safety nets.

The UNHS 2016/17 however, omits other vulnerable groups that are affected by conflict, demographic, geographical and poverty related disparities. Conflict related: These are people who are exposed to risks and exclusion as a result of violent wars or clashes for various reasons; Demographic related: relating to the structure of the populations; Geographical related: vulnerable by their locations; Poverty related: groups of people exposed to vulnerability basing on their economic situation.

The table below therefore presents comprehensive categories of the vulnerable groups in Uganda.

Table1: The main vulnerable groups in Uganda

Conflict related	Geographical related	Demographic categories	Poverty related
▪ Internally displaced persons ▪ War orphans ▪ Abductees ▪ Households living near conflict zones ▪ Refugees ▪ Cattle rustling community ▪ Refugee hosting communities ▪ Land conflicts (squatters, kibanja owners versus absentee landlords, displacements due to infrastructure developments and business establishments)	▪ Hard to reach and hard to stay areas(Mountainous areas, Islands,those without to access roads and other social services) ▪ Disaster prone areas (earthquakes, landslides, floods,drought, pastoral communities) ▪ Geographical imbalance (sparsely populated, poor services, poor infrastructure visa a vis low resource allocation) ▪ Populations in mining areas and the miners ▪ Populations living near national parks and gazetted forests. ▪ Areas prone to epidemics (ebola, tsetse flies, jiggers)	▪ Widows and widowers ▪ Orphans and abandoned children ▪ children living and staying on street ▪ The albinos ▪ Female headed households ▪ Child headed households ▪ Persons with disabilities ▪ The chronically sick ▪ Terminally ill ▪ HIV/AIDS infected and affected persons ▪ Older persons ▪ Victims and survivors of Gender Based Violence ▪ Victims and survivors of human trafficking ▪ Ethnic minorities ▪ Child mothers ▪ Illiterate/ unskilled persons ▪ Unskilled migrant workers ▪ Informal sector workers ▪ Juvenile children	▪ Urban and rural poor ▪ Causal workers ▪ The chronically poor ▪ Urban unemployed ▪ Low paid workers (formal and informal) ▪ Beggars ▪ Squatters ▪ Landless ▪ Nomadic pastoralists ▪ Peasants ▪ Plantation workers ▪ Subsistence workers ▪ Unemployed persons ▪ Artisanal fishing communities ▪ Poor-large households

2.3 Poverty

According to the Uganda National Household Survey 2019/2020, Population in poverty is 20.3

percent (down from 21.4 percent in 2017). The total population in poverty is 8.3 million (up from 8 million in 2017). This number may go higher due to the effects of Covid 19 pandemic which has rduced productivity of households as many people lost their jobs.

Some regions registered reduction in poverty levels, these include; West Nile (from 35 percent in 2017 to 17 percent in 2020); Bunyoro (from 17 percent to 10 percent); Teso (from 25 percent to 22 percent) aong others. Howver, some regions also registred significant increase poverty levels. Regions where poverty increased are: Acholi (from 33percent in 2017 to 68 percent in 2020), Ankole (from 7 percent to 12 percent), Karamoja (from 60 percent to 66 percent), Lango (from 16 percent to 23 percent), Kigezi (from 12 percent to 28 percent), Tooro (from 11 percent to 13 percent), and North Buganda (from 11 percent to 14 percent).

The incidence of poverty has been decreasing but is persistently higher in rural than in urban areas. In rural areas, it was 34.2% in 2005/06 and 30.8% in 2016/17 compared to 13.7% and 15.2% in urban areas for the same period. The poor in the rural areas represent 31% of the population compared to 15% poor in the urban areas. The rural areas with about 76% of the population contribute 86% of poverty and urban areas which represent 24% of the population contribute 13.7% of the national poverty. (Employment Diagnostics Analysis Report (EDA) 2018). This has increased the level of vulnerability especially among the marginalized groups.

The mode of income distribution across the population indicates who benefits or misses out on the development opportunities available to the society. This policy provides direction to development practitioners and financial resource managers as to which groups of people are among the vulnerable and need more attention in terms of deliberate efforts and affirmative action to address such disparities.

2.4 Inequities in salary disparities

According to the Equal Opportunities Commission study report on salary disparities in the Public Service (2017), it was found that there are wide salary disparities between the traditional civil service and statutory bodies established by Acts of parliament. These disparities contribute negatively towards delivery of services seen through absenteeism, corruption, low motivation and late coming. This further affects accessibility to services by vulnerable people.

2.5 Inequity and inequality in key service areas

Evaluation of the National Equal Opportunities policy 2006 identified six key service areas in which

inequity and inequality exist. These are; access to justice, education, health, access to information, access to agricultural services and livelihood opportunities.

2.5.1   Access to justice

Access to justice is crucial for the promotion of equal opportunities. However, despite the progressive legal framework entrenched in the constitution and specific laws protecting the marginalized groups,   discrimination, inequality, marginalization and violation of rights among marginalized groups still manifest in practice. This is because of low self-esteem as well as physical, technical and financial barriers in accessing justice by the vulnerable groups. Grievances of vulnerable groups often remain unreported and many existing cases are not prosecuted due to weaknesses both in the laws and through administrative practices influenced by culture and traditional practices. Crimes such as property grabbing from widows, land conflicts and grabbing, rape, defilement of children and orphans, forced marriages and indecent assault are more prevalent in conditions of increased vulnerability and hopelessness.

As noted by UBOS (2017), only 15% of the people in Uganda (14% youth, 12% older persons, 14.7% male and 13.9% female) are aware of institutions that offer free legal services. At regional level, respondents from Kampala (24.6%), Eastern (15.5%) and Central (22.4%) were more likely to be aware of institutions that offer free legal assistance than those from Western (6.6%) and Northern (9.8%) Uganda. According to the State of Population Report, 2020, 64% of persons with disability revealed that they had an engagement with at least a Justice Institution as compared to 68% by persons without disability; 36% of respondents had disputes related to land matters, 17% reported family related disputes, 16% domestic violence cases, and 11% theft and commercial (debts, contract, loan) related disputes. Other disputes including; sexual assault, unpaid government compensation and inheritance accounted for less than 10% of disputes reported; 62% of disputes were majorly among family members compared to 28% against members of the community; 13.5% of the respondents among marginalized groups revealed that they had engaged Courts of Law. By region, Eastern Uganda had the highest percentage (17%) of people using informal justice system compared to other regions with each having less than 15% (Northern 14%, Kampala 11%, Central 12% and Western 10%).

Equal opportunity concerns in access to justice mainly relate to: Inadequate knowledge on rights, costs of administration of justice, physical access to justice institutions, communication barriers for

persons with disability, limited personnel, limited privacy and sensitivity in evidence giving on sexual violence cases where caretakers are the perpetrators, delays in dispensation of cases, insufficient legal aid service providers, exploitation of inmates, gender gaps in personnel in the justice sector, lack of capacity on equity concerns in justice sector, corruption in courts, illiteracy and lack of awareness.

These difficulties increase the vulnerability of the marginalized groups and complexes access to justice.

2.5.2 Education

Uganda has committed to effect the inclusion of special needs education to children at all levels of education irrespective of their strengths and weaknesses. This commitment has been proven through founded Policies, Laws, Regulations and institutional frameworks aimed at mainstreaming all-inclusive education. The establishment of a department of special needs education at the Ministry of Education and Sports (MoES), a special needs education section at the Uganda National Examinations Board (UNEB), a department at the National Curriculum Development Centre, a section at the Education Standards Agency, representation of persons with disabilities at the National Council for Higher Education Board, Public Universities Councils and training of teachers for special needs education and interventions including Universal Primary education and Universal Secondary Education demonstrate government commitment to provide all-inclusive education in Uganda.

Uganda's Vision 2040 also embraces the principles of equity and human rights which is in conformity with the Sustainable Development Goals (SDGs). SDG 4 on education aims to "ensure inclusive and equitable quality education and promote lifelong learning opportunities for all". Notwithstanding the existing legal and policy framework, children with special needs in Uganda are still evidently marginalized and left out in accessing quality education at primary, secondary and higher education institutions. This can be partly attributed to inadequate allocation of funds by government to Special Needs education, high household poverty levels, negative attitude by community members and parents and high educational costs. Supporting access to schooling, not just in terms of location and physical accessibility but through access to learning materials and technologies, by following the principles of Universal Design for Learning and having resources available to the teachers and learners for specific needs such as differentiated instruction, Braille, sign language, hearing loops and speech to text are important if Inclusive education is to be achieved.

To make significant progress in achieving the SDGs on universal primary and secondary education completion, both the primary education survival rate and the transition rate to secondary education need to improve substantially. Currently, only three out of ten pupils who start the first year of primary education (P1), reach the final year of primary education (P7), and the transition rate from primary to secondary education has declined from 72% in 2013 to 61% in 2017. Meeting the SDGs requires the Government to address access-related challenges of the more vulnerable population groups, particularly children from poor and rural households, and girls in those areas where gender-parity has proven hard to achieve.

Government has been instrumental in promoting an inclusive education for all. However, these efforts notwithstanding, several challenges persist at all levels of the education system which negatively impact the education for children with special needs. The education institutions for learners with special needs are limited in number and not equitably distributed in coverage, the teachers for learners with special needs are not adequate, few assistive devices, appropriate materials and equipment such as Braille and computers for learners with visual impairment are not available in most schools, inadequate appropriate chairs and desks for learners with physical disabilities. A number of learning institutions do not have infrastructure that is disability friendly (toilets, ramps, lifts). The PWD learners are not only stigmatized but also suffer exclusion to participate in both class exercises and extra- curricular activities. Distances to schools are often a challenge resulting in high dropout rates in geographical hard to rich areas with less number of schools.

Learners with mental disabilities and albinism face discrimination, stigma, and negative labeling such as; "retarded child" that affects retention, participation and completion rates in school. Other vulnerable groups of learners include those living on islands who; often use boats for transport to schools, there are few teachers in places considered as hard to reach areas, government monitoring and supervision in such areas is limited thus affecting learning outcomes. Those in mountainous areas have to walk for more than 10kms to and from school. The children living with HIV/AIDS who have to follow their medication schedule but also suffer stigma from both the teachers and fellow learners. There is no formal support system for education of the orphans especially at higher levels where support only benefits those who excel in examinations yet this is impossible for such categories given their prevailing circumstances.

Education institutions that are founded on religious grounds tend to discriminate, victimize and

marginalize minority learners that do not belong to founding religion e.g.; one who does not belong to the founding religion can never become the head prefect in such a school. The children from ethnic minorities face discrimination from the dominant ethnicities; thus children from ethnic minority often drop out of school due to the resulting challenges.

According to the State of Equal Opportunities Report FY2019/20, out of the 422 learners with special needs that sat Senior Four examinations in 2017, only 194 (46%) learners progressed to S.6. This means that close to six in 10 learners dropped out and did not sit for their UACE in 2019. The progression rate for learners with disabilities from S.4 to S.6 in all sub regions in the country was low. With regard to education, Single parents and guardians of learners with disabilities did not have much interest in educating handicapped children. This put such children with disabilities at a higher risk of not fulfilling their educational potential. It has been noted that the funding towards the special needs education has been inadequate and over half of the schools (52.5%) did not have any teachers trained in SNE despite the fact that they had SNE learners in their schools. This therefore implies that, achieving the goal for provision of all-inclusive education and special needs is yet to be realized. There were inadequate SNE learning materials for learners with disabilities. For instance, while ICT is a compulsory subject in secondary schools, there were few or no computers in most of the schools that were visited on which visually impaired learners could use JAWS. Long distance has been one of the key factors hindering access to inclusive education. This affected learners who mainly study from neighbouring districts due to lack of special needs schools in their home districts. Further, the built up environment was inaccessible for learners with disabilities.

2.5.3 Health

The government of Uganda prioritises health as a very important sector in the concerted effort to enhance Uganda's Human Development Index. In pursuit of Uganda Vision 2040, the health sector aims at producing a healthy and productive population that effectively contributes to socio-economic growth. This can be achieved through provision of accessible and quality health care to all people in Uganda through delivery of promotive, preventive, curative, palliative and rehabilitative health care.

One of the key indicators of accessibility to healthcare is the distance to where the facility is located and HSSP II focuses on increasing accessibility to health facilities to within 5 kilometers especially in hard-to-reach areas in order to reduce the disparity in access. The results of UNHS (2016/17)

revealed that in overall, 86 % of the population access healthcare within a 5 km radius. The pattern of access to healthcare is not uniform across the sub-regions. The findings point out that over 34% of the people in Acholi, and 17 % in Karamoja have to travel at least 5km to access health care when they need one.

The UNHS (2019/20) findings revealed that Health insurance coverage is at 4 percent (down from 5 percent in 2017). This means the people have to meet costs of health care services from out of pocket expenditures. The UNHS (2016/2017) highlights major concerns on accessing services at the facility showed that unavailability of medicines/supplies (23%), unavailability of essential drugs, long waiting time (13%), long distance (12%), and limited range of services (14%) and under staffing (10%) ranked highly among concerns of the communities in public facilities. Whereas, in private facilities, it was found that services are expensive (39%) ranked top followed by limited range of services (23%) and long distance (9%). Findings show that private clinics are the most common within communities at 38 %, followed by pharmacies at 7 %. This finding raised the issue of unaffordability of health services resulting from out of pocket costs of drugs. Besides that, there are gaps in the provision of health services to most at risk populations such as sex workers, truck drivers and bodaboda cyclists.

In addition, the Government has made available SRH services throughout the country especially in rural areas. The services are generally free of charge which promotes access to the service by all especially the vulnerable and marginalized groups. Corruption both at private and government health facilities is a barrier to equitable access for the marginalized and vulnerable groups and if not addressed the inequities will continue. Equitable access to information therefore requires the use of different channels simultaneously (EOC, 2020).

These inequalities therefore need to be addressed holistically to improve delivery of health services to the population.

2.5.4 Access to Agricultural Services

Uganda's economy and population largely depends on agriculture with a contribution of 24.7% Gross Domestic Product (GDP) and employing 65% of the Country's population. The Agriculture Sector is the leading employer of the local labour force that constitutes the marginalized populace i.e. the rural poor, women, persons with disabilities, youth, older persons and children. As a major sector in the economy, the NDPII emphasized commercialization of agriculture to increase production and productivity along the value chains. It emphasized agro processing and marketing

as a launch pad to industrialization.

The NDP III embraces agro-industrialisation as one of the major programmes that has been earmarked to Increase average household Incomes and improve the quality of life of Ugandans through increased commercialization and competitiveness of agricultural production and agro processing. At present, the sub-counties and parishes particularly, are largely dysfunctional with regard to the provision of production related services such as agricultural extension services, commodity bulking, cooperative development and community mobilization. As a result, rural poverty has become further entrenched as a disproportionate percentage of the population remains trapped in subsistence agriculture.(NPA, 2020). Additionally, the UBOS Annual Agricultural Survey (AAS) Report, 2018 indicated an increased percentage among women in agricultural production to 90%. Within other marginalized groups, 47% among the youth, 71% older persons and 50% among persons with disability stated that they were aware of these programmes. The limited level of participation among women in the agricultural programme was mainly attributed to lack of information about these programmes which consequently hindered their levels of production and productivity.

2.5.5   Livelihood Opportunities

While significant progress and investments have been undertaken by Government to provide livelihood opportunities, there remains a high demand for services which is inadequate. For example, under the youth, against a total youth population of 9,765,300, YLP has only reached 241,799 youth, YVCF 18,506 and UWEP only 132,883, the Northern Uganda Social Action Fund3 (NUSAF 3) Labour Intensive Public Works (LIPW) component has 317,263 beneficiaries of whom 174,048 are female., The Disaster Risk Financing component 83,049 beneficiaries of whom 51,101 are females, the Development Response to Displacement Impact Project (DRDIP) is currently being implemented by the Office of the Prime Minister in 15 1Refugee hosting districts reaching 36,778 of whom 21,947 are female (OPM-DRDIP,2020). These interventions cumulatively have reached a mere 2.8% of the total youth population.

Among Older persons, SAGE has reached out to only 358,420 (Females, 215,052 and Males, 143,368), representing 23% of the entire Older person's population. In addition to having the current cut-off age of 80 years, the requirement to be registered with National Identification and Registration

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[1] Adjumani, Arua, Hoima, Isingiro, Kamwenge, Kikube, Madi-Okollo, Kiryandongo, Koboko, Kyegegwa, Lamwo, Moyo, Obongi, Terego and Yumbe

Authority (NIRA) and in possession of a valid national ID for SAGE beneficiaries leaves out a huge population of the vulnerable elderly. Amid PWDs, only 900 against a total population of 1,600,000 have been rehabilitated, provided assistive devices and trained in vocational skills. In addition, as a result of failure to meet the demand for services, the indigenous[2] minorities; have to an extent not been adequately catered for in most development programmes. This has put them at the periphery of development and their culture is on the verge of extinction (MGLSD, 2020)

2.5.6   Access to information

Since establishment of the ICT sector, the Sector has created numerous opportunities such as employment, financial inclusion, equitable access to information, inter-agency connectivity and the rural and urban connectivity thus improving people's lives. ICT has also improved national productivity by ensuring that Government and business enterprises are more efficient, effective and globally competitive. Whilst, the ICT sector has been credited for increased access to information, there are noted cases of inequalities among the marginalized groups and hard-to-reach areas.

Accessibility and utilisation of ICT devices is recognized as a platform for mitigating the digital divide and inclusion in economic growth within the country. According to a report from BBC World Service, ICT usage among the Ugandan population stands at 87% for radio, 74% mobile phone, 34% Television and only 13% of the population have access to the internet within their locality. According to a UCC report 2017/2018, the Internet usage was at 19 million which approximates to 47% of the population in 2018. Accessibility to radio and television sets increase availability of accurate and timely information. This results in empowerment and participation in economic and social development among the marginalized groups. An audit on access to radio and television sets among the marginalized groups by the EOC revealed that 77% of the respondents (85.1% male and 71.5% female) reported having had access to radio (EOC, 2020). In addition, 44.2% of the male watched TV compared to 39.2% female (MoICT, 2018).

The reasons cited by the participants for limited access to radio and television sets included; high costs to acquire them, poor network and lack of electricity. Low penetration of internet across the country, which stands at 39%. Internet access was high in urban areas (32%) compared to the rural areas (23%). The situation has been compounded by limited public internet centers (internet

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[2] Nyangia, Venoma, Banyabindi, Bahehe, Basongora, Batwa, Ik, Tepeth, Benet, Karamajong, Bakingwe, Banyala, Paluo, Dodoth, Mvuba, Maragoli, Mening, Jie, Ethur and Napore

café/ICT hubs) to be used by marginalized group (EOC, 2020). Mobile handsets, especially phones were reported to be the most commonly used ICT equipment among the marginalized groups standing. However, the cost of a smart phone is too high and not affordable by some vulnerable groups. Many persons with disabilities are not aware of the special devices that can enable them to access and utilise ICT services. The high price of data and OTT Tax as highlighted by marginalized groups were a key factor hindering accessibility and utilisation of ICT. Connectivity was highlighted as a key challenge limiting utilisation of ICT due to the high costs involved and poor network, in the connectivity.

These inequalities therefore need to be addressed holistically to improve access to information to the population.

2.5.7 Political participation, leadership and voice

Most key political and public positions are occupied by men because of the societal outlook at women as being weaker sex who neither make decisions nor lead political organizations. In some cases women who have insisted on joining politics without their husband's approval have their families breaking up. Further, the refugees do not have voice in the political matters of the host community though this has direct impact on them. The ethnic minorities often do not get into leadership positions due to the fact that they lack the numerical strength to get majority votes in areas where they are already marginalized.

Some minorities are totally excluded from leadership and decision making at all levels. This indicates inequalities and inequities in participation and limited benefit from development processes. These vulnerable groups need to be empowered to build their self-esteem, leading to self-actualization; being able to articulate their needs and concerns and to participate in the development, planning, implementation, monitoring and evaluation of programmes for the development of their communities.

3.0 Policy Vision, Mission, Values, Goal and Guiding Principles

Vision

A just and fair society for all.

Mission

To empower marginalized and discriminated groups to fully participate in the development process

Values

Care, respect, equity, rights-based, transparency and accountability.

Goal

To promote inclusive development for all.

Specific Policy Objectives

1. To promote equal treatment in participation in economic, cultural and political activities
2. To strengthen equal treatment in the enjoyment of rights and freedoms and access to Equal opportunities
3. To promote equal treatment in access to economic, social and political services, employment opportunities and physical environment
4. To promote a balanced relationship among different members of society in all areas for sustainable development

Guiding Principles

The policy was developed in accordance with key principles that underpin and guide the implementation and monitoring of the rights-based policy.

Rights and Responsibility based approach: This is based on recognition that all human beings, have rights and responsibilities. This approach entails putting human rights at the center of development implementation, monitoring and evaluation of all, plans, programmes and interventions at all levels.

Non-discrimination: This policy is for all people in Uganda without exception, and no part of the policy excludes the population based on sex, gender, disability, ethnicity, religion, circumstances, age, and nationality, status of residencee or political orientation of the family. That notwithstanding, most vulnerable and marginalized persons like women, children, older persons, persons with disabilities, people in hard to reach areas, the poor and chronically ill among others should be given particular focus to be able to equalize opportunities for them.

Strengths and resilience-based approach: The Policy shifts the focus from creating delivery systems that mitigate the manifestations of specific problems to approaches that identify and address root causes of marginalization and discrimination, build resilience, sustain gains already achieved in creating equal opportunities, recognize individual strengths, and empower the marginalized and discriminated against persons. Interventions should take into account the specific risks the marginalized and discriminated against face, depending on factors such as age, gender, location and specific needs.

Multi-sectoral: Human needs are multi-sectoral and interconnected, requiring coordinated and collective action and partnership across sectors (e.g. health, education, justice, social development) and among stakeholders, including individuals, families, local communities, government, NGOs, civil society, faith-based organizations to provide sustain intervenrtions for equal opportunities at all levels.

Gender Equality: The policy will ensure that unequal treatment based on gender is eliminated. Women, boys, girls and men need to be treated as equal partners desirous of equal opportunities for personal development as well as to enable them to contribute effectively to the development of the nation.

Equity: Equity is premised on fairness and justice for all groups of people in the development agenda. This requires treating all people with fairness and justice to provide equal opportunities in all spheres of life.

Affirmative Action: There are certain groups of people who have suffered systemic discrimination and marginalization in life based on various reasons such as age, gender, ethnic origin, religion or culture among others. It is desirable that a deliberate affirmative action or positive discrimination be undertaken to redress such imbalances, inequities, victimization and inequalities.

Participation: This policy emphasizes effective and meaningful participation of all the groups of people particularly the vulnerable categories in identifying, analyzing, designing, implementing monitoring and evaluating development interventions. Individuals, households or community groups that are marginalized and vulnerable or disadvantaged shall be treated with respect and dignity. They shall be treated as active partners and entitled to express their views in matters that affect them.

Good Governance and Accountability: This entails promoting effective representation, taking into account voices of the people and observance of democratic principles and processes at all levels. Upholding democratic considerations enhances co-existence that promotes social inclusion and integration of marginalized and vulnerable groups. The right holders should hold the duty bearers accountable in a transparent manner and vice versa.

Partnerships: Realization of equal opportunities requires a multi-sectoral approach. Thus strengthening partnerships and networks between the governments, CSOs, the private sector, cultural institutions, faith based organizations (FBOs) and interest group's community based organizations and the development partners are critical for the successful implementation of this policy.

Decentralized Service Delivery: Through decentralized system of administration, service delivery has been moved nearer to the people. Equal opportunities and affirmative action should be mainstreamed in the plans, programmes, budgets, human resource management, bye-laws, ordinances, monitoring and evaluation at sub nationals.

4.0 Justification

Uganda still falls in the low human development category, her Human Development Index (HDI) score improved from 0.516 in 2017 to 0.544 in 2019, ranking 159th out of 189 countries (UNDP, 2020). The HDI categories countries based on three basic dimensions of human development: the ability to lead a long and healthy life, measured by life expectancy at birth; the ability to acquire knowledge, measured by mean years of schooling and expected years of schooling; and the ability to achieve a decent standard of living, measured by gross national income per capita.

The National Equal Opportunities Policy,2022 replaces the National Equal Opportunities Policy, 2006 which became obsolete after 16 years of implementation. The Policy has been revised to bring on board new emerging issues such as rising poverty levels especially among the marginalized and discriminated persons,, increasing categories of vulnerable and marginalized groups, increasing grounds for marginalization and discrimination, massive displacements of people due to large infrastructure developments thus living as Internally Displaced Persons (IDPs), widening inequalities and inequities in key service areas; and aligning the Policy to the current legal and policy frameworks at international, regional and national levels for instance the SDGs, Vision 2040 and NDPII priorities.

The National Equal Opportunities Policy, seeks to provide a comprehensive framework 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 marginalized groups in order to redress imbalances which exist against them. The policy is also intended to create an enabling environment for duty bearers and ensure that sufficient resources are mobilized and efficiently utilized towards delivering appropriate interventions for the marginalized and discriminated against persons in a coordinated, transparent, and accountable manner.

The revised policy remains anchored in the Republic of Uganda's Constitution under Article 32 which provides for affirmative action in favour of the marginalized groups. The Article further urges the State to take   affirmative action in favour of groups marginalized on the basis of gender, age, disability or any other reason created by history, tradition or custom, for the purpose of redressing imbalances which exist against them.

5.0 Outcomes

i. The intended outcomes are: **Reduced Poverty rates; from 20.3 percent to 14.2 percent;** Increased uptake of services by the vulnerable groups, Reduced exclusion of the segments of population from benefits of development, Reduced Income Inequality (Gini coefficient); from 0.41 to 0.38; Equitable development, Reduced abuses and violation of human rights, Increased standards of living by the marginalized and discriminated against, Increased life expectancy of the population from 63 to 70;

ii. **In addition the implementation of the Policy will lead to reduced cost on the government to cater for the excluded**; Reduced Youth unemployment; from 13.3 percent to 6.6 percent; Reduction in the percentage of h/holds dependent on subsistence agriculture as a main source of livelihood from 68.9 percent to 55 percent; Reduced mental health problems and low crime rates in the country.

6.0 Policy Priority Areas and Strategic Interventions

The priority interventions and action areas are laid into four broad thematic areas; participation and involvement; access to social –economic services; macro-economic management and System

Strengthening for equal opportunities.

Objective 1: To Enhance participation and involvement of discriminated and marginalized groups

Priority area 1.1: Observe and implement international and regional standards

Policy Statement: Government shall ensure observance and implementation of international and regional standards

Strategic Interventions;

a) Review all the laws, applicable policies and plans to ensure that they are gender and equity responsive
b) Remove legal and policy barriers to the full recognition of rights of marginalized and discriminated against persons
c) Involve the vulnerable and marginalized in planning and budgeting processes
d) Enact national legislation to domesticate all international standards that have been ratified
e) Submit regular State Party reports to the treaty monitoring bodies
f) Involve marginalised and discriminated against persons in reporting to treaty bodies, including in the validation of State party and CSO reports
g) Translate laws into local languages and accessible formats and disseminate to the marginalised and discriminated against persons

Priority area 1.2: Marginalized and Discriminated against Persons valued as key stakeholders and members of society

Priority Statement: Government shall institute mechanisms to ensure that the marginalized and discriminated against persons are valued as key stakeholders and members of society.

Strategic Interventions

a) Develop and disseminate social inclusion guidelines for duty bearers
b) Build capacity of service providers for positive mind-set change
c) Develop mechanisms to promote and amplify the voices of the marginalised and discriminated against persons
d) Increase participation of the vulnerable and marginalised persons in politics and decision-making processes at all levels.
e) Eliminate negative social-cultural norms and beliefs that impede inclusive development

Priority Area 1.3: Inclusion of marginalized and discriminated against persons in development processes

Policy Statement: Government shall put in place measures to ensure favourable inclusion of marginalized and discriminated against persons in the development process

Strategic Intervention;

a) Develop systems to ensure fair, transparent and representative participation of the marginalized and discriminated against persons in the development processes.

b) Strengthen capacity of leaders at all levels to understand and appreciate the need for equitable participation of all in the development process.

c) Strengthen capacity of duty bearers to design and implement equity responsive programs and projects.

d) Create awareness of the available services and opportunities

e) Strengthen capacity of marginalised and discriminated against persons for uptake of available opportunities and services

f) Ensure participation of marginalised and discriminated against persons is reported on in the sector specific reports.

Priority Area 1.4: Attitudes, practices, cultures and beliefs towards marginalized and discriminated against persons

Priority Statement: Government shall promote positive attitudes, practices, cultures and beliefs towards marginalized and discriminated against persons.

Strategy Interventions:

a) Increase visibility of the marginalized and discriminated against persons in civic engagement

b) Engage with cultural and traditional leaders to influence change of attitudes towards participation by marginalised and discriminated against persons.

c) Scale up accessibility to service and opportunities by marginalized and discriminated against persons

d) Provide information on available services, opportunities and benefits for marginalized and discriminated against persons

e) Promote social welfare programs for the marginalized and discriminated against persons

Objective 2: To strengthen equal treatment in the enjoyment of rights and freedoms and access to Equal opportunities

Priority Area 2.1: Equity responsive mechanisms

Policy statement: Government shall put in place mechanisms to provide for equity responsive

programming at all levels.

Strategic interventions

a. Scale up access to justice for marginalized and discriminated against persons
b. Promote legal literacy among marginalized and discriminated against persons.
c. Strengthen existing coordination structures at all levels.
d. Strengthen the technical capacity of judicial, quasi-judicial and non-judicial agencies to deliver justice to the marginalized and discriminated against persons.
e. Develop inclusive information, communication and education materials
f. Popularize existing laws among the marginalized and discriminated against persons.
g. Establish and strengthen grievance redress mechanisms
h. Review and enact laws guaranteeing Free, Prior and Informed Consent (FPIC)

Objective 3: To enhance access to social- economic services by the marginalised and discriminated against persons

Priority Area 3.1: Equitable access to quality education for the marginalised and discriminated against persons

Policy Statement: Government shall institute measures to ensure equitable access to formal and informal quality education for the marginalised and discriminated against persons

Strategic Interventions;

a) Promote and scale-up family and community based service delivery models and pre-school programmes
b) Promote non-formal education, including indigenous knowledge.
c) Promote access to and retention of marginalized and discriminated against persons in formal education.
d) Ensure equitable and fairness in distribution of education facilities
e) Promote recreational services for the marginalised and discriminated against persons.
f) Invest in early childhood growth and development for the marginalised and discriminated against persons.
g) Enhance access to inclusive quality education and training for the marginalised and discriminated against persons.
h) Eliminate illiteracy among marginalized and discriminated against persons

i) Ensure equitable safe, secure, inclusive and effective learning environments for all learners in both public and private schools

j) Ensure that refugees benefit from provision of integrated education services provided by national authorities in refugee host district

Priority Area 3.2: Access to health services

Policy statement: Government shall strengthen measures to ensure access to health services by the marginalized and discriminated against persons.

Strategic Interventions;

a) Increase access to health services for the marginalized and discriminated against persons.

b) Address out of pocket costs for the marginalized and discriminated against persons.

c) Avail essential drugs and medical sundries for marginalized and discriminated against persons

d) Empower families and communities to promote care and positive cultural values

e) Ensure reforms in the provision of health insurance to include the informal sector

f) Establish standard government support system for health referrals for the marginalized and discriminated against persons.

g) Improve maternal and child Health

h) Promote healthy living including sexual and reproductive health for the marginalised and discriminated against persons.

i) Strengthen structures that support positive health outcomes on SRHR and HIV treatment

Priority Area 3.3: Economic livelihoods

Policy Statement: Government shall develop interventions to strengthen economic livelihoods for the marginalised and discriminated against persons.

Strategic Interventions;

a) Raise awareness about the existing social- economic services to marginalised and discriminated against persons.

b) Provide accessible and affordable credit schemes for funding economic enterprises for marginalised and discriminated against persons

c) Increase equitable access to employment services for the marginalised and discriminated against persons.

d) Promote equitable access to productive resources for the marginalised and discriminated

against persons.

e) Promote access to affordable clean and safe energy for the marginalised and discriminated groups.

f) Expand social security mechanisms to target marginalized and discriminated against persons

g) Provide affordable housing facilities for the marginalised and discriminated against persons

h) Provide accessible clean and safe water for the marginalised and discriminated against persons

i) Strengthen access to and utilization of financial services by the discriminated and marginalized persons

j) Subsidize on the costs of accessing services for the marginalised and discriminated against persons

k) Promote affirmative action in distributing available funds for government programmes

l) Provide equitable micro finance for income generating activities

m) Establish pro-poor mechanisms for production and marketing

n) Promote entrepreneurial and vocational skills for the marginalised and discriminated against persons

o) Formation of associations for empowerment of the marginalised and discriminated against persons

Objective 4: To Promote a balanced relationship among different members of society in all areas for sustainable development

Priority Area 4.1: Social services workforce and uptake of services

Policy Statement: Government shall strengthen social services workforce and improve uptake of services

Strategic Interventions;

a) Build the capacity of the marginalised and discriminated against persons to demand for services.

b) Build the capacity of the duty bearers to handle issues of marginalisation and discrimination

c) Systematically assess and address gaps in social service delivery at national and sub-national levels

d) Ensure recruitment and placement of adequate frontline social service staff at local governments and other critical service points

e) Support on on-going and continuing opportunities for staff training and professional development of formal and informal frontline workforce

Priority Area 4.2: Evidence based planning and programming

Policy Statement: Government shall promote evidence based planning and programming

Strategic Interventions;
a) Ensure adequate research on issues of discrimination and marginalisation
b) Strengthen the generation, utilization and popularisation of equity disaggregated data
c) Develop a robust M&E system that drives systematic research and analysis
d) Dissemination of data on marginalised and discriminated against persons
e) Ensure that evidence on marginalized and discriminated against persons is used to inform and improve policies
f) Strengthen the capacity of technical staff to use the data in planning, coordination, and service delivery.
g) Improve the consistency between the national level key performance indicators for equal opportunities policy and data collected by the MIS.
h) Invest in systems for data collection, data storage, processing and sharing on marginalized and discriminated against persons.

Priority Area 4.3: Coordination and networking mechanism

Policy Statement: Government shall strengthen coordination and networking mechanism for effective service delivery to the marginalized and discriminated against persons.

Strategic Interventions;
a) Strengthen monitoring and enforcement of equal opportunities standards and laws.
b) Strengthen coordination mechanisms among stakeholders for promoting equal opportunities
c) Develop a comprehensive linkage and referral mechanism for cases of marginalization and discrimination.
d) Support joint comprehensive mapping and needs assessments for marginalized and discriminated against persons.
e) Strengthen joint support supervision and quality assurance on promoting equal opportunities
f) Support periodic joint programme reviews and sharing of lessons and good practices

7.0 Linkages to Existing Legislation, Policies, Protocols, Regulations, Strategies, and Cross Cutting Issues

7.1   International, Continental and Regional Legislation, Policies, Protocols, Regulations, Strategies

The Policy aims to promote the right of all marginalized and discriminated against persons to be heard and express their opinions in all matters involving and affecting them. This is in line with the Universal declaration of human rights 1948: Article 2 provides that everyone is entitled to all the rights and freedoms set forth in this Declaration, without discrimination of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status; International Covenant on Economic, Social and Cultural Rights 1966, ratified in 1987 by Uganda: Article 3 states that there should be equal opportunities for all men and women in the enjoyment of all economic, social and cultural rights; International Covenant on Civil and Political Rights 1966, ratified in 1995: Article 26 highlights that all persons are equal before the law and are entitled to equal opportunities without any discrimination. The law prohibits any discrimination and guarantees to all person equal and effective protection against discrimination on any ground such as race, colour, sex, language, religion, political or other opinion, national or social origin, property and birth among others.

In addition, the Policy aims to Scale up the provision and improve access to Justice of the marginalized and discriminated against. This is in conformity with the 1995 Declaration and programme of Action of the World Summit for Social Development: Emphasizes promoting and protecting the right of individuals in order to prevent and eliminate situations of domestic discrimination and violence. It also highlights the need to improve opportunities and working conditions of women and youth entrepreneurs by eliminating discrimination in access to credit, productive resources and social security , he Vienna Declaration and Programme of Action, 1993: Section 24 of the Declaration emphasizes the need to give great importance to the promotion and protection of human rights of all persons rendered vulnerable including migrant workers, the elimination of all forms of discrimination against them and strengthening a more effective implementation of existing human rights instruments.

The Policy is also in conformity with the Sustainable Development Goal: aiming at reducing inequality within and among the countries and promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels; 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 Declaration on the rights of Minorities 1992; Article 4 highlights that states shall take measures required to ensure that persons belonging to minorities exercise fully and effectively all their human rights and fundamental freedoms without any discrimination and full equality before the law; and Article 27 of ILO Convention No. 169 on Indigenous and Tribal People's Convention reflects the fundamental philosophy of the Convention, which is to promote and protect indigenous peoples' right to simultaneously be able to maintain and develop their own cultures, ways of life, traditions and customs, and to continue to exist as parts of their national societies; with their own identity, cultures, structures and traditions among others.

Regionally, the Policy is consistent with The African Charter on Human and Peoples' Rights, 1986: this is a human rights instrument that is intended to promote and protect human rights and basic freedoms on the African continent. Article 13 of this Charter recognizes civil and political rights for all individuals; African Agenda 2063: strategic framework for the social economic transformation of the continent by 2063. It builds on and seeks to accelerate the implementation of past and existing continental initiative for growth and sustainable development. v. The African Union Gender Policy (2009): This regional policy is committed to socioeconomic development, takes into account the diversity in social, cultural, and traditional setting, and is making effort to address cultures and practices which militate against enjoyment of freedom and rights by women and girls. The other legal instrument include: Maputo protocol, African protocol on disability.

Further, the aspiration of Agenda 2030 (SDG4), 2063 (Goal 2) and EAC Vision 2050 is to have an inclusive and equitable quality education, promotion of lifelong learning opportunities and skills revolution underpinned by science, technology and innovation. In addition, SDG 3 and Goal 3 of Agenda 2063 call for ensuring healthy lives and promoting the well-being for all at all ages. SDG5 calls for provides for gender equality while SDG6 and Africa Agenda 2063 (goal 1) calls for provision of clean water and sanitation for all. Furthermore, SDG8 provides for decent work and labour productive. SDG1 calls for social protection and enhancing access to basic services and building resilience.

7.2   National Legislation, Policies, Regulations, Strategies

With the goal of promoting inclusive development for all without leaving any one behind, the Policy is in line with the Uganda's Vision 2040 which is a fundamental policy framework developed with the aim to propel Uganda towards achieving an upper middle-income status by 2040. In the pursuit to attain the Vision 2040 under the theme "leaving no one behind", the Government of Uganda has developed and implemented National Development Plans with a span of five years each and is currently embarking on its third National Plan (NDP III 2020/21 – 2024/25) under the theme "Sustainable Industrialization for inclusive growth, employment and sustainable wealth creation". The third National Development Plan commits to extend on the milestones of NDP II that focused on "Strengthening Uganda's competitiveness for sustainable wealth creation, employment and inclusive growth".

There are a number of other policies that relate to equal opportunities in Uganda which include; The Uganda Gender Policy, 2007: aims at reducing gender inequalities so that all women and men, girls and boys, are able to move out of poverty and to achieve improved and sustainable livelihoods; The Uganda National Youth Policy, 2016; The policy is premised on the need to address a range of challenges that the youth face in the development process as well as harness their potential to contribute to national development. It provides a basis for a 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 Social Protection Policy 2016: aims at reducing poverty and social economic inequalities for inclusive development through provision of platforms upon which Ugandans can build productive and sustainable livelihoods, improve social welfare and consequently reduce poverty among the vulnerable groups; The National Policy for Older Persons 2009: the policy seeks to achieve equal treatment, social inclusion and empowerment of older persons. It includes various interventions at different levels which ensure improved quality of life of older persons and emphasis utilization of community-based interventions to address older persons concerns and needs by encouraging local governments to plan and implement programmes for them.

8.0 Cross Cutting Issues (e.g. Climate change, environment management, gender and equity, HIV/AIDS)

People are often marginalized and discriminated on grounds such as HIV/AIDS and gender. According to the Ministry of Health estimates 2019, the HIV prevalence among adults (15-49 years) in Uganda is 5.6%. The prevalence is higher among females (6.9%) as compared to the males

(5.3%). While there have been increased efforts to scale up treatment initiatives of the disease, there are however still a lot of socio-cultural related challenges that needs to be addressed including discrimination, stigma, limited access to treatment especially by women among others. Growth in human population and corresponding increase in demand for forest products for domestic and industrial use, expansion of agricultural land, illegal settlements and weak forest management capacity have adversely affected the status of forest cover in Uganda particularly the biodiversity. The recent climatic changes have had gross negative impact on the livelihoods of the communities especially the farmers who often fall in trap of poverty thus needing support of other people for survival.

9.0 Policy Implementation Approach

The implementation of the policy will be underpinned by a "whole-of-government' approach. Taking such an integrated approach will ensure that the issue of marginalization and discrimination is integrated in and across government Ministries, Departments and Agencies at National and Sub-National levels. The policy will be implemented in the context of decentralization. Furthermore, the policy is aligned to Uganda's commitment to the SDG agenda through 2030, and the NDP III. To operationalize the policy, five-year implementation plans will be developed, identifying specific actions, responsibilities and time frames for action. From each 5-year Implementation Plan, an Annual Costed Work Plan will be developed and funded by government through MDAs Ministerial Policy Statements plus support from Development Partners. District Local Governments will be provided with technical support by line MDAs to integrate/ mainstream policy implementation interventions into their 5-year rolling plans and annual work plans and budgets across responsible sectors. The first 5-year Implementation Plan covers the period FY 2022/2023 – FY 2026/2027.

9.1   Coordination and leadership at National Level

The Ministry responsible for overseeing and coordinating the implementation of the policy will be the Ministry of Gender, Labour and Social Development (MGLSD). Within the MGLSD, the Department of Equity and Rights under the Social Protection Directorate that is the responsible for equal opportunities will take lead in coordinating the implementation of the policy.

9.2   Information, Education, Communication and Dissemination Strategies

The MGLSD shall take lead in communicating and disseminating the policy to ensure that elimination of marginalization and discrimination is accorded the highest priority in areas of policy,

planning, resource allocation, governance, monitoring, reporting and evaluation at all levels. An advocacy and communication strategy shall be developed to guide the communication and dissemination efforts. In addition, simplified version of the policy shall also be developed.

9.3   Funding Mechanism

Financing the policy will require a concerted effort from the Government of Uganda (GoU), Development Partners and non-state actors including the Private sector, Civil Society and Local Communities. The primary funding mechanisms shall be: (i) GoU funding from both domestic revenues and, (ii) development support through the budget support.

Issues of equal opportunities cut across programmes, institutions and society. It therefore transcends the remit of an individual sector, institution and programme in order to address equal opportunities issues and concerns. Therefore, every programme and institution including the private sector will mobilize resources to finance equal opportunities interventions within their mandate. The MGLSD will from time to time guide on such interventions and particular concerns.

9.4   Monitoring and Evaluation

The Government of Uganda shall assess the effectiveness of implementation through monitoring and reporting on progress over time. Monitoring and Evaluation of the policy shall be anchored on Results Based Management and aligned to the National Integrated Monitoring and Evaluation System under the Prime Minister's Office.

Five-year implementation plans will be developed to provide a road map and a common agenda of action to operationalize the National Equal Opportunities Policy. The plans will specify the activities, time frames, key responsibility bearers at the village, parish, sub-county, district and national levels, and key indicators for measuring progress. A monitoring and evaluation framework will be developed to monitor progress on the key indicators identified.

An integrated MIS shall be developed to improve access to and availability of quality data, information-sharing and national tracking of outcomes. Measures will also be undertaken to strengthen administrative data sources and improve interoperability of existing management information systems across the different sectors.

9.5   Policy Review and Audit

The implementation of the new policy will be reviewed every five years. Periodic appraisals will also be made to assess progress of implementation and make mid - term course corrections, if and when required.

10.0 Stakeholders, roles and responsibilities

Policy implementation shall involve different government Ministries, Departments and Agencies (MDAs), District Local governments, Private sector, Civil Society Organizations, Academic and Research Institutions, Development partners, Cultural Institutions, Religious Institutions, communities, families and children. Coordination mechanisms and structures established at all levels will oversee inter-sectoral collaboration and alignment to other existing government structures. A summary of key stakeholders and their roles in policy implementation is presented in the table below.

Key actors and their responsibilities in the implementation of the National Equal Opportunities Policy

10.1   Ministry of Gender, Labour and Social Development

  i.   Provide leadership in implementation of the policy, including oversight of the Equal Opportunities Commission
  ii.   Create awareness and appreciation of the policy, standards, regulations, guidelines, reports and laws on equal opportunities
  iii.   Ensure the development and enforcement of standards, regulations and guidelines,
  iv.   Build and strengthen the capacity of stakeholders in equity and rights based planning, programming, budgeting implementation, monitoring and evaluation for all sectors and organizations,
  v.   Monitor and evaluate of social impact assessment in infrastructural developments
  vi.   Create and establish effective mechanisms and networks to enhance coordination of policy implementation,
  vii.   Undertake assessment and audits for compliance to equal opportunities by all stakeholders
  viii.   Mobilize resources for implementation of policy
  ix.   Monitor and evaluate the contribution of the policy to equitable development and the reduction of inequalities and inequities.

x.   Monitor and evaluate the implementation of this policy

10.2 Equal Opportunities Commission

i.   Ensure implementation of the policy and the enforcement of equal opportunities.

ii.   Disseminate the policy at all levels.

iii. Investigate complaints related to victimization, marginalization, injustice, and discrimination.

iv.   Create awareness and advocate for equal opportunities for all at all levels

v.   Influence and inform policies, plans, legislations and budgets of institutions in relation to the policy

vi.   Under take research on issues of equal opportunities

vii. Enforce compliance with provisions of equal opportunities requirements

10.3 Ministry of Finance, Planning and Economic Development

i.   Ensure allocation of funds to sectors for implementation of the policy in line with the public finance management Act provisions gender and equity budgeting.

ii.   Promote the integration of the policy in all sector budgets and plans.

10.4 Uganda Bureau of Statistics (UBOS)

i.   Collect, analyze and disseminate statistics related to equal opportunities, and

ii.   Liaise with the MGLSD to identify appropriate indicators to guide the collection of relevant data.

iii. Provide disaggregated data on all the marginalized and vulnerable groups

10.5 Ministry of Health

i.   Facilitate the expansion and outreach of physical health infrastructure and services to under served and remote areas,

ii.   Improve equal and equitable access to the minimum health care package

iii. Ensure that health care services, plans and budgets incorporate rights based approach and are equal opportunities complaint.

10.6 The Parliament

i.   Allocate resources for implementation of policy

ii.   Monitor Programmes and projects in their constituents for equal opportunities

iii.   Ensure the laws passed are responsive to equity and equal opportunities

10.7 Ministry of Education and Sports

i.   Promote, disseminate and integrate the policy provisions in the education sector plans and programmes.

ii.   Provide equal and equitable access to formal education and training opportunities at all levels

10.8 Electoral Commission

i.   Conduct Civic Education targeting the marginalized and vulnerable communities

ii. Dissemination, information, communication and education materials to the marginalized communities and individuals

iii. Translate electoral laws and policies in local languages and in accessible formats for all.

10.9 UWA, UNRA, NEMA, AND NFA

i.   Ensure Equal and Equitable sharing of benefits among communities in conservation areas.

ii.   Ensure fairness and social justice in settlement and resettlement of the displaced communities.

10.10 National Planning Authority (NPA)

i.   Ensure the integration of equality and equity within the priorities of the national development plan

10.11 Ministry of Justice and Constitutional Affairs

i.   Coordinate the formulation and review of legislation pertaining to equal opportunities

ii.   Monitor the enforcement of the Equal Opportunities Commission Act 2006

10.12 Ministry of Local Government

i.   Coordinate and supervise of local governments to ensure the integration of equal opportunities in local government plans and budgets

10.13 Other Government Ministries, Agencies and Departments

i.   Ensure implementation of the policy in their respective sectors. The roles and responsibilities shall vary according to their mandates and functions. This calls for

planning and budgeting for interventions in the policy implementation plan in their Sector Plans and Ministerial Policy Statements/ Annual Work Plans and Budgets.

ii.   Mobilize resources

10.14 Local governments and City Authorities

i.   Implementing the Policy

ii.   Coordinate, monitor and supervise implementation of the policy and the equal opportunities Act at their respective levels.

iii.   Integrate equal opportunity concerns within their plans and budgets,

iv.   Mobilize resources   to implement the policy

10.15 Private Sector

i.   Promote and disseminate the policy to employers and employees

ii.   Ensure that corporate policies and plans including practices are compliant with the policy

iii.   Ensure affirmative action interventions for less privileged and marginalized

iv.   Provide resources for implementation of interventions relating to the policy,

v.   Monitor and evaluate the impact of the policy on corporate activities and performance, and

vi.   Ensure that private sector institutions state that they are equal opportunity employers.

10.16 Development Partners

i.   Provide technical and financial support for the implementation of policy

ii.   Provision of resources and logistics to enhance implementation of the policy; and

iii.   Monitor and evaluate the impact of the policy

10.17 Civil Society Organizations (CSOs)

i.   Build effective partnerships and networks with government and other actors to implement the policy,

ii.   Build capacity of other actors including districts, local governments, NGOs, private sector and communities to enhance implementation and service delivery,

iii.   Mobilize resources to implement equal opportunities interventions,

iv.   Promote, advocate and disseminate the policy, and

v.   Monitor sand evaluate the impact and effectiveness of the policy.

10.18 Academic and Research Institutions

   i.   Undertake and promote research to facilitate evidence-based programming

  ii.   Workforce development through pre-service and in-service training

 iii.   Integrate community based interventions that foster child well-being in the curriculum

10.19 Cultural and religious institutions

   i.   Promote positive values and norms

  ii.   Support government to denounce and contain harmful practices that violate rights of the marginalized and discriminated against

 iii.   Enact bye-laws that eliminate marginalization and discrimination at family and community levels

10.20 Families/Households

   i.   Strengthen social support networks and mechanisms to protect and promote the welfare of marginalized and discriminated groups,

  ii.   Promote and respect the rights of all persons within community and household.

 iii.   Participate actively in implementing interventions and also linking marginalized and discriminated against groups to service providers,

 iv.   Encourage community dialogue to identify cultural and religious practices and norms that discriminate and marginalize other groups in the community,

  v.   Initiate proposals for incorporating equal opportunity concerns and propose changes in cultural attitudes and practices that promote the policy,

 vi.   Collect data and information related to violations of equal opportunities concerns,

 vii.   Monitor and evaluate the impact of policy interventions on modifying social practices, customs relating to equal opportunities.

10.21 The marginalized and other interest groups

   i.   Ensure full awareness and realization of their rights,

  ii.   Participate in community dialogue to identify factors which cause their marginalization and vulnerability

 iii.   Participate in identification of initiatives and planning and implementing such interventions aimed at improving their welfare,

iv.   Monitor the implementation of the policy

10.22 Structures for special interest groups (councils)

i.   Advocacy for protection of rights of these groups

ii.   Awareness creation among their constituents on the different programmes and activities in place

iii.   Monitoring implementation of the policy in the different sectors

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ANNEXES: DETAILED BUDGET

Intervention	Y1	Y2	Y3	Y4	Y5	Total	Actors
Objective 1: To Enhance participation and involvement of discriminated and marginalized groups							
Ensure equity responsive policies and plans	-	-	0.15	0.15	0.15	0.45	MGLSD, EOC, LRC
Enact national legislation to domesticate all international standards that have been ratified						-	
Strengthen marginalized and discriminated against persons in reporting to treaty bodies, including in the validation of State party and CSO reports	0.05	0.05	0.05	0.05	0.05	**0.26**	**MGLSD,CSOs**
Translate laws into local languages and disseminated to the marginalized and discriminated against	**0.83**	**0.83**	**0.83**	**0.83**	**0.83**	**4.14**	**MGLSD,CSOs, ULRC**
subtotal	**0.88**	**0.88**	**0.88**	**0.88**	**0.88**	**4.40**	
Strategy 2: Ensure that the marginalized and discriminated against are valued as key stakeholders and members of society							
Strengthen service providers for positive mind change	**0.20**	**1.17**	**1.17**	**1.17**	**1.17**	**4.87**	
Increase participation of the vulnerable and marginalized in politics and decision making processes at all level	0.10	0.15	0.15	0.15	0.15	**0.70**	
sub0total	**0.30**	**1.32**	**1.32**	**1.32**	**1.32**	**5.57**	

Intervention	Y1	Y2	Y3	Y4	Y5	Total	Actors
Strategy 3: Ensure inclusion of especially of marginalized and discriminated against persons participation mechanisms through targeted measures							
Ensure the fair, transparent and representative participation of all in all processes	0.20	0.04	0.01	0.01	0.01	**0.27**	
Strengthen capacity of duty bearers to design and implement program	**0.06**	**0.06**	**0.06**	**0.06**	**0.06**	0.32	
Strengthen capacity of vulnerable and marginalizedgroups for uptake of available opportunities and services	0.10	0.10	0.10	0.10	0.10	**0.50**	LGs
Ensure that participation of marginalizedand discriminated against persons is reported on in the sector specific reports.	**1.09**	**1.09**	**1.09**	**1.09**	**1.09**	5.47	All MDAs and LGs
sub total	**1.46**	**1.30**	**1.27**	**1.27**	**1.27**	**6.56**	
Strategy 4: Combat negative attitudes and beliefs on participation and promoting positive cultures, practices and beliefs							
Eliminate Negative social-cultural norms and beliefs that impede inclusive development	60.00	50.00	50.00	50.00	50.00	**260.00**	MGLSD, IRC
Strengthen disaster response interventions	**1.92**	**2.22**	**2.36**	**2.57**	**2.62**	**11.69**	MGLSD, OPM,
Promote skilling for business and entrepreneurship among discriminated and marginalized individuals	**1.70**	**2.28**	**2.85**	**3.51**	**4.05**	**14.39**	LGs, MGLSD

Intervention	Y1	Y2	Y3	Y4	Y5	Total	Actors
Promote social welfare programs for the most discriminated and marginalizedgroups	150.00	207.20	180.30	187.50	187.50	**912.50**	OPM Programs, YLP, UWEP
subtotal	**213.62**	**261.70**	**235.51**	**243.58**	**244.17**	**1,198.58**	
Sub total	**216.25**	**265.20**	**238.98**	**247.05**	**247.64**	**1,215.11**	
						-	
Objective 2: To promote integration of discriminated and marginalized groups issues in policies, plans, programmes and activities							
Strategy 1: Promote technical assistance for equity and equality mainstreaming							
Strengthen knowledge in mainstreaming equal opportunities issues in planning and budgeting.	0.10	0.65	0.10	0.10	0.10	**1.05**	**MFPED, EOC**
Follow up MDAs and LGs on their compliance to Gender and equity Budgeting	-	0.20	0.18	0.22	0.26	**0.86**	**EOC**
Set and enforce standards for inclusion at all levels		0.40	0.40	0.40	0.40	**1.60**	
sub total	**0.10**	**1.25**	**0.68**	**0.72**	**0.76**	**3.51**	
Strategy 2: Ensure Equity specific data collection and analysis							
Increase access and utilisation of equity data for planning and decision making for the most vulnerable				0.20	0.30	**0.50**	**UBOS, MGLSD,CSOs**
Strengthen structures at all levels to generate equity responsive statistics.				0.41	0.41	**0.82**	**UBOS, EOC, MGLSD, LGS**

Intervention	Y1	Y2	Y3	Y4	Y5	Total	Actors
sub total	-	-	-	0.61	0.71	1.32	
Strategy 3: Provision of equity responsive documents							
Promote meaningful participation of the vulnerable groups in the development of the policies and programmes	0.10	0.15	0.15	0.15	0.15	**0.70**	
Promote the provision of public information in accessible formats, modes and languages	0.02	0.20	0.02	0.25	0.30	**0.79**	
sub total	**0.12**	**0.35**	**0.17**	**0.40**	**0.45**	**1.49**	
sub Total	**0.22**	**1.60**	**0.85**	**1.73**	**1.92**	**6.32**	
						-	
Objective 3: To enhance access to social- economic services by the vulnerable and marginalized groups.							
Strategy 1: Ensure equitable access to formal and informal Education for the marginalized and discriminated against persons							
Promote and scale-up family based/ community based service delivery models and pre-school programmes	**52.10**	**52.10**	**51.50**	**52.58**	**52.58**	**260.86**	MoES, MoLG
Promote non-formal education, including indigenous knowledge.	**19.00**	**18.80**	**11.65**	**13.90**	**13.99**	**77.34**	MoSTI, MoES, MGLSD, LGs
Promote, access and retention of vulnerable groups in formal education.	**11.10**	**51.38**	**54.40**	**56.50**	**57.70**	**231.08**	
Ensure equitable and fairness in distribution of education facilities	**1.90**	**51.11**	**21.40**	**230.29**	**67.90**	**372.60**	MoES

Intervention	Y1	Y2	Y3	Y4	Y5	Total	Actors
Promote Recreational services for the magnalised and discriminated Persons .	18.94	82.86	113.00	112.49	97.69	424.98	MoES
Investment in early childhood growth and development for the marginalized and vulnerable.	54.00	8.74	12.73	12.55	9.24	97.26	MoES
Enhance access to inclusive quality education and training for the magnisalised and discrimated groups.	10.00	23.38	48.15	79.80	79.10	240.43	MoES
subtotal	167.04	288.37	312.83	558.11	378.20	1,704.55	
						-	
Strategy 2: Increase access to and improve provision of health care services							
Widen access and acceptability to health services including health education, primary health care and nutrition.	251.78	416.35	384.58	400.71	228.14	1,681.56	MoH
Avail of essential drugs for marginalized groups and poor communities	403.38	433.39	419.25	419.25	499.25	2,174.52	MoH
Empower families and communities to promote care and positive cultural values	143.54	174.68	185.85	181.35	181.35	866.77	MoH, LGs, MGLSD
Ensure reforms in the health social security provision to include the informal sector		0.72	0.72	0.72	0.72	2.88	MoH
Establish standard government support system for health referrals abroad	152.05	192.2	202.3	202.6	343.93	1,093.08	MoH
Promote maternal and child Health .	1.00	0.50	0.50	0.50	0.50	3.00	MoH
subtotal	951.75	1,217.84	1,193.20	1,205.13	1,253.89	5,821.81	

Intervention	Y1	Y2	Y3	Y4	Y5	Total	Actors
Strategy 3: Scale up the provision and improve access to Justice							
Scale up equity responsive redress mechanisms for discriminated and marginalized persons	0.60	0.70	0.60	0.60	0.61	3.11	JLOS
Promote increased access to justice for marginalized and discriminated against persons	0.02	0.20	5.02	0.25	0.30	5.79	JLOS
Promote legal literacy for the marginalized and discriminated against groups.	0.40	0.32	0.40	0.60	0.60	2.32	EOC, JLOS
sub total	1.02	1.22	6.02	1.45	1.51	11.22	
Strategy 4: Strengthen economic livelihoods of marginalized and discriminated against persons							
Provide accessible and affordable credit schemes for funding economic enterprises for marginalized and discriminated against persons	81.45	189.10	200.30	244.10	297.50	1,012.45	
Increase equitable access to employment services .	0.70	0.66	-	-	-	1.36	
Promote equitable access to productive resources.	215.70	198.00	184.20	184.20	184.30	966.40	MGLSD,OPM,LGs
Promote access to affordable clean and safe energy for the magnalised and discriminated groups.	15.39	24.86	44.46	67.28	50.99	202.98	MoEMD
Expand social security mechanisms to target vulnerable and magnalised Persons .	-	0.10	0.20	0.20	0.20	0.70	MGLSD,OPM,LGs
Provide affordable housing facilities for the magnalised and discriminated.	315.52	332.97	405.86	306.77	377.07	1,738.19	MoLHUD

Intervention	Y1	Y2	Y3	Y4	Y5	Total	Actors
Provide accessible clean and safe water for the maginalized and discriminated goups	462.17	312.90	263.17	244.17	399.20	1,681.61	MoWE
Promote the provision of public information in accessible formats , modes and languages.	0.02	0.02	0.02	0.02	0.02	0.10	MoICT
a) Establish pro-poor mechanisms for production and marketing	29.80	50.60	51.15	87.60	87.50	306.65	MoTIC
b) Promote entrepreneurial and vocational skills for the vulnerable groups.	86.19	84.67	88.33	92.17	96.19	447.55	MoTIC
c) Formation of associations for empowerment of the vulnerable groups	0.44	0.44	0.44	0.44	0.44	2.21	Formation of associations
sub total	1,207.38	1,194.32	1,238.13	1,226.95	1,493.41	6,360.19	
Sub Total	**2,327.19**	**2,701.75**	**2,750.18**	**2,991.64**	**3,127.01**	**13,897.77**	
						-	
Objective 4: To Strengthen systems and structures for planning, programming and implementation mechanisms							
Strategy 1: Strengthen social services workforce							
Enhance capacity of the marginalized and discriminated groups to demand for services.	-	0.52	0.52	0.52	0.52	2.07	
Enhance capacity of the duty bearers to handle issues of marginalization and discrimination	0.49	0.49	0.49	0.49	0.49	2.44	
Ensure recruitment and placement of adequate frontline social service staff at local governments and other critical service points	1.10	20.56	30.40	33.70	25.30	111.06	
sub total	1.59	21.57	31.41	34.71	26.31	115.57	

Intervention	Y1	Y2	Y3	Y4	Y5	Total	Actors
Strategy 3: Strengthen coordination and networking mechanism							
Strengthen Monitoring and enforcement of equal opportunities concerns.	0.20	0.23	0.25	0.25	0.30	1.23	EOC
Support joint comprehensive mapping and needs assessments	0.20	0.73	0.64	0.62	0.92	3.11	
sub total	0.40	0.96	0.89	0.87	1.22	4.34	
Sub total	1.99	22.53	32.30	35.58	27.53	119.91	
TOTAL	2,545.65	2,991.07	3,022.30	3,275.99	3,404.09	15,239.11	

Strategy		COST				
	Y1	**Y2**	**Y3**	**Y4**	**Y5**	**TOTAL**
Objective 1: To Enhance participation and involvement of discriminated and marginalizedgroups prevent						
Strategy 1: Ensure observance and implementation of the domesticated international and regional standards	0.88	0.88	0.88	0.88	0.88	4
Strategy 2: Ensure that the marginalizedand discriminated against are valued as key stakeholders and members of society	0.30	1.32	1.32	1.32	1.32	6
Strategy 3: Ensure inclusion of especially of marginalizedand discriminated against persons participation mechanisms through targeted measures	1.46	1.30	1.27	1.27	1.27	7
Strategy 4: Combat negative attitudes and beliefs on participation and promoting positive cultures, practices and beliefs	213.62	261.70	235.51	243.58	244.17	1,199
Sub Total	**216.25**	**265.20**	**238.98**	**247.05**	**247.64**	**1,215**
Objective 2: To mainstream issues of discriminated and marginalizedgroups in policies, plans, programmes and activities						
Strategy 1: Promote technical assistance for equity and equality mainstreaming	0.1	1.25	0.68	0.72	0.76	4
Strategy 2: Ensure Equity specific data collection and analysis	0	0	0	0.61	0.71	1

Strategy	COST					
	Y1	Y2	Y3	Y4	Y5	TOTAL
Strategy 3: Provision of equity responsive documents.	0.12	0.35	0.17	0.40	0.45	1
Sub Total	**0.22**	**1.60**	**0.85**	**1.73**	**1.92**	**6**
Objective 3: T*o enhance access to social- economic services by the vulnerable and marginalizedgroups.*						
Strategy 1: Ensure equitable access to formal and informal Education for the marginalizedand discriminated against persons	167.04	288.37	312.83	558.11	378.2	1,705
Strategy 2: Increase access to and improve provision of health care services	951.75	1217.84	1193.2	1205.13	1253.89	5,822
Strategy 3: Scale up the provision and improve access to Justice	1.02	1.22	6.02	1.45	1.51	11
Strategy 4: Strengthen economic livelihoods of marginalizedand discriminated against persons	1,207.38	1,194.32	1,238.13	1,226.95	1,493.41	6,360
Sub Total	**2,327.19**	**2,701.75**	**2,750.18**	**2,991.64**	**3,127.01**	**13,898**
Objective 4: T*o Strengthen systems and structures for planning, programming and implementation mechanisms*						
Strategy 1: Strengthen social services workforce	1.59	21.57	31.41	34.71	26.31	116
Strategy 2: Strengthen coordination and networking mechanism	0.40	0.96	0.89	0.87	1.22	4
Sub Total	**1.99**	**22.53**	**32.30**	**35.58**	**27.53**	**120**

Strategy	COST					
	Y1	Y2	Y3	Y4	Y5	TOTAL
Grand Total	2,545.65	2,991.07	3,022.30	3,275.99	3,404.09	15,239