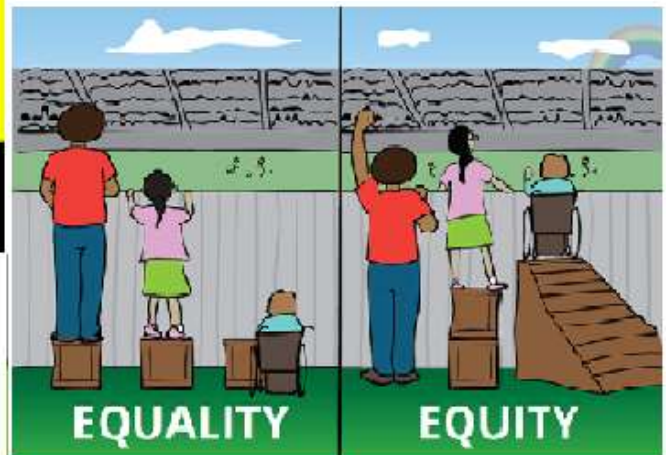


ASSESSMENT REPORT ON COMPLIANCE OF MINISTERIAL POLICY STATEMENTS WITH GENDER AND EQUITY REQUIREMENTS



"Promoting Gender and Equity Budgeting for Sustainable Inclusive Growth and Development."

FINANCIAL YEAR 2018/2019



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

April, 2018

**ASSESSMENT REPORT ON COMPLIANCE OF MINISTERIAL POLICY
STATEMENTS WITH GENDER AND EQUITY REQUIREMENTS
FINANCIAL YEAR 2018/2019**

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

April, 2018

© Equal Opportunities Commission, 2018

Published

By

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

Website: <http://www.eoc.go.ug>.

Telephone: General Line 0414223234

Toll Free Line: **0800100440**

E-MAIL: info@eoc.go.ug

ABOUT THE EQUAL OPPORTUNITIES COMMISSION

Vision

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

Mission

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

Mandate of the Commission

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

Functions of the Equal Opportunities Commission

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

Current Members of the Equal Opportunities Commission



**Sylvia Muwebwa Ntambi (Mrs)
Chairperson**



**Dennis Nduhura
Vice Chairperson**



**Joel Cox Ojuko
Member of Commission**



**Zaminah Malole
Member of Commission**



**Patrobas Sirabo Wafula
Member of Commission**



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

In any correspondence on this subject please quote No **ADM 209**

4th April, 2018

The Hon. Minister,
Ministry of Finance, Planning and Economic Development,
Plot 2-12, Apollo Kaggwa Road,
P.O. Box 8147, Kampala, Uganda.

RE: ASSESSMENT REPORT ON COMPLIANCE OF MINISTERIAL POLICY STATEMENTS WITH GENDER AND EQUITY REQUIREMENTS FOR THE FINANCIAL YEAR 2018/2019

Pursuant to Section 14 and 15 of the Equal Opportunities Commission Act (2007) and Section 13 (15) g (i) and (ii) of the Public Finance Management Act, 2015 (PFMA)¹, the Commission is delighted to present the 4th Assessment Report on compliance of Ministerial Policy Statements with Gender and Equity requirements for the Financial Year 2018/2019.

The Report is structured into five sections, namely; (i) General Introduction, (ii) the policy and legal framework on gender and equity budgeting in Uganda, (iii) the assessment approach for the FY 2018/2019, (iv) assessment findings and (v) recommendations and conclusions.

Overall, the Commission assessed 142 Ministerial Policy Statements of which 114 passed the assessment with at least 50% minimum compliance level. The Commission hereby recommends issuance of a certificate of gender and equity compliance to the 114 MDAs. The 28 MDAs that scored below 50% should not be issued a certificate of gender and equity compliance.

The Commission is committed to and shall continue working with all Ministries, Departments and Agencies to enhance Gender and Equity Budgeting as a strategy to redress imbalances and to promote equal opportunities for all in the country's concerted effort to attain a lower middle income status by 2020 and the upper middle income status by 2040.

FOR GOD AND MY COUNTRY

Dennis Nduhura
Ag. Chairperson
EQUAL OPPORTUNITIES COMMISSION.

¹ That emphasis sections 14 and 15 of the Equal Opportunities Commission Act, 2015

Foreword

The World's population is estimated at 7.6127 billion people (April 2018) and projected to hit 8.5 billion in the next 12 years (by 2030). The global overarching framework to equitably address the needs of the current and future population is the 2030 agenda (17 SDGs) that is centered on sustainable inclusive growth and development. Gender and equity budgeting is a key strategy to the realisation of the Global Dream of leaving no one behind. No country, community, or economy can achieve its potential or meet the challenges of the 21st century without the full and equal participation of all its inhabitants.

Accordingly, on 23rd February, 2015, government of Uganda strengthened its commitment to realize equal opportunities in Planning and Budgeting by introducing the Public Finance Management Act, 2015 (PFMA) with 3 explicit provisions on gender and equity. The PFMA requires all Sectors, MDAs and Local Governments to ensure that their BFPs, Budgets and Ministerial Policy Statements are gender and equity responsive so as to be issued a Certificate of Compliance. The Certificate is issued by the Minister of Finance Planning and Economic Development in consultation with the Equal Opportunities Commission.

Uganda's population is estimated to be 37.7million people (UBOS 2017) out of which over 80% constitute the marginalised and vulnerable groups. These include women (52%), youth (38%), orphans and other vulnerable children (55%), older persons (4%), ethnic minorities (1%), persons with disabilities (12%), the rural and urban poor (21.4%) and persons living with HIV/AIDS, among others. Gender and equity budgeting therefore is a key strategy in addressing the needs of the marginalised persons who constitute over 80% of the population.

The government of Uganda is committed to the vision 2040 **“A Transformed Ugandan Society from a Peasant to a Modern and Prosperous Country within 30 years”**. As the country strives to transform Ugandans through among other strategies enhancing the average income earned by a Ugandan per year (per capita income) from 1.8 million (2010) to 34 million in 2040 and reducing poverty prevalence from the current 21.4% (2016/2017) to the targeted 5% (2040), it's critical to have interventions that uplift the incomes of the less earners and the poor which can be realised through gender and equity budgeting.

The gender and equity budgeting approach ensures that the different needs and interests of Men, Women, youth, Special Needs Education Children, ethnic minorities, older persons, the rural poor, marginalised groups and disadvantaged regions and or locations are accommodated and addressed in the respective Ministerial Policy Statements among other policy frameworks and legislations.

The Equal Opportunities Commission is committed to working with all the Ministries, Departments, Agencies and Local Governments to redress imbalances and to promote equal opportunities for all so as to realize a just and fair society wherein all persons have equal opportunity to participate and benefit in all government programmes.

FOR GOD AND MY COUNTRY

Dennis Nduhura
Ag.Chairperson
EQUAL OPPORTUNITIES COMMISSION.

Acknowledgement

The Equal Opportunities Commission has worked with a number of stakeholders on the implementation of gender and equity planning and budgeting since its establishment in 2010 and after the enactment of the PFMA, 2015. The development of this 4th assessment Report on compliance of Ministerial Policy Statements with Gender and Equity requirements for the Financial Year 2018/2019 has been completed with selfless support from a number of actors that the Commission wishes to acknowledge.

First, the Commission acknowledges the support of the Government of Uganda and its continued commitment towards achieving inclusive growth and development through gender and equity planning and budgeting as a major strategy. Special appreciation goes to: His Excellency Yoweri Museveni Kaguta, the President of the Republic of Uganda for his demonstrated will and commitment to spear head efforts of redressing imbalances and promoting equal opportunities.

The Commission also extends gratitude to Parliament; the Standing Committee on Equal Opportunities; the Committee on Gender Labor and Social Development; and the Parliamentary Committee of Finance, Planning and Economic Development for their continued political support and mobilisation towards gender and equity planning and budgeting.

Appreciation goes to the line Ministries, Departments, Agencies of Government for collaborating with the Commission in the execution of the Gender and Equity Provisions of the PFMA 2015. Special appreciation is extended to the Ministry of Gender Labor and Social Development and the Ministry of Finance Planning and Economic Development for their continued support to the Commission in the implementation of the gender and equity provisions of the Public Finance Management Act (PFMA), 2015.

The Commission's appreciation also goes to the development partners that have financially supported and stood with the Commission, Particularly; UN Women, UNDP, German Development Cooperation (GIZ) GmbH and UN Human Rights.

Finally, the Commission highly appreciates its Members and Staff whose commitment and selfless efforts has been very critical in the finalization of the 2018/2019 gender and equity sector assessment Report.

Table of Contents

About the Equal Opportunities Commission	iv
Foreword	vii
Acknowledgement	viii
Table of Contents	ix
List of Figures	xi
List of Tables	xii
List of Abbreviations	xiii
Executive Summary	xvi
SECTION ONE	1
GENERAL INTRODUCTION	1
1.0 Introduction.....	1
1.1 Background to Gender and Equity Budgeting	1
1.2 Rationale for Gender and Equity Planning and Budgeting	3
1.3 Scope of the Assessment Exercise	5
1.4. Objective of the Assessment	5
1.5. Gender and Equity Compliance Tools.....	6
1.6 Gender and Equity Compliance Assessment Processes/Cycle	7
SECTION TWO	8
THE POLICY, LEGAL AND INSTITUTIONAL FRAME WORK	8
2.0 Introduction.....	8
2.1 International and Regional Frameworks	8
2.2 National Policy Framework	8
2.3 National Legal and Regulatory Frame work.	9
2.4 Institutional Framework.....	10
SECTION THREE	11
ASSESSMENT APPROACH	11
3.0 Introduction.....	11
3.1 Preparatory Activities.....	11
3.2 The Assessment Team	11
3.3 Assessment tools.....	11
3.5 Grading of Performance.....	14
3.6 Reporting and Recommendation of Certificate Issuance.....	14
SECTION FOUR.....	15

ASSESSMENT FINDINGS	15
4.0 Introduction.....	15
4.1 Vote Overview.....	16
4.1.1 Vote Mission Statement.....	16
4.1.2 Responsiveness of Vote Strategic Objective to Inclusion.....	16
4.2.1 Physical Past Performance	17
4.2.2 Financial Past Performance	18
4.3 Medium Term Plans.....	19
4.4 Responsiveness of Outcome Indicators with Gender and Equity Requirement	20
4.5Plans for the Ensuing Year	20
4.6. Overall Compliance of the 2018/2019 MPSs with Gender and Equity Dimensions.....	22
4.7 Overall Compliance of MPSs/Votes to Gender and Equity Requirements FY 2017/2018	23
4.8 Overall Vote Specific Compliance FY 2016/2017-2018/2019	24
4.8.1 Reasons attributed to improvement in performance for some votes	28
4.8.2 Reasons attributed to decline in performance for some Votes	29
4.9 National trends on Compliance with Gender and Equity for the FYs 2016/2017-2018/2019	29
4.10 Votes/MDAs Recommended to be issued a Certificate of Compliance.....	30
4.11 Votes/MDAs that Scored Below the Pass Mark.....	33
4.12 Key Gender and Equity Achievements for the FY 2017/2018	34
4.13 Key Gender and Equity Responsive Interventions for FY 2018/2019.....	36
SECTION FIVE.....	39
RECOMMENDATIONS AND CONCLUSION	39
5.0 Introduction.....	39
5.1 Conclusion	39
5.2 Recommendations	39
5.2.1 Recommendations to Sectors.....	39
5.2.2 Recommendations to MoFPED	40
ANNEXES	41
Annex 1: Vote compliance Level under Mission Statement, Strategic Objectives and Past Performance	41
Annex 2: Vote compliance Level under Medium Term Plans and Program Outcome	49
Annex 3: Vote compliance Level under Plans for the Ensuing Year (2018/2019).....	56
Annex 4: Vote overall compliance (2018/2019)	64

List of Figures

Figure 4.1: Commitment of Mission Statements to inclusion16

Figure 4.2: Reflection of realised outputs with respect to gender and equity dimensions.18

Figure 4.2: Reflection of funds utilised on realised outputs that address gender and equity requirements19

Figure 4.4: Compliance of votes medium term interventions with gender and equity requirements19

Figure 4.5: Disaggregation and Responsiveness of vote outcome indicators with gender and equity and;20

Figure 4.6: Reflection of realised outputs with respect to gender and equity dimensions.21

Figure 4.7: National Compliance with Gender and Equity for the FYs 2016/2017 - 2018/2019.....30

List of Tables

Table 1.1: Assessment Areas and weights attached 5

Table 3.1: Assessment tools 11

Table 3.2: Grading of Performance 14

Table 4.1: Number of Votes Assessed with Respect to Sector 15

Table 4.2: Average Compliance of Vote Strategic Objectives with Gender and Equity Requirements 17

Table 4.3: Overall Compliance of the 2018/2019 MPs with gender and equity selected dimensions; 22

Table 4.4: Overall Compliance of MPs/Votes to Gender and Equity Requirements FY 2016/2017-2018/2019 23

Table 4.5: Trends of vote compliance for the last three consecutive sets of assessment; 24

Table 4.6: Sectors to be issued a certificate of compliance to Gender and Equity for the Financial Year 2018/2019 30

Table 4.7: Votes/MDAs that should not be issued a certificate of compliance with Gender and Equity for the Financial Year 2018/2019 34

List of Abbreviations

AA	Affirmative Action
ACFODE	Action for Development
AIDs	Acquired Immune Deficiency Syndrome
ANC	Antenatal Care Services
AU	African Union
BCC	Budget Call Circular
BFPs	Budgets Framework Papers
CAIIP	Community Agricultural and Infrastructure Improvement Project
CDA	Cotton Development Authority
CRC	Convention on the Rights of the Child
CSBAG	Civil Society Budget Advocacy Group
CSOs	Civil Society Organizations
DDA	Diary Development Authority
DEVAW	United Nations Declaration on Violence against Women (, 1993),
EAC	East African Community
EOC	Equal Opportunities Commission
ESC	Education Service Commission
ESO	External Security Organization
EU	European Union
FOWODE	Forum for Women in Democracy
FY	Financial Year
G&E	Gender and Equity
GBV	Gender Based Violence
GEB	Gender and Equity Budgeting
GFPs	Gender Focal Persons
GIZ	German Development Cooperation
HIV	Human Immune Virus
HSC	Health Service Commission
ICT	Information Communication and Technology
IOG	Inspectorate of Government
JLOS	Justice Law and Order Sector
JSC	Judicial Service Commission
KCCA	Kampala Capital City Authority
LDC	Law Development Centre
LGs	Local Governments
M&E	Monitoring and Evaluation
MDAs	Ministries Departments and Agencies
MEMD	Ministry of Energy and Mineral Development
MGLSD	Ministry of Gender Labour and Social Development
MOD	Ministry of Defense

MoFPED	Ministry of Finance, Planning and Economic Development,
MPSs	Ministerial Policy Statements
NAADS	National Agriculture Advisory Services
NDPII	National Development Plan II
NFA	National Forestry Authority
NITA	National Information Technology Authority
NMS	National Medical Stores
NPA	National Planning Authority
OAG	Auditor General
OWC	Operation Wealth Creation
PBB	Programme Based Budgeting
PFMA	Public Finance Management Act 2015
PPDA	Public Procurement and Disposal of Asset Authority
PSC	Public Service Commission
PWD	Persons With Disabilities
RHH	Regional Referral Hospitals
SAGE	Social Assistance Grant for Empowerment
SDGs	Sustainable Development Goals
SNE	Special Needs Education
UACE	Uganda Advanced Certificate of Education
UAE	Uganda Arab Emirates
UBOS	Uganda Bureau of Statistics
UBTS	Uganda Blood Transfusion Services
UCI	Uganda Cancer Institute
UEPB	Uganda Export Promotion Board
UHRC	Uganda Human Rights Commission
ULC	Uganda Land Commission
UN	United Nations
UNBS	Uganda National Bureau of Standards
UNCHR	United Nations High Commissioner for Refuges
UNCTAD	United Nation Conference on Trade and Development
UNEB	Uganda National Examination Board
UNESCO	United Nation Education Scientific and Culture Organization
UNMA	Uganda National Meteorological Authority
UNRA	Uganda National Roads Authority
UPDF	Uganda Peoples Defense Force
UPF	Uganda Police Force
URA	Uganda Revenue Authority
URF	Uganda Road Fund
USE	Universal Secondary School
UTB	Uganda Tourism Board

UWA	Uganda Wildlife Authority
UWEP	Uganda Women Entrepreneurs Fund
UWONET	Uganda Women's Network
UWOPA	Uganda Parliamentary Women Association
WCU	Wildlife Clubs of Uganda
WIPO	World Intellectual Property Organization
WMO	World Metrological Organization
WTO	World Trade Organization
YLP	Youth livelihood Project

Executive Summary

1.0 Introduction

In accordance with Section 13 (15) g (i) and (ii) of the Public Finance Management Act, 2015 (PFMA)², the Equal Opportunities Commission assessed a total of 142 Ministerial Policy Statements for compliance with gender and equity requirements. The main objective of the assessment was to establish the level of compliance of the 142 votes with Gender and Equity requirements for the Financial Year 2018/2019.

2.0 Assessment Approach

The assessments were conducted by the Equal Opportunities Commission in collaboration with the Ministry of Finance, Planning and Economic Development, Uganda Civil Service College Jinja and the Ministry of Gender Labour and Social Development using MPS assessment tools for the FY 2018/2019. The team carried out the assessment within a period of 14 days. The assessment team was constituted into four groups with reference made to specialty. Each group was required to assess one vote at a time and upon completion, the assessment findings were subjected to review and plenary discussion by the entire assessment Team.

3.0 Assessment Findings

- i. The assessment exercise was guided by a check list which is in line with the structure of the Ministerial Policy Statements. The sections of focus included; Vote Overview (vote Mission Statement and strategic objectives), Past Performance, Medium Term Plans, Vote Programme performance, Plans for the Ensuing Year and Challenges to addressing Gender and Equity Issues. The above dimensions were assessed with respect to inclusiveness, gender, location, age (youth, children, adults and older persons) and disability among others.
- ii. In total, the Equal Opportunities Commission assessed 142 MPs as compared to 139 MPs in the FY 2017/2018.

3.1 Vote Overview

- i. Out of 142 votes assessed, 140 votes (98.6%) reflected Mission Statements with demonstrated commitment to inclusion. Votes whose Mission Statements were found non inclusive include; Uganda Coffee Development Authority and Uganda Industrial Research Institute.
- ii. The average compliance of vote strategic objectives with gender and equity requirements was 75%. Out of 142 votes assessed, strategic objectives for 81 votes (56%) were found to be at least 80% compliant. On the other hand, 7 votes (5%) registered 0% compliance on their strategic objectives. These included; Butabika

² That emphasis sections 14 and 15 of the Equal Opportunities Commission Act, 2015

Hospital, Electoral Commission, Kampala Capital City Authority, Masaka Referral Hospital, Uganda Coffee Development Authority, Uganda Export Promotion Board and Uganda Investment Authority. Besides the 7 votes, compliance for 22 votes on strategic objectives was 40% and below

3.2 Past Performance

- i. MDAs performed well with regards to reporting past performance by location (95%) and gender (72%). However, there was none compliance pertaining to reflecting realised outputs that address the needs of children (33%), PWDs (23%) and older persons (21%).
- ii. At vote level, 24 MDAs did not capture any output on gender. 53 MDAs (37%) did not report on any output on youth despite national efforts to address youth related challenges such as unemployment. Pertaining to children, a total of 95 MDAs (67%) did not report on any output under past performance. Older persons and Persons with disabilities were the most affected with 112 MDAs and 109 MDAs registering 0% compliance regarding reflection of outputs targeting the two categories.
- iii. With exception of location, MDAs did not reflect funds utilised for most of the reported outputs that address gender and equity requirements. A total of 37 votes (26%) and 62 votes (44%) did not reflect any funds specifically utilised to address gender and youth related concerns. Besides, 99 votes (70%), 112 Votes (79%) and 116 votes (82%) likewise did not reflect any funds utilised to address concerns that affect children, Persons with disabilities and Older Persons.

3.3 Medium Term Plans

The medium term interventions were inclined on location with a compliance level of 83%. Findings revealed less commitment towards interventions that address gender and equity issues by disability and age. A total of 57 votes (40%) and 75 votes (53%) did not commit to any intervention to address gender and age (children, youth and older persons) related concerns in the medium term. Besides, 126 votes (89%), did not commit to any interventions targeting persons with disabilities in the medium term.

3.4 Responsiveness of Outcome Indicators with Gender and Equity Requirement

With exception of Location, outcome indicators for most of the MDAs are not responsive to the various gender and equity dimensions. This would be addressed through disaggregation of data, however, the online Program Budgeting System does not provide for information disaggregation. The most affected categories include persons with disabilities, children, youth and older persons.

3.5 Plans for the Ensuing Year

- i. Under plans for the ensuing year, MDAs mainly committed to outputs that are equity responsive by location (91%). Majority of the MDAs did not comply with the minimum number of required outputs to address the needs of PWDs, Older Persons and Children for example, 10 MDAs did not commit to any output that explicitly target addressing gender related issues. These include; Rural Electrification Agency (REA), Local Government Finance Commission, Mission in France, Uganda Virus Research Institute (UVRI), Mission in Egypt, Law Development Centre, Kyambogo University, Public Service Commission, East African Community and the National Curriculum Development Centre.
- ii. Pertaining to youth, a total of 57 MDAs (40%) did not commit any thing towards the youth for the FY 2018/2019. Children, Older persons and Persons with disabilities were the most affected with 90 MDAs, 112 MDAs and 91 MDAs registering 0% compliance regarding making commitment to outputs targeting the three categories respectively.
- iii. Pertaining to reflection of funds allocated, with exception of location, MDAs do not specifically reflect funds allocated for outputs that address gender and equity requirements. A total of 14 votes (10%) and 68 votes (48%) did not reflect any funds specifically allocated to address gender and youth related concerns. Besides, 96 votes (67%), 93 Votes (65%) and 115 votes (81%) likewise did not reflect any funds allocated to address concerns that affect children, Persons with disabilities and Older Persons.

3.6. Overall Compliance of the 2018/2019 MPs with Gender and Equity Dimensions

- i. Commitment and reporting under the 2018/2019 Ministerial Policy Statements are inclined on location (82%) followed by gender (58%). Majority of the votes still have challenges in ensuring that their respective plans and budgets equally target children, older persons and persons with disabilities.
- ii. Out of the 142 Votes assessed, 18 (13%) passed in the range of 70%-100%, 31 votes (22%) were in the range 60%-69%, 65 votes scored in the range of 50%-59% while 28 votes scored below 50%. Comparison of results for FY 2017/2018 with FY 2018/2019, reveal that 84 MDAs (59%) registered improvement while 56 MDAs (39%) registered a decline. 3 MDAs (2%) maintained performance for the two Financial Years.
- iii. Overall, there has been improvement in the level of compliance of Ministerial Policy Statements with gender and equity requirements in the FY 2018/2019 of 5%age points from 50% in 2017/2018 to 55%. The improvement is attributed to capacity building effort, change of attitude and development of guiding tools on gender and equity planning and budgeting such as the gender and equity compacts and the National Compendium on gender and equity.

3.7 Overall Vote Specific Compliance FY 2016/2017-2018/2019

The Commission received 142 Ministerial Policy Statements for the FY 2018/2019 as compared to 139 votes in the FY 2017/2018. Table 4.5 below presents trends of vote compliance for the last three consecutive sets of assessment;

Table 4.5: Trends of vote compliance for the last three consecutive sets of assessment;

S/N	Vote Name	2016/17	2017/18	2018/2019
1	Ministry of Gender, Labour and Social Development	98%	91%	88.0%
2	Ministry of Education and Sports	80%	78%	87.3%
3	Equal Opportunities Commission	82%	90%	85.0%
4	Ministry of Tourism, Wildlife and Antiquities	53%	68%	82.0%
5	Ministry of Justice and Constitutional affairs	60%	54%	80.0%
6	Ministry of Agriculture, Animal Industry and Fisheries	49%	70%	79.3%
7	Kampala Capital City Authority	58%	78%	79.0%
8	Ministry of Health	84%	75%	78.3%
9	Soroti Referral Hospital	49%	50%	75.7%
10	Parliamentary commission	44%	73%	75.0%
11	Ministry of Internal Affairs	46%	66%	74.7%
12	Ministry of Water and Environment	59%	51%	74.0%
13	Mbarara Referral Hospital	59%	66%	74.0%
15	Uganda Human Rights Commission	64%	51%	73.0%
14	Ministry of Defence	88%	50%	73.0%
16	Public Procurement and Public Disposal of Assets	60%	50%	71.7%
17	Ministry of Finance, Planning and Economic Development	57%	60%	70.7%
18	Ministry of Lands, Planning and Urban Development	57%	70%	70.0%
20	Uganda Road Fund	41%	53%	69.0%
21	Jinja Referral Hospital	47%	59%	69.0%
19	Office of the Prime Minister	65%	70%	69.0%
22	Naguru Referral Hospital	69%	66%	69.0%
24	Mission in Geneva	40%	27%	68.0%
23	Uganda National Medical stores	60%	50%	68.0%
25	Moroto Referral Hospital	59%	66%	66.7%
26	Mulago Hospital Complex	41%	65%	66.0%
27	Mubende Referral Hospital	58%	63%	66.0%

S/N	Vote Name	2016/17	2017/18	2018/2019
28	Directorate of Ethics and Integrity	60%	69%	65.0%
29	Gulu Referral Hospital	41%	62%	64.7%
31	Mission in Japan	40%	28%	64.0%
30	Uganda Blood Transfusion Service	52%	52%	64.0%
32	National Planning Authority	40%	67%	63.7%
34	Mbarara University	64%	33%	63.7%
36	National Environment Management Authority	66%	55%	63.7%
35	Uganda Prisons Service	68%	71%	63.7%
33	Director of Public Prosecutions	86%	54%	63.7%
37	Butabika Hospital	66%	61%	63.3%
38	State House	55%	50%	62.7%
39	Uganda Registration Services Bureau	43%	63%	62.0%
40	Education Service Commission	52%	63%	62.0%
41	Kabale University	41%	30%	61.7%
42	Uganda National Examinations Board	42%	57%	61.3%
43	National Information Technology Authority	40%	55%	61.0%
44	NAADS Secretariat	50%	62%	61.0%
46	Hoima Referral Hospital	40%	62%	60.7%
45	Auditor General	44%	56%	60.7%
47	East African Community	40%	56%	60.3%
48	Mission in China	40%	15%	60.0%
49	Mission in Belgium	40%	25%	60.0%
51	Mission in Ethiopia	40%	18%	59.0%
50	Fort Portal Referral Hospital	46%	51%	59.0%
52	Consulate in Mombasa	40%	18%	58.7%
53	Mission in Iran	40%	23%	58.7%
54	UBOS	57%	64%	58.0%
55	Dairy Development Authority	40%	55%	57.7%
57	Kyambogo University	42%	55%	57.7%
56	Muni University	46%	50%	57.7%
59	Mission in Saudi Arabia	40%	15%	57.0%
58	Law Reform Commission	69%	58%	57.0%
60	Directorate of Government Analytical Laboratory		58%	57.0%

S/N	Vote Name	2016/17	2017/18	2018/2019
64	Mission in Canada	40%	22%	56.7%
63	National Agricultural Research Organisation	44%	50%	56.7%
61	National Citizenship and Immigration Control	52%	70%	56.7%
62	Uganda Police Force	65%	61%	56.7%
65	National Animal Genetic Resource Centre & DB	44%	61%	55.7%
66	Uganda Revenue Authority	56%	50%	55.7%
67	Uganda Cotton Development Organisation	62%	60%	55.7%
68	Ministry of Public Service	65%	62%	55.3%
69	Mission in Washington	40%	36%	55.0%
72	Lira Referral Hospital	40%	35%	54.7%
70	Uganda Coffee Development Authority	52%	23%	54.7%
71	Arua Referral Hospital	55%	73%	54.7%
74	Public Service Commission	40%	63%	54.3%
73	Ministry of Works and Transport	58%	66%	54.3%
75	Mission in South Africa	40%	50%	54.0%
79	Mission in England	40%	20%	53.7%
76	Uganda Management Institute	40%	53%	53.7%
78	External Security Organisation	44%	50%	53.7%
77	Gulu University	54%	68%	53.7%
83	Mission in Sudan	40%	11%	53.0%
80	Office of the President	42%	51%	53.0%
82	Kabale Referral Hospital	41%	56%	52.7%
81	Ministry of Trade, Industry and Cooperatives	46%	65%	52.7%
85	Consulate in Guangzhou	40%	19%	52.3%
84	Mission in Ankara	40%	30%	52.3%
91	Mission in Denmark	40%	17%	52.0%
86	Judiciary	40%	66%	52.0%
87	Mbale Referral Hospital	50%	50%	52.0%
88	Ministry of ICT and National Guidance	52%	50%	52.0%
92	Mission in Malaysia	40%	51%	51.7%
90	Health Service Commission	41%	62%	51.7%
89	Ministry of Foreign Affairs	62%	52%	51.7%
93	Uganda Embassy in Algeria, Algiers			51.7%

S/N	Vote Name	2016/17	2017/18	2018/2019
94	Mission in Italy	40%	25%	51.3%
95	Mission in DR Congo	40%	18%	51.0%
99	Uganda Export Promotion Board	40%	58%	51.0%
98	Uganda Tourism Board	41%	50%	51.0%
96	Ministry of Energy and Mineral Development	52%	55%	51.0%
97	Electoral Commission	72%	51%	51.0%
106	Mission in Bujumbura	40%	22%	50.7%
102	Mission in India	40%	50%	50.7%
105	Uganda National Bureau of Standards	42%	71%	50.7%
101	Makerere University	46%	12%	50.7%
103	Ministry of Local Government	48%	50%	50.7%
100	Uganda National Roads Authority	48%	60%	50.7%
104	Uganda Aids Commission	54%	34%	50.7%
113	Mission in Rwanda	40%	10%	50.0%
112	Mission in New York	40%	19%	50.0%
114	Mission in Russia	40%	29%	50.0%
109	Judicial Service Commission	41%	62%	50.0%
110	Uganda Land Commission	42%	70%	50.0%
108	Makerere University Business School	43%	50%	50.0%
111	National Forestry Authority	47%	70%	50.0%
107	Inspectorate of Government	51%	53%	50.0%
115	Mission in Tanzania	40%	19%	43.0%
116	Mission in Juba	40%	32%	43.0%
117	Uganda Industrial Research Institute	40%	50%	41.0%
118	Financial Intelligence Authority		50%	40.0%
119	National Identification and Registration Authority (NIRA)		60%	40.0%
120	Lira University	40%	70%	39.7%
122	Mission in Somalia	40%	16%	38.7%
121	Mission in Kenya			38.7%
123	Mission in Germany	40%	6%	38.0%
124	Masaka Referral Hospital	62%	61%	37.0%
126	Mission in Canberra	40%	20%	36.7%
127	National Curriculum Development Centre	60%	52%	36.7%

S/N	Vote Name	2016/17	2017/18	2018/2019
125	Ministry of Science, Technology and Innovation		50%	36.7%
128	Mission in Abu Dhabi	40%	50%	35.7%
129	Uganda National Meteorological Authority	40%	50%	34.3%
130	Soroti University	53%	59%	32.0%
133	Uganda Cancer Institute	42%	58%	31.0%
132	Busitema University	53%	56%	31.0%
131	Uganda National Oil Company			31.0%
134	Uganda Heart Institute	47%	51%	29.0%
135	Uganda Investment Authority			26.7%
136	Local Government Finance Commission	47%	53%	26.0%
137	Law Development Centre	41%	64%	25.7%
138	Uganda Virus Research Institute (UVRI)		50%	24.0%
139	Rural Electrification Agency (REA)	47%	51%	23.0%
140	Mission in Nigeria	40%	26%	22.7%
141	Mission in France	40%	19%	12.0%
142	Mission in Egypt	40%	15%	11.0%
143	Mission in Libya	40%	20%	
	Average	53%	50%	55%

Source: EOC MPS G&E Assessment FY 2018/2019

3.8 Key Gender and Equity Responsive Interventions for FY 2018/2019

This Section shows the Key interventions, Votes are committed to in various Sectors in the FY 2018/2019 that address gender and equity concerns.

- i. The Education Sector allocated UGX 3.320 billion to Special Needs Education. The Ministry plans to identify, assess and place 1,000 SNE Learners and provide for 200 schools with subvention. In addition, UGX 1.036 billion was allocated under the development and improvement of Special Needs Education to produce monitoring and supervision reports, construct a perimeter wall, 2 dormitories and 1 block of teachers house of 4 units and 1 block of 2 classrooms at Mbale School for the deaf.
- ii. Government of Uganda has allocated UGX 16.743 billion to disability and older persons, UGX 65.667 to the Youth Livelihood Programmes and UGX 3.782 billion to Youth and children affairs under the Social Protection for Vulnerable Groups. UGX 38.734 billion has been allocated to Uganda Women Entrepreneurs Fund (UWEP) under the Gender, Equality and Women's empowerment. In order to promote decent employment, the Ministry of Gender, Labor and Social Development has

made commitment to ensure that 600 labor related complaints are settled regarding the observance of working conditions.

- iii. UGX 3.807 billion has been allocated under the Energy and Mineral Development Sector to promote Renewable Energy & Energy Efficiency. In order to increase rural electrification, the Sector plans to electrify 4 district headquarters, construct 400 lines KM of Low Voltage (11KV), construct 300 lines KM of MV (33KV) and install 5,000 solar systems. In the bid to promote energy efficiency, 25 sites demonstrating use of improved energy technologies will be set up. Renewable energy targets mainly the youth in small businesses and rural women for home consumption.
- iv. Under Trade, Industry and Co-operatives, the establishment of Zonal Agro-Processing facilities was allocated UGX 16.260 billion. In the FY 2018/2019, a total of 20 enterprises will be supported with value addition equipment to promote value addition and cluster development. The Sector will also ensure Soroti and Luwero fruit factories are operational at a cost of UGX 7.983 billion. This will be a source of employment for the growing numbers of unemployed youth as well as household income.
- v. Lands, Housing and Urban Development Sector allocated UGX 9.906 billion to compensate 2,766 hectares of Land from both absentee male and female landlords in Bunyoro, Buganda, Ankole and Toro to enhance the security of tenure for the squatters. These are majorly older persons, women and youth whose livelihood solely depends on land.
- vi. The Water and Environment Sector allocated UGX 42.094 billion to rural water supply and sanitation project and Solar Powered Mini-Piped Water Schemes in rural Areas.
- vii. Justice, Law and Order Sector has allocated UGX 18.325 million to improve the protection of victims of human trafficking and social reintegration or rehabilitation of offenders through 21 offender rehabilitation projects. Human trafficking affects majorly girls and youth who are in search for employment both nationally and internationally.
- viii. The National Citizenship and Immigration Control plan will be linked to Passport data with NIRA and rolled out (Border Management System) BMS to 15 borders (*Katuna, Busia, Malaba, Cyanika, Mutukula, Elegu, Mpondwe, Mirama, Vurra, Bunagana, Oraba, Goli, Ntoroko, Suam River, Afogi*). UGX 7.469 billion has been allocated to improve sanitation conditions and reduce the bucket system in police stations and police posts and strengthen access to justice for refugees among other vulnerable populations billion.
- ix. Public Sector Management plans to have the National Records Centre and Archives operationalized, by identifying and indexing all the historical sites and sources of archives in East African Community States. Office of the Prime Minister has started the process of acquiring more Land in Namanve to construct another central warehouse/large relief store at UGX 800 million, with the growing number

of refugees, this will enable timely intervention with relief supplies saving especially the most vulnerable population (Pregnant women, children , older persons and PWDs). At UGX 1.475 billion (Local Government level), a pilot road water harvesting technologies in 5 sites, additional Renewable Energy Technologies (RETs) to vulnerable households and selected public institutions will be installed as well as 15 Automatic Weather stations in the project areas.

- x. Agriculture Sector allocated UGX 117.601billion to license 300 firms/individuals to export agricultural products and train 1,000 crop post-harvest handling technologies under Agro-cluster development. In strengthening agricultural extension which benefits rural farmers, youth and hard to reach locations, UGX 682 million has been allocated to form 1,000 farmer groups, ration 500 extension officers to farmers and accredit 20 Agricultural extension service providers.
- xi. Health Sector has allocated UGX 700 million to construct a specialized Neonatal and Maternal Unit in Mulago Hospital, UGX 1 billion to Regional Hospital for Pediatric Surgery, UGX 83.4 billion to Uganda Reproductive Maternal and Child Health Services Improvement Project and lastly UGX 753. 66 billion to Global Fund for AIDS, TB and Malaria control and management.

3.9 Conclusion

The Commission received 142 Ministerial Policy Statements for Gender and Equity compliance assessment. Based on the Gender and Equity guidelines and the assessment tools developed, the MPSs were subjected to comprehensive assessment for compliance with Gender and Equity requirements.

The overall national compliance with Gender and Equity requirements for the FY 2018/2019 was 55% as compared to 50% in the FY 2017/2018. The Commission congratulates the 114 votes/MDAs for passing the assessment. At the same time the Commission calls upon the 28 votes/MDAs to work closely with the Commission to rectify the gaps reflected in this Report. The Commission through this Assessment Report recommends to the Minister of Finance Planning and Economic Development to issue the Gender and Equity Certificate of Compliance to the 114 votes/MDAs that at least scored 50%.

3.10 Recommendations to Sectors

- i. All Votes should review the recommendations made on each of the assessment area.
- ii. The 28 Votes whose score was below 50% should revise their Ministerial Policy Statements with guidance of the recommendations made on each of the performance area.
- iii. The 114 Votes/MDAs that passed the assessment should take note of the Commission's recommendations for future programming.

- iv. MDAs should put to effective use the various gender and equity budgeting tools in place among which includes the gender and equity compacts and the National Compendium on gender and equity
- v. MDAs should submit their MPSs in time to enable the Commission complete the assessments in time and also support MDAs with Gender and Equity technical challenges.
- vi. It is recommended that all MDAs should nominate focal persons (particularly from the Planning Units/Functions) whom the Commission should liaise with in matters of Gender and Equity as a short term measure. In the medium term, MDAs may recruit or hire Technical Advisors for Gender and Equity mainstreaming where resources permit.

3.11 Recommendations to MoFPED

- i. It is recommended that the 114 votes that scored 50% and above be issued the Certificate of Gender and Equity Compliance as per the relevant section(s) of the PFMA 2015.
- ii. The 28 votes that did not achieve the minimum qualifying score MUST not be issued the Certificate of Gender and Equity Compliance until the necessary requirements are fulfilled.
- iii. The Commission recommends to the Ministry of Finance to consider reviewing the online program budgeting system such that MDAs are able to capture resources allocated and utilised per output. The current system captures resource under the chart of accounts and subprogram. Secondly, the system also needs to make provision for disaggregating data on outcome indicators such that when a vote reports the national status, disaggregation can as well be made were applicable with respect to location (region, urban, rural, hard to reach, islands etc), gender, age among others.

Section One

General Introduction

1.0 Introduction

In accordance with Section 13 (15) g (i) and (ii) of the Public Finance Management Act, 2015 (PFMA)³, the Equal Opportunities Commission assessed a total of 142 Ministerial Policy Statements for compliance with gender and equity requirements. The PFMA provides that a certificate shall be issued by the Minister responsible for Finance, Planning and Economic Development in consultation with the Equal Opportunities Commission; (i) certifying that the policy statement is gender and equity responsive; and (ii) specifying measures taken to equalize opportunities for men, women, persons with disabilities and other marginalized groups.

This Year's MPS assessment Report (FY 2018/2019) is 4th in series since 23rd February, 2015, when government of Uganda strengthened its commitment to realize equal opportunities in Planning and Budgeting by introducing the Public Finance Management Act, 2015 (PFMA) with 3 provisions on compliance with gender and equity by all Ministries, Departments, Agencies and Local Governments.

The Report is structured into five chapters, namely; (i) General Introduction, (ii) the Commission's progress on promoting gender and equity planning and budgeting in Uganda as provided for under the PFMA, (iii) the assessment approach for the FY 2018/2019, (iv) assessment findings (v) recommendations and conclusions.

1.1 Background to Gender and Equity Budgeting

At global level, guiding policy frameworks on development and growth have undergone several reforms with a view of achieving sustainable inclusive growth and development. Among the most recent frameworks include the 8 Millennium Development Goals (2000-2015) and the current 17 Sustainable Development Goals (2015-2030) under which gender and equity is explicitly emphasised.

In the case of Uganda, Government through the Ministry of Finance, Planning and Economic Development (MFPED) formally adopted gender and equity budgeting (GEB) in the Financial Year 2003/2004. For the first time government under the FY 2003/2004 Budget Call Circular (BCC) directed all the MDAs and LGs to show how they will address gender issues through their budgets. The areas of focus as directed included gender, regional inequalities and exclusion of poor and vulnerable groups including children, youth, persons with disabilities and the older persons.

³ That emphasis sections 14 and 15 of the Equal Opportunities Commission Act, 2015

In accordance to the directive to budget for gender, in 2004, the MFPED, in collaboration with Ministry of Gender, Labour and Social Development (MGLSD) developed a Gender and Equity User's Manual and in 2005 MGLSD developed Gender Budgeting Guidelines and Analytical Tools for Lower Local Governments to assist in the preparation of sector BFPs.⁴

Subsequently, in 2005, MFPED conducted the initial GEB capacity building for gender focal persons, planners and budget officers from various sectors among which included; Health, Agriculture, Education, the JLOS and Water and Sanitation. Training and awareness creation was also carried out for the Parliamentary Budget Office and Sectoral Committees on GEB in view of parliaments mandate in budget appropriation.

While significant achievements were registered with the various reforms and enacted laws, there was little progress made in ensuring compliance with issues of Gender and Equity in plans and budgets and hence realising inclusive growth and development took a slow pace more especially in disadvantaged areas. The slow pace was attributed to lack of coordination and limited implementation of the legal and policy frameworks that existed at the time.

In 2006, government approved the National Policy on equal opportunities and on 4th April 2007, the law establishing the Equal Opportunities Commission was assented too, with a mandate of eliminating discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, colour, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, and take affirmative action in favour of groups marginalised on the basis of gender, age, disability or any other reason created by history, tradition or custom for the purpose of redressing imbalances which exist against them.

The EOC's mandate (EOC Act, 2007), gave the impetus to the various stakeholders to join hands in advocacy for gender and equity planning and budgeting as a mandatory legal requirement. THE PUBLIC FINANCE MANAGEMENT BILL was identified as the most suitable law. Consequently, on 23rd February 2015 the Public Finance and Management Act 2015, was enacted with three provisions on Gender and Equity. The law mandates the Minister responsible for Finance, Planning and Economic Development to issue a certificate, certifying that the Ministerial Policy Statements are Gender and Equity responsive; and specifying measures taken to

⁴ National Gender Policy, 2007 defines gender and equity budgeting as a type of resource allocation that includes analysis of public revenues and public expenditures from a gender and equity perspective. This means that the budgetary implications for, and impacts on, women and girls, compared to men and boys, are considered.

equalize opportunities for women, men, Persons with Disabilities and other marginalised groups in consultation with the Equal Opportunities Commission.

1.2 Rationale for Gender and Equity Planning and Budgeting

According to estimates as of March 2018, the World's population is 7.6 billion people and projected to hit 8.5 billion in the next 12 years (by 2030). The global overarching framework to equitably address the needs of the current and future population is the 2030 agenda (17 SDGs) to which 193 sovereign states out of 195 states are signatory Uganda inclusive. The 2030 global agenda is centered on sustainable inclusive growth and development and gender and equity budgeting is a key strategy to the realisation of the Global Dream of leaving no one behind. No country, community, or economy can achieve its potential or meet the challenges of the 21st century without the full and equal participation of all its inhabitants - women and men, girls and boys, the rich and poor, rural and the urban inhabitants, children, youth and the older persons, persons with disabilities, ethnic minorities among others.

Secondly, the government of Uganda is committed to the vision 2040 **“A Transformed Ugandan Society from a Peasant to a Modern and Prosperous Country within 30 years”**. As the country strives to transform Ugandans through among other strategies enhancing the average income earned by a Ugandan per year (per capita income) from 1.8 million (2010) to 34 million in 2040, it's critical to have interventions that uplift the incomes of the less earners which can be realised through gender and equity budgeting.

In the Year 2010, 24.5% Ugandans were below the poverty line. Six years down the road (2016/2017) the poverty prevalence declined to 21.4%. In accordance with the vision 2040, Uganda's target is to reduce poverty prevalence to 5%. If this target is to be realised within the remaining 22 years, all Ministries, Departments, Agencies and Local Governments ought to demonstrate commitment to equitably address poverty among the poor who mainly include women, older persons, youth, ethnic minorities and PWDs among other categories.

Uganda's tax base is still low and we should dream of running a surplus budget one day. Gender and Equity Budgeting is a key strategy in enhancing the Country's tax base. In FY 2016/17, the net revenue collection was UGX 12.719.63 Trillion, against UGX 13.177.Trillion that was projected. Exclusive and discriminative planning and budgeting results into having a small proportion of the population being economically active and hence subjected to bearing the tax burden. This is because those marginalised and discriminated during planning and budgeting end up taking less participation in economic activities. Therefore it was a wise

decision for the Government of Uganda to embrace gender and equity budgeting as a key strategy to enhance economic participation among the vulnerable.

Gender and Equity Budgeting promotes balanced growth and development at regional level. This is because the approach is designed to bring about sustainable and balanced regional development in all aspects. To date, the central region remains advantaged in terms of social amenities as compared to the rest of the traditional regions. Taking an example of Education where the Eastern Region has dominated the list of poor performing districts for the last 7 years. Gender and Equity Budgeting is geared towards eliminating such associated inequalities with respect to the various dimensions.

There is a global concern of the Poor getting poorer and the rich getting richer. It has been reported that the richest 10 per cent of Ugandans have had their income grow by an impressive 20 per cent per year and own 35.7 per cent of the country's wealth, leaving the remaining 90 per cent of Ugandans to share the remaining 64.3 per cent of the national income. It is further reported that the poorest Ugandans have seen their possessions decline by 21 per cent over the past 20 years. Therefore, Gender and Equity Budgeting is one of the strategies to address the income gap between the rich and the poor. Whereas Uganda's GINI Coefficient was reported at 0.37 there is more effort need to reduce the gap further.

Equitable Employment Creation; there is a global challenge of unemployment more especially among the youth. Uganda's target is to have 94% of the labour force employed come 2040. This can be achieved through Gender and Equity Budgeting among other strategies.

Reduced Government Expenditure on social protection; Government would end up incurring huge expenditures on social protection programs and social services due to high poverty levels and inability of the populace to afford basic needs. However, successful implementation of Gender and Equity Budgeting reduces government expenditure.

Lastly, taking affirmative action in favour of marginalised groups is a cardinal Principle under Gender and Equity Budgeting. The need to advance affirmative action in favour of marginalised groups is a key principle under inclusive growth and development. Article 32 (1) states that; "Notwithstanding anything in this Constitution, the State shall take affirmative action in favour of groups marginalised on the basis of gender, age, disability or any other reason created by history, tradition or custom, for the purpose of redressing imbalances which exist against them".

Uganda's population is estimated to be 37.7million people (UBOS 2017) out of which over 80% constitute the marginalised and vulnerable groups. These include

women (52%), youth (38%), orphans and other vulnerable children (55%), older persons (4%), ethnic minorities (1%), persons with disabilities (12%), the rural and urban poor (21.4%) and persons living with HIV/AIDS, among others. Gender and equity budgeting therefore is a key strategy in addressing the needs of the marginalised persons who constitute over 80% of the population.

1.3 Scope of the Assessment Exercise

The Commission assessed a total of 142 Ministerial Policy Statements with seven areas of focus. Table 1.1 below presents the areas of focus with respect to the weights attached;

Table 1.1: Assessment Areas and weights attached

S/N	Area of Focus	Weight
i.	Sector contribution to Inclusive Growth (NDP II)	1
ii.	Responsiveness of Sector Objective to G&E	5
iii.	Section III: Past Performance	30
iv.	Medium Term Plans	5
v.	Plans for the Ensuing Year	40
vi.	Programme Performance	15
vii.	G&E Challenges	4
	Total Weight	100

Source: EOC Gender and Equity Assessment Tool 2018/2019

The weights were derived based on level of importance for each of the assessment area. The assessment examined the extent to which the 142 votes have incorporated Gender and Equity requirements in an effort to ensure equal treatment or consideration in the enjoyment of rights and freedoms, attainment of access to social services or the participation in social, cultural, economic and political activities regardless of sex, age, race, colour, ethnic origin, tribe, birth, location creed, religion, health status, social or economic standing, political opinion or disability.

1.4. Objective of the Assessment

The main objective was to establish the level of compliance of the 142 votes with Gender and Equity requirements for the Financial Year 2018/2019. This is line with section 13 (15) (i) and (ii) of the PFMA that requires the Minister responsible for Finance, Planning and Economic Development to issue the Gender and Equity compliance certificates to the respective qualifying MDAs in consultation with the Equal Opportunities Commission. The specific objectives of the assessment were:

- i. To examine the extent to which Vote Mission Statements and objectives commit to inclusive growth as provided for in their respective Sector Development Plans (2015/2016-2019/2020);
- ii. To examine the level of compliance of MPSs with Gender and Equity requirements when reporting on past performance and their medium term commitments;
- iii. Examine the extent to which MDAs allocate budgetary resources to priority outputs in response to Gender and Equity concerns or issues.
- iv. To establish the extent to which MDAs incorporated Gender and Equity when committing to outcomes indicators.
- v. Assess Gender and Equity challenges faced by MDAS in budgeting and recommend appropriate measures for corrective action towards ensuring equal opportunities for all.

1.5. Gender and Equity Compliance Tools

The Equal Opportunities Commission in collaboration with other actors has developed gender and equity compliance tools that MDAs ought to use to enhance their respective compliance levels. Among these include;

- i. Gender and Equity Planning and Budgeting Guidelines for Sectors, Ministries, Departments and Agencies; These constitute part of the annual Budget Call Circular issued by the Ministry of Finance Planning and Economic Development.
- ii. Gender and Equity Assessment Tools; Three sets of assessment tools have been developed, namely; the Sector Budget Framework Paper assessment tool, the Ministerial Policy Statement assessment tool and the Local Government assessment tool.
- iii. Gender and Equity Compacts; In accordance with Uganda's National Development Plan II (2015/2016-2019/2020), the compacts provided sector specific gender and equity issues, possible interventions, out puts and outcome. Overall, there 17 sectors out of which 9 compacts for 9 sectors have been finalised and among these include; Education, Health, ICT, Ministry Public Service and Public Service Commission, Works and Transport, Trade Industry and Cooperatives Sector, Justice Law and Order Sector, Agriculture and Energy and Mineral Development Sector.
- iv. National Compendium on Gender and Equity; The compendium was to address the challenge of the high costs required to develop sector specific compacts amidst the urgent need for each vote to be guided on their respective gender and equity specific issues. It was against this background that a compendium was developed with vote specific gender and equity issues in line with the NDP II commitments.

- v. The Gender and Equity Statement; A gender and equity aware statement was developed and integrated into the online Performance Budgeting System. The gender aware statement gives an opportunity to MDAs and Local Governments to summaries their respective gender and equity achievements, plans, utilised resources and allocated resources for the ensuing year among others.

1.6 Gender and Equity Compliance Assessment Processes/Cycle

The gender and equity compliance assessment processes are aligned to the Uganda Budget Calendar. The Commission's cycle for every Financial Year starts in July and ends in the last month of the Financial Year.

- i. In July to August, the Commission makes reflection on sector compliance with gender and equity for the concluded Financial Year
- ii. In August to October, the Commission in collaboration with other actors massively builds capacity of Ministries, Departments, Agencies and Local Governments on gender and equity planning and budgeting for the ensuing year
- iii. Between October and November, the Commission re-orientes gender and equity assessors
- iv. In November to December, the Commission receives and assesses sector Budget Framework Papers for compliance with Gender and Equity. Before end of December, the Commission submits assessment findings to the Minister Responsible for Finance, Planning and Economic Development together with an advice note on the issuance of the Gender and Equity Certificate. The submission is in copy for all Sectors
- v. In the first or second week of January the Commission submits the assessment Report to Parliament and the respective committees to guide the vetting process.
- vi. In the Last three weeks of January, the Commission handles sectors whose Budget Framework Papers were none compliant.
- vii. In February, the Commission summons sectors based on the respective gender and equity issues of concern.
- viii. In March, the Commission receives and assessment Ministerial Policy Statements. These are also subjected to the some process like the sector Budget Framework Papers and their process ends in April.
- ix. In due process of assessing sector BFPs and Ministerial Policy Statements, the Commission develops an inventory of gender and equity issues committed to for subsequent tracking.
- x. In May, the Commission finally receives the National budget which is also subjected to gender and equity assessment.

Section Two

The Policy, Legal and Institutional Frame Work

2.0 Introduction

This section presents the International, Regional and National policy, legal and institutional frameworks on the implementation of gender and equity planning and budgeting in Uganda.

2.1 International and Regional Frameworks

The global overarching framework to equitably address the needs of the current and future population is the 2030 agenda (17 SDGs) that is centered on sustainable inclusive growth and development. Uganda is committed to achieving the 17 Sustainable Development Goals and has dedicated efforts, through NDP II, to realise the full potential of every Ugandan with emphasis on the vulnerable and marginalised groups in society.

Pertaining to the Legal and Regulatory frameworks, Uganda is signatory to several international conventions and declarations that provide for gender and equity. Among these include;

- i. Convention on Elimination of All Forms of Discrimination against Women (CEDAW, 1985)
- ii. The United Nations Declaration on Violence against Women (DEVAW, 1993),
- iii. The Convention on the Rights of the Child (CRC, 1990)
- iv. The Sustainable Development Goals (2030).
- v. The African Union Gender Policy (2009),

2.2 National Policy Framework

There are a number of policies that relate to gender and equity planning and budgeting in Uganda among them includes;

- i. The National Equal Opportunities Policy (2006) which emphasizes promotion of equal opportunities by addressing issues and concerns of marginalization, discrimination, injustice, exclusion, unfairness and inequality in access to resources, services and benefits.
- ii. The Uganda Gender Policy 2007 which situates itself as the overall guiding framework for gender mainstreaming in Uganda.
- iii. The National Development Plan II 2015/16-2020/21 that feeds into the Vision 2040 is very pronounced on inclusive growth.
- iv. The National Youth Policy 2001,
- v. the National Disability Policy 2006,
- vi. the National Orphans And Other Vulnerable Children's Policy 2004 and
- vii. the National Policy for Older Persons among others.

2.3 National Legal and Regulatory Framework.

The 1995 Constitution of the Republic of Uganda (as amended)

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

The Equal Opportunities Commission Act, No. 2 of 2007 (EOC Act)

In 2010, the Equal Opportunities Commission (EOC) was inaugurated in accordance with the Equal Opportunities Commission Act, No. 2 of 2007 (EOC Act)“ to give effect to the State’s constitutional mandate to eliminate discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, color, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, and take affirmative action in favor of groups marginalized for the purpose of redressing imbalances which exist against them; and to provide for other related matters”. Section 14 (1) and 14 (b), (c), (d), (e) and (f) of the Equal Opportunities Commission Act, 2007 provides the requirement for all state and non-state institutions to comply with gender and equity planning and budgeting.

The Public Finance Management Act, 2015 (PFMA)

On 23rd February, 2015, government of Uganda strengthened its commitment to realize equal opportunities in Planning and Budgeting by introducing the Public Finance Management Act, 2015 (PFMA). The Public Finance Management Act, 2015 provides three sections on compliance with gender and equity requirements and these are;

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

responsive; and (ii) specifying the measures taken to equalize opportunities for men, women, persons with disabilities and other marginalized groups

- c) Section 13 (15) g (i) and (ii); Section 13 (15) (g)** states that a certificate shall be issued by the Minister responsible for Finance in consultation with the Equal Opportunities Commission; (i) certifying that the policy statement is gender and equity responsive; and (ii) specifying measures taken to equalize opportunities for men, women, persons with disabilities and other marginalized groups.

2.4 Institutional Framework

A number of stakeholders with interconnected roles and responsibilities are taking part in the implementation of Gender and Equity Budgeting in Uganda. These are;

- a. **Equal Opportunities Commission:** carries out the assessments of the Budget Framework Papers, Ministerial Policy Statements and the National Budget and thereafter advise the Minister responsible for Finance on the issuance of the Gender and Equity Certificate.
- b. **Ministry of Finance Planning and Economic Development:** issues the Certificate of compliance with gender and equity as per the advice of the Equal Opportunities Commission drawn from the assessment findings.
- c. **The Parliament of the Republic of Uganda** has the mandate to pass the National Budget. Under their respective committees, Ministries, Departments and Agencies of Government are required by Parliament to present a certificate of compliance with gender and equity as a pre-condition for budget approval.
- d. **Ministry of Gender Labour and Social Development:** The Ministry provides policy guidance on gender and equity budgeting and also support Ministries, Departments, Agencies and Local Governments on gender mainstreaming.
- e. **Civil Society Organisations** mainly under the Civil Society Budget Advocacy Group umbrella notably FOWODE, UWOPA, ACFODE and UWONET among others have remained instrumental in the area of advocacy.
- f. **Ministries, Departments and Agencies (MDAs):** generate plans and budgets while ensuring they comply with gender and equity requirements.
- g. **The National Task force on Gender and Equity:** This was created at inception to provide support to the process. Membership is drawn from the various state institutions. These include; Ministry of Gender labour and Social Development, Equal Opportunities Commission, Ministry of Finance Planning and Economic Development, Civil Society Organisations, National Planning Authority, Office of the Prime Minister, Uganda Bureau of Statistics, Ministry of Education and Sports and the Ministry of Health.
- h. **The Academia:** Gender is taught as a subject in all institutions of Higher Learning in Uganda.

Section Three Assessment Approach

3.0 Introduction

This Section presents the approach/methodology used in the assessment of Ministerial Policy Statements for compliance with Gender and Equity for the Financial Year 2018/2019. The section provides; (i) preparatory activities, (ii) the assessment team, (iii) the assessment tools, (iv) the assessment process and (v) grading of vote compliance level.

3.1 Preparatory Activities

- i. Reviewed and aligned the 2018/19 Gender and Equity assessment tools for Ministerial Policy Statements
- ii. Trained two Officers in each MDA on gender and equity planning and budgeting.
- iii. Selecting the assessment team and orienting them on the assessment processes and procedures.

3.2 The Assessment Team

- i. The assessments were conducted by the Equal Opportunities Commission in collaboration with the Ministry of Finance, Planning and Economic Development, Uganda Civil Service College Jinja and the Ministry of Gender Labour and Social Development.

3.3 Assessment tools

Table 3.1: Assessment tools

Section	Sub Section	Performance Area	Scoring Checklist
Section I	Vote Mission	Vote Mission Reflects commitment to inclusion/participation by all	Mission Statement highlights elements of Social inclusion/participation by all.
Section II	Strategic Objectives	Vote Strategic /Programme objectives reflects gender and equity concerns	-At least one Strategic/Programme objective is specific in addressing gender or equity issues OR -Objective is all inclusive
Section III	Past Physical Performance	- Vote highlights Gender specific sub	Gender Specific out puts that address Gender inequalities

Section	Sub Section	Performance Area	Scoring Checklist
		programme outputs for the period under review	for the period under review.
		Vote highlights Equity specific sub programme outputs for the period under review	Specific equity outputs that address inequity disaggregated by (age, disability and location) during the period under review
	Past financial Performance	Vote highlights funds utilized on Gender specific out puts during the period under review at sub programme level.	Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at sub programme level.
		Vote highlights funds utilized on Equity specific out puts during the period under review at sub programme level.	-Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at sub programme level.
Section IV	Medium Term Plans	Vote specifies gender targeted interventions for the medium term to ensure equal access to service delivery	-Gender responsive interventions for the five years
		Vote specifies Equity Specific targeted interventions for the medium term to ensure equitable service delivery	-Equity responsive interventions for five years
Section V	Vote Programme performance	Vote Programme performance reflect gender and equity concerns	-At least one programme outcome is specific in addressing gender or equity issues OR
			-the programme outcomes are all inclusive.
			Programme Outcome indicators are gender and equity responsive
			Programme Outcome

Section	Sub Section	Performance Area	Scoring Checklist
			indicators are gender and equity responsive and data disaggregated by: Sex, Age, Disability and Location
Section VI	Physical Plans for the Ensuing Year	- Vote highlights Gender specific sub programme outputs for the Ensuing Year	Gender Specific out puts that address Gender inequalities for the Ensuing Year
		Vote highlights Equity specific sub programme outputs for the Ensuing Year	Specific equity outputs that address inequity disaggregated by age, disability and location for the Ensuing Year
	Financial Plans for the Ensuing Year	Vote highlights funds allocated specifically for Gender out puts for the Ensuing Year.	Specific amount allocated on outputs that address Gender inequalities for the ensuing year
		Vote highlights funds allocated specifically for Equity out puts for the Ensuing Year.	Specific amount allocated on outputs that address inequity (age, disability and location) for the Ensuing Year.
Section VII	Challenges to addressing G&E Issues	<ul style="list-style-type: none"> - Internal challenges to addressing G&E issues - External challenges to addressing G&E issues - Emerging issues (including solutions) 	<ul style="list-style-type: none"> -Policy / legal framework issues -Institutional (including multi-programme /complementary) issues -Capacity (Human, equipment, -Socio-cultural issues -Geographical issues -Others (Specify) -Environmental issues -Proposed actions to challenges.

3.4 Assessment Process

- i. The team carried out the assessment within a period of 14 days.
- ii. The assessment team was constituted into three groups with reference made to specialty. Each group was required to assess one vote at a time and upon

completion, the assessment findings were subjected to review and plenary discussion by the entire assessment Team.

- iii. During the exercise the team examined the degree to which each of the 142 votes took into consideration the Gender and Equity issues for inclusive growth in an effort to ensure equal treatment or consideration in the enjoyment of rights and freedoms, attainment of access to social services or the participation in social, cultural, economic and political activities.

3.5 Grading of Performance

A compliance check list was developed with respect to the targeted areas of compliance. The sum of the overall score was 100%. The weights to the various items in the compliance check list were different and they were based on their level of importance in enhancing inclusive growth. The overall performance was rated in five categories as presented in Table 2.1 below;

Table 3.2: Grading of Performance

Colour	Interpretation	Performance Level
	Very Good Performance	70%-100%
	Good Performance	60%-69%
	Fair Performance	50-59%
	Low Performance	40-49%
	Very Poor Performance	0%-30%

It should be noted that the minimum qualifying score for the FY 2018/19 was maintained at 50%.

3.6 Reporting and Recommendation of Certificate Issuance

With reference made to the assessment findings, the report provides a list of MDAs recommended for issuance of a compliance certificate as well as those that did not meet the minimum requirement.

Section Four Assessment Findings

4.0 Introduction

This chapter presents the assessment findings on compliance of Ministerial Policy Statements (MPSs) with Gender and Equity requirements for the FY 2018/2019. The assessment exercise was guided by a check list which is in line with the structure of the Ministerial Policy Statements. The sections of focus during the assessment included;

- i. Vote Overview (vote Mission Statement and strategic objectives)
- ii. Past Performance
- iii. Medium Term Plans
- iv. Vote Programme performance
- v. Plans for the Ensuing Year
- vi. Challenges to addressing G&E Issues

The above dimensions were assessed with respect to inclusiveness, gender, location, age (youth, children, adults and older persons) and disability among others. In total, the Equal Opportunities Commission assessed 142 MPSs as compared to 139 MPSs in the FY 2017/2018. Table 4.1 below shows the percentage distribution of votes assessed with respect to the 18 sectors.

Table 4.1: Number of Votes Assessed with Respect to Sector

Sector	No.of Votes	%age Share
i. Accountability	8	6%
ii. Agriculture	7	5%
iii. Education	15	11%
iv. Energy and Mineral Development	3	2%
v. Gender, Labour and Social Development	2	1%
vi. Health	24	17%
vii. ICT and National Guidance	2	1%
viii. Justice, Law and Order	14	10%
ix. Lands, Housing and Urban Development	2	1%
x. Legislature	1	1%
xi. Public Administration	40	28%
xii. Public Sector Management	8	6%
xiii. Science, Technology and Innovation	2	1%
xiv. Security	2	1%
xv. Tourism, Wildlife and Antiquities	2	1%
xvi. Trade, Industry and Cooperatives	3	2%
xvii. Water and Environment	4	3%
xviii. Works and Transport	3	2%
Grand Total	142	100%

Source: EOC G&E Assessment FY 2018/2019

From Table 4.1 above, it's revealed that the Public Administration Sector constituted the highest number of votes and this is due to the Missions Abroad that constituted 35 of the 142 votes assessed. Other sectors with a share of at least 10% of the total votes included; Health, Education and Justice, Law and Order.

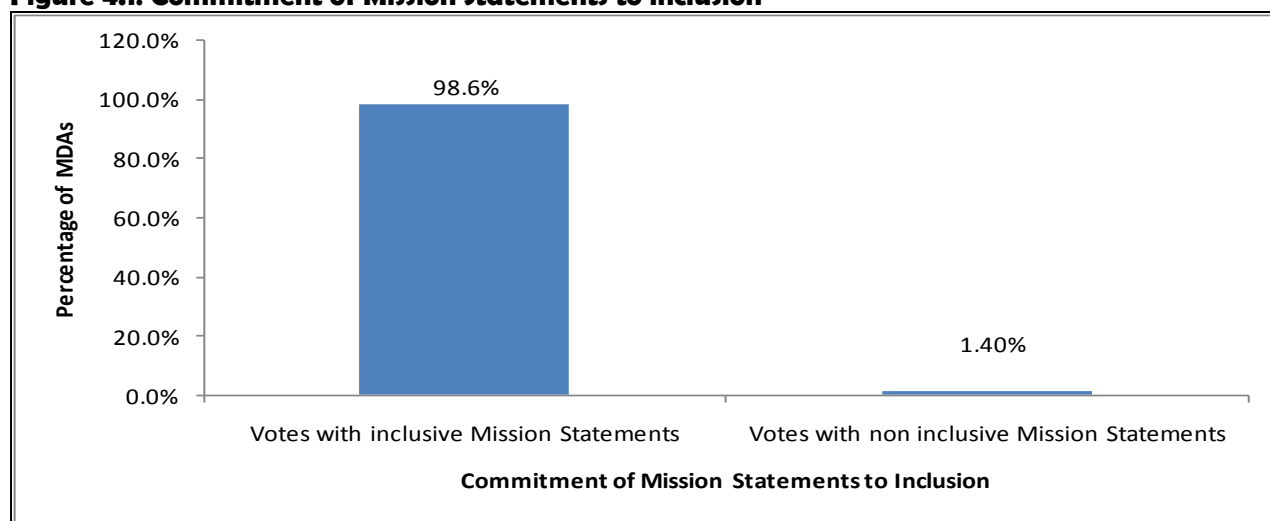
4.1 Vote Overview

The vote overview of a Ministerial Policy Statement reflects the vote contribution to the sector development plan. The section among others contains the vote Mission Statement and strategic objectives/priority areas which must demonstrate commitment to inclusion or be explicit on addressing gender and equity requirements.

4.1.1 Vote Mission Statement

To ensure non discrimination and marginalisation when implementing plans, the Mission statements of all votes are required to demonstrate commitment to inclusiveness. Figure 4.1 below presents assessment findings on vote commitment to inclusion under their respective Mission Statements.

Figure 4.1: Commitment of Mission Statements to inclusion



Source: EOC MPS G&E Assessment FY 2018/2019

Out of 142 votes assessed, 140 votes (98.6%) reflected Mission Statements with demonstrated commitment to inclusion. Votes whose Mission Statements were found non inclusive include; Uganda Coffee Development Authority and Uganda Industrial Research Institute.

4.1.2 Responsiveness of Vote Strategic Objective to Inclusion

Under this sub section, the vote strategic objectives should demonstrate commitment to inclusion or explicitly aim at addressing gender and equity requirements. During the assessment, strategic objectives for each of the 142 votes

were assessed independently. Table 4.2 below presents the average compliance of the vote strategic objectives with respect to the 18 sectors;

Table 4.2: Average Compliance of Vote Strategic Objectives with Gender and Equity Requirements

S/N	Sector	No.of Votes	Average Compliance of Vote Strategic Objectives
1	Accountability	8	73%
2	Agriculture	7	60%
3	Education	15	72%
4	Energy and Mineral Development	3	80%
5	Gender, Labour and Social Development	2	100%
6	Health	24	78%
7	ICT and National Guidance	2	50%
8	Justice, Law and Order	14	69%
9	Lands, Housing and Urban Development	2	80%
10	Legislature	1	100%
11	Public Administration	40	81%
12	Public Sector Management	8	60%
13	Science, Technology and Innovation	2	70%
14	Security	2	80%
15	Tourism, Wildlife and Antiquities	2	80%
16	Trade, Industry and Cooperatives	3	67%
17	Water and Environment	4	85%
18	Works and Transport	3	80%
	Grand Total	142	75%

Source: EOC MPS G&E Assessment FY 2018/2019

The average compliance of vote strategic objectives with gender and equity requirements was 75%. Out of 142 votes assessed, strategic objectives for 81 votes (56%) were found to be at least 80% compliant. On the other hand, 7 votes (5%) registered 0% compliance on their strategic objectives. These included; Butabika Hospital, Electoral Commission, Kampala Capital City Authority, Masaka Referral Hospital, Uganda Coffee Development Authority, Uganda Export Promotion Board and Uganda Investment Authority. Besides the 7 votes, compliance for 22 votes registered on strategic objectives was 40% and below (see annex 1).

4.2 Past Performance

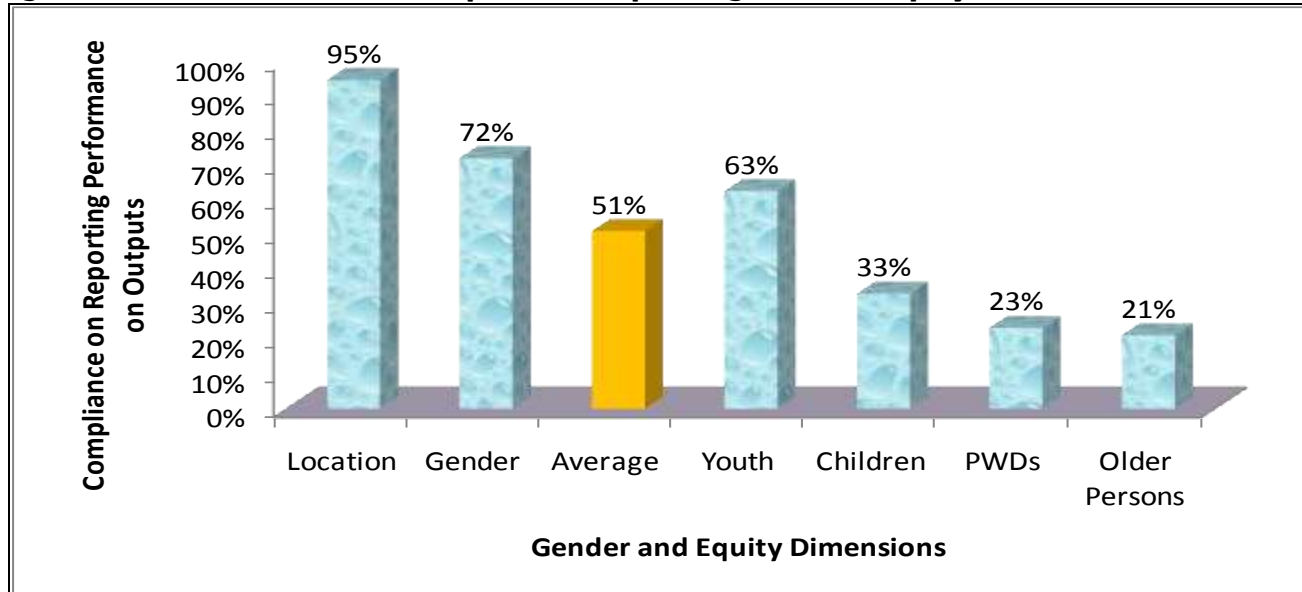
Under past performance, all MDAs are expected to show case gender and equity responsive outputs realised under the reporting period. In addition, resources utilised to realise the outputs should also be reflected to ascertain efficiency.

4.2.1 Physical Past Performance

The Commission ascertained the extent to which the 142 votes reported on the realised outputs with respect to location, gender, youth, children, Persons with

Disabilities and Older Persons. Figure 4.2 below presents compliance of outputs reported with respect to gender and equity dimensions.

Figure 4.2: Reflection of realised outputs with respect to gender and equity dimensions.



Source: EOC MPS G&E Assessment FY 2018/2019

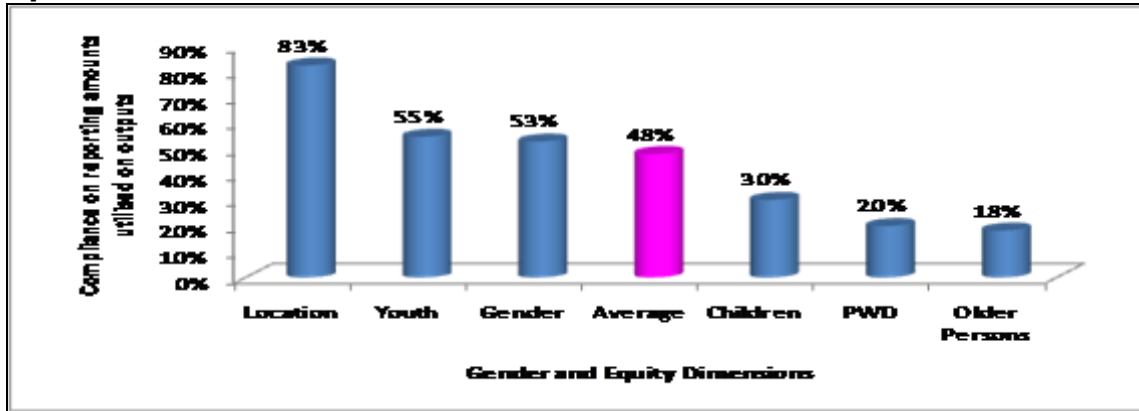
Assessment findings reveal that MDAs performed well with regards to reporting past performance by location (95%) and gender (72%). However, there was none compliance when it came to reflecting realised outputs that address the needs of children (33%), PWDs (23%) and older persons (21%). At vote level, 24 MDAs did not capture any output on gender.

In addition, 53 MDAs (37%) did not report on any output on youth despite national efforts to address youth related challenges such as unemployment. Pertaining to children, a total of 95 MDAs (67%) did not report on any output under past performance. Older persons and Persons with disabilities were the most affected with 112 MDAs and 109 MDAs registering 0% compliance regarding reflection of outputs targeting the two categories. Besides non compliance on the above selected categories, 45 MDAs did not report any output on at least four of the six dimensions.

4.2.2 Financial Past Performance

There is a challenge of ascertaining the amount of recourses utilised on outputs that address gender and equity requirements. The Commission ascertained the extent to which the 142 votes reported on the amounts utilised to realise the reported gender and equity responsive outputs. Figure 4.3 below presents compliance of votes on reflection of funds utilised on outputs that address gender and equity requirements.

Figure 4.2: Reflection of funds utilised on realised outputs that address gender and equity requirements



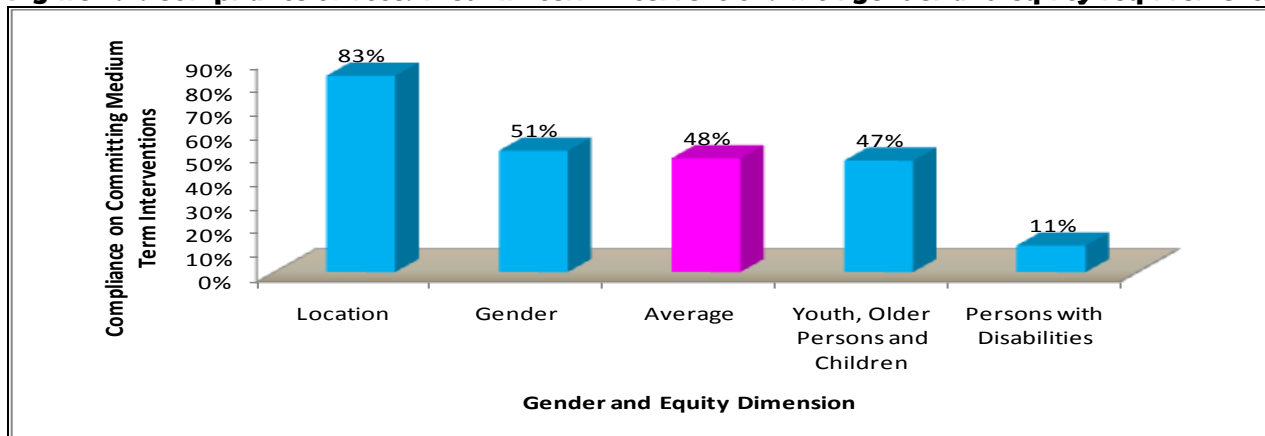
Source: EOC MPS G&E Assessment FY 2018/2019

Assessment findings reveal that with exception of location, MDAs do not reflect funds utilised for most of the reported outputs that address gender and equity requirements. A total of 37 votes (26%) and 62 votes (44%) did not reflect any funds specifically utilised to address gender and youth related concerns. Besides, 99 votes (70%), 112 Votes (79%) and 116 votes (82%) likewise did not reflect any funds utilised to address concerns that affect children, Persons with disabilities and Older Persons.

4.3 Medium Term Plans

The medium term Plan provides a highlight of key targeted interventions to be implemented with the five year period. The National Development Plan II (2015/2016-2019/2020) provides gender and equity issues that MDAs under their respective sectors ought to address. In accordance to the MPSs assessment tool, the Commission assessed the vote specific medium term interventions to ascertain their level of compliance with gender and equity requirements. Figure 4.4 below presents compliance of votes medium term interventions with gender and equity requirements.

Figure 4.4: Compliance of votes medium term interventions with gender and equity requirements



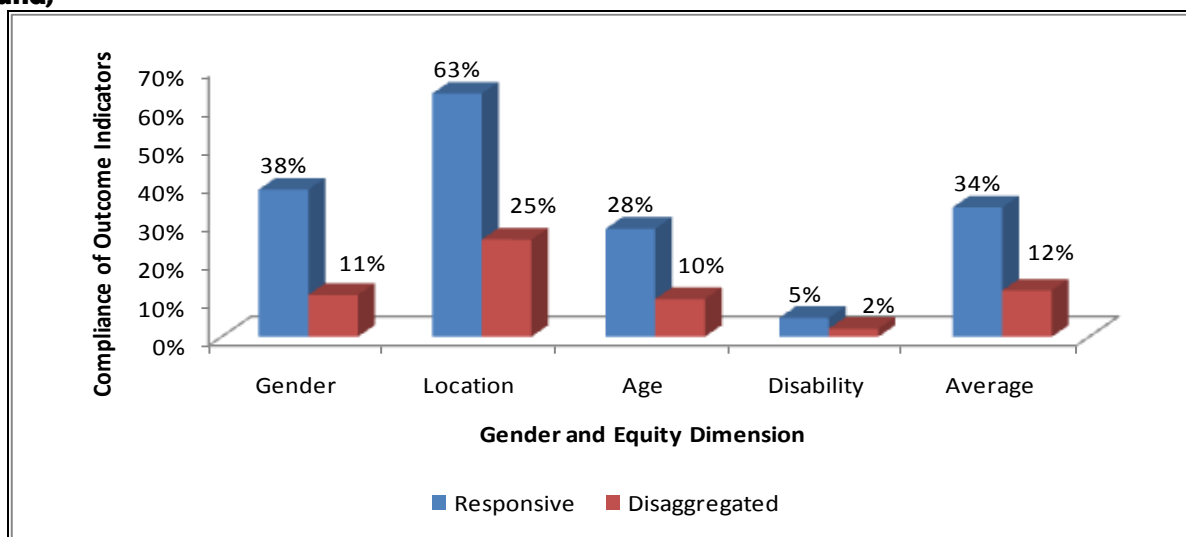
Source: EOC MPS G&E Assessment FY 2018/2019

The medium term interventions were inclined on location with a compliance level of 83%. Findings reveal less commitment towards interventions that address gender and equity issues by disability and age. A total of 57 votes (40%) and 75 votes (53%) did not commit to any intervention to address gender and age (children, youth and older persons) related concerns in the medium term. Besides, 126 votes (89%), did not commit to any interventions targeting persons with disabilities in the medium term.

4.4 Responsiveness of Outcome Indicators with Gender and Equity Requirement

Outcome indicators are used to measure progress over a given period of time. When tracking progress, it's important to look at all the various aspects so that “no one is left behind”. During the assessment, the Commission ascertained the level of responsiveness of vote outcome indicators with gender and equity requirements. Figure 4.5 below presents assessment findings on disaggregation and responsiveness of vote outcome indicators with gender and equity;

Figure 4.5: Disaggregation and Responsiveness of vote outcome indicators with gender and equity and;



Source: EOC MPS G&E Assessment FY 2018/2019

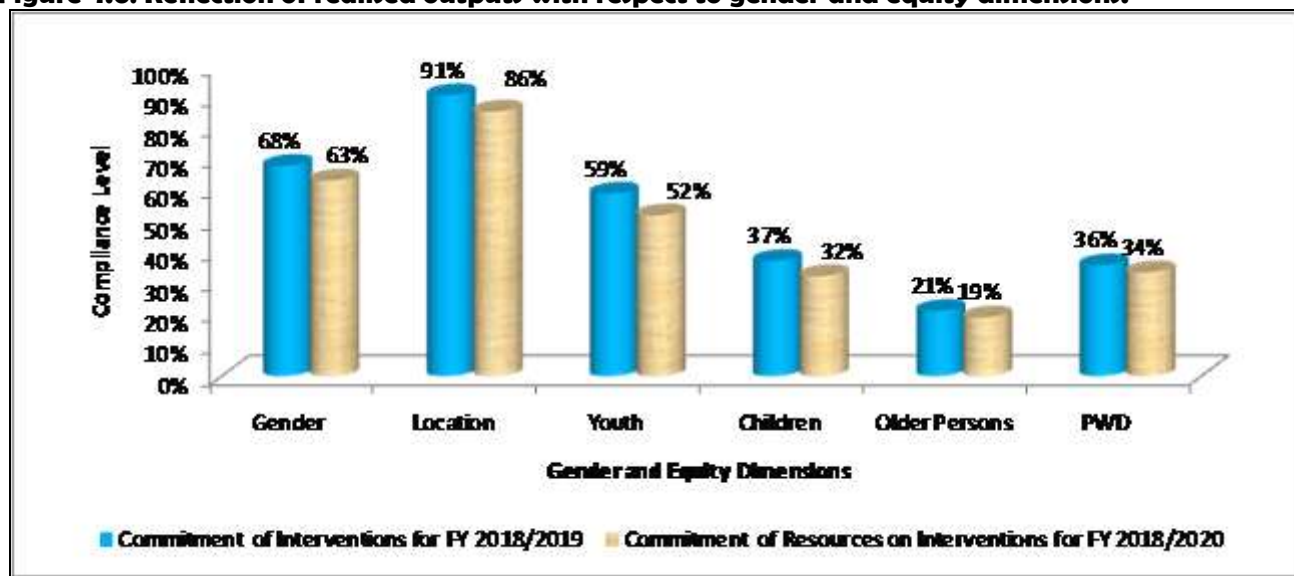
With exception of Location, outcome indicators for most of the MDAs are not responsive to the various gender and equity dimensions. This would be addressed through disaggregation of data, however, the online Program Budgeting System does not provide for information disaggregation. The most affected categories include persons with disabilities, children, youth and older persons.

4.5 Plans for the Ensuing Year

Under plans for the ensuing year, all MDAs are expected to show case gender and equity responsive outputs to be achieved in the forthcoming Financial Year. In addition, to reflect funds allocated towards outputs that address gender and equity requirements. The Commission ascertained the extent to which the 142 votes

made commitment on outputs for the FY 2018/2019 with respect to location, gender, youth, children, Persons with Disabilities and Older Persons. Figure 4.6 below presents compliance of votes on outputs committed for the FY 2018/2019 with respect to gender and equity dimensions.

Figure 4.6: Reflection of realised outputs with respect to gender and equity dimensions.



Source: EOC MPS G&E Assessment FY 2018/2019

Assessment findings reveal that MDAs mainly committed to outputs that are equity by location (91%). This shows that there is limited effort for MDAs to dissect into the various categories of people when planning interventions which compromises the spirit of “leaving no one behind”. Majority of the MDAs did not comply with the minimum number of required outs to address the needs of PWDs, Older Persons and Children.

10 MDAs did not commit to any output that explicitly target addressing gender related issues. These include; Rural Electrification Agency (REA), Local Government Finance Commission, Mission in France, Uganda Virus Research Institute (UVRI), Mission in Egypt, Law Development Centre, Kyambogo University, Public Service Commission, East African Community and the National Curriculum Development Centre.

Pertaining to youth, a total of 57 MDAs (40%) did not commit any thing towards the youth for the FY 2018/2019. Children, Older persons and Persons with disabilities were the most affected with 90 MDAs, 112 MDAs and 91 MDAs registering 0% compliance regarding making commitment to outputs targeting the three categories respectively.

Pertaining to reflection of funds allocated, with exception of location, MDAs do not specifically reflect funds allocated for outputs that address gender and equity requirements. A total of 14 votes (10%) and 68 votes (48%) did not reflect any funds

specifically allocated to address gender and youth related concerns. Besides, 96 votes (67%), 93 Votes (65%) and 115 votes (81%) likewise did not reflect any funds allocated to address concerns that affect children, Persons with disabilities and Older Persons.

4.6. Overall Compliance of the 2018/2019 MPs with Gender and Equity Dimensions

In accordance with the Ministerial Policy Statement Assessment Tool, the Commission looks at gender and equity separately. Under gender focus is on equalising opportunities between men and women or boys and girls. On the other hand, under equity, focus is on the extent to which the various locations (hard to reach or disadvantaged places such as islands), Persons with Disabilities, Older Persons, Youth and Children among others. Table 4.3 below shows the overall compliance of the 2018/2019 MPs with gender and equity selected dimensions;

Table 4.3: Overall Compliance of the 2018/2019 MPs with gender and equity selected dimensions;

Sector	Gender	Children	Youth	Older Persons	PWD	Location
Accountability	67%	14%	57%	7%	18%	71%
Agriculture	69%	18%	99%	16%	18%	86%
Education	49%	18%	53%	0%	45%	83%
Energy and Mineral Development	24%	24%	8%	6%	2%	75%
Gender, Labour and Social Development	87%	59%	93%	100%	91%	85%
Health	66%	59%	50%	22%	21%	82%
ICT and National Guidance	37%	50%	50%	50%	62%	94%
Justice, Law and Order	64%	52%	53%	29%	26%	84%
Lands, Housing and Urban Development	75%	27%	30%	27%	26%	85%
Legislature	88%	100%	100%	100%	0%	94%
Public Administration	51%	22%	50%	13%	16%	82%
Public Sector Management	56%	28%	78%	43%	26%	92%
Science, Technology and Innovation	34%	0%	35%	0%	35%	68%
Security	49%	50%	100%	50%	68%	76%
Tourism, Wildlife and Antiquities	65%	73%	85%	86%	44%	85%
Trade, Industry and Cooperatives	63%	0%	47%	0%	20%	69%
Water and Environment	64%	30%	60%	5%	29%	81%
Works and Transport	60%	48%	70%	33%	12%	94%
Average	58%	33%	56%	20%	25%	82%

Source: EOC MPS G&E Assessment FY 2018/2019

Assessment findings reveal that commitment and reporting under the 2018/2019 Ministerial Policy Statements are inclined on location (82%) followed by gender (58%). Majority of the votes still have challenges in ensuring that their respective plans and budgets equally target children, older persons and persons with disabilities.

4.7 Overall Compliance of MPs/Votes to Gender and Equity Requirements FY 2017/2018

In accordance section 13 (15) (g) (i) and (ii) of the Public Finance Management Act (2015) the Equal Opportunities Commission has so far assessed four sets of Ministerial Policy Statements. Table 4.4 below shows the overall compliance of MPs/Votes with gender and equity requirements for the FYs 2016/2017-2018/2019 by assessment areas;

Table 4.4: Overall Compliance of MPs/Votes to Gender and Equity Requirements FY 2016/2017-2018/2019

S/N	Assessment Area/MPS Section	2016/2017	2017/2018	2018/2019
1	Vote contribution to the SDP from a G&E perspective	65%	68%	98.6%
2	Responsiveness of Vote Objective to G&E	63%	74%	75%
3	Responsiveness of Vote Program Outcomes to G&E	60%	61%	61%
5	Reflection of performance on G&E outcome indicators	5%	5%	34%
6	Reflection of performance on G&E specific outputs	56%	66%	51%
7	Reflection of funds utilised on G&E outputs	48%	18%	48%
8	Reflection of Mechanisms for Promotion of G&E	59%	31%	32%
9	Medium Term G&E interventions 2017/2018-2019/2020	37%	54%	48%
10	Reflection of Medium Term G&E outcome indicators 2015/2016-2019/2020	33%	36%	34%
11	Responsiveness of Planned outputs to G&E	59%	57%	52%
12	Commitment of funds to G&E Outputs	48%	52%	48%
13	Reflection of challenges to addressing G&E	76%	47%	75%
	National Compliance Average	53%	50%	55%
Colour	Interpretation	Performance Level		
	Very Good Performance	70%-100%		
	Good Performance	60%-69%		
	Fair Performance	45-59%		
	Low Performance	30-44%		
	Very Poor Performance	0%-29%		

Source: EOC G&E Assessment FY 2017/2018

The overall national compliance to Gender and Equity requirements for the FY 2018/2019 was 55%. Whereas there is registered improvement, compliance on a number of assessment areas continues to rank below average.

4.8 Overall Vote Specific Compliance FY 2016/2017-2018/2019

The Commission received 142 Ministerial Policy Statements for the FY 2018/2019 as compared to 139 votes in the FY 2017/2018. Table 4.5 below presents trends of vote compliance for the last three consecutive sets of assessment;

Table 4.5: Trends of vote compliance for the last three consecutive sets of assessment;

S/N	Vote Name	2016/17	2017/18	2018/2019
1	Ministry of Gender, Labour and Social Development	98%	91%	88.0%
2	Ministry of Education and Sports	80%	78%	87.3%
3	Equal Opportunities Commission	82%	90%	85.0%
4	Ministry of Tourism, Wildlife and Antiquities	53%	68%	82.0%
5	Ministry of Justice and Constitutional affairs	60%	54%	80.0%
6	Ministry of Agriculture, Animal Industry and Fisheries	49%	70%	79.3%
7	Kampala Capital City Authority	58%	78%	79.0%
8	Ministry of Health	84%	75%	78.3%
9	Soroti Referral Hospital	49%	50%	75.7%
10	Parliamentary commission	44%	73%	75.0%
11	Ministry of Internal Affairs	46%	66%	74.7%
12	Ministry of Water and Environment	59%	51%	74.0%
13	Mbarara Referral Hospital	59%	66%	74.0%
15	Uganda Human Rights Commission	64%	51%	73.0%
14	Ministry of Defence	88%	50%	73.0%
16	Public Procurement and Public Disposal of Assets	60%	50%	71.7%
17	Ministry of Finance, Planning and Economic Development	57%	60%	70.7%
18	Ministry of Lands, Planning and Urban Development	57%	70%	70.0%
20	Uganda Road Fund	41%	53%	69.0%
21	Jinja Referral Hospital	47%	59%	69.0%
19	Office of the Prime Minister	65%	70%	69.0%
22	Naguru Referral Hospital	69%	66%	69.0%
24	Mission in Geneva	40%	27%	68.0%
23	Uganda National Medical stores	60%	50%	68.0%
25	Moroto Referral Hospital	59%	66%	66.7%
26	Mulago Hospital Complex	41%	65%	66.0%

S/N	Vote Name	2016/17	2017/18	2018/2019
27	Mubende Referral Hospital	58%	63%	66.0%
28	Directorate of Ethics and Integrity	60%	69%	65.0%
29	Gulu Referral Hospital	41%	62%	64.7%
31	Mission in Japan	40%	28%	64.0%
30	Uganda Blood Transfusion Service	52%	52%	64.0%
32	National Planning Authority	40%	67%	63.7%
34	Mbarara University	64%	33%	63.7%
36	National Environment Management Authority	66%	55%	63.7%
35	Uganda Prisons Service	68%	71%	63.7%
33	Director of Public Prosecutions	86%	54%	63.7%
37	Butabika Hospital	66%	61%	63.3%
38	State House	55%	50%	62.7%
39	Uganda Registration Services Bureau	43%	63%	62.0%
40	Education Service Commission	52%	63%	62.0%
41	Kabale University	41%	30%	61.7%
42	Uganda National Examinations Board	42%	57%	61.3%
43	National Information Technology Authority	40%	55%	61.0%
44	NAADS Secretariat	50%	62%	61.0%
46	Hoima Referral Hospital	40%	62%	60.7%
45	Auditor General	44%	56%	60.7%
47	East African Community	40%	56%	60.3%
48	Mission in China	40%	15%	60.0%
49	Mission in Belgium	40%	25%	60.0%
51	Mission in Ethiopia	40%	18%	59.0%
50	Fort Portal Referral Hospital	46%	51%	59.0%
52	Consulate in Mombasa	40%	18%	58.7%
53	Mission in Iran	40%	23%	58.7%
54	UBOS	57%	64%	58.0%
55	Dairy Development Authority	40%	55%	57.7%
57	Kyambogo University	42%	55%	57.7%
56	Muni University	46%	50%	57.7%
59	Mission in Saudi Arabia	40%	15%	57.0%
58	Law Reform Commission	69%	58%	57.0%
60	Directorate of Government		58%	57.0%

S/N	Vote Name	2016/17	2017/18	2018/2019
	Analytical Laboratory			
64	Mission in Canada	40%	22%	56.7%
63	National Agricultural Research Organisation	44%	50%	56.7%
61	National Citizenship and Immigration Control	52%	70%	56.7%
62	Uganda Police Force	65%	61%	56.7%
65	National Animal Genetic Resource Centre & DB	44%	61%	55.7%
66	Uganda Revenue Authority	56%	50%	55.7%
67	Uganda Cotton Development Organisation	62%	60%	55.7%
68	Ministry of Public Service	65%	62%	55.3%
69	Mission in Washington	40%	36%	55.0%
72	Lira Referral Hospital	40%	35%	54.7%
70	Uganda Coffee Development Authority	52%	23%	54.7%
71	Arua Referral Hospital	55%	73%	54.7%
74	Public Service Commission	40%	63%	54.3%
73	Ministry of Works and Transport	58%	66%	54.3%
75	Mission in South Africa	40%	50%	54.0%
79	Mission in England	40%	20%	53.7%
76	Uganda Management Institute	40%	53%	53.7%
78	External Security Organisation	44%	50%	53.7%
77	Gulu University	54%	68%	53.7%
83	Mission in Sudan	40%	11%	53.0%
80	Office of the President	42%	51%	53.0%
82	Kabale Referral Hospital	41%	56%	52.7%
81	Ministry of Trade, Industry and Cooperatives	46%	65%	52.7%
85	Consulate in Guangzhou	40%	19%	52.3%
84	Mission in Ankara	40%	30%	52.3%
91	Mission in Denmark	40%	17%	52.0%
86	Judiciary	40%	66%	52.0%
87	Mbale Referral Hospital	50%	50%	52.0%
88	Ministry of ICT and National Guidance	52%	50%	52.0%
92	Mission in Malaysia	40%	51%	51.7%
90	Health Service Commission	41%	62%	51.7%
89	Ministry of Foreign Affairs	62%	52%	51.7%

S/N	Vote Name	2016/17	2017/18	2018/2019
93	Uganda Embassy in Algeria, Algiers			51.7%
94	Mission in Italy	40%	25%	51.3%
95	Mission in DR Congo	40%	18%	51.0%
99	Uganda Export Promotion Board	40%	58%	51.0%
98	Uganda Tourism Board	41%	50%	51.0%
96	Ministry of Energy and Mineral Development	52%	55%	51.0%
97	Electoral Commission	72%	51%	51.0%
106	Mission in Bujumbura	40%	22%	50.7%
102	Mission in India	40%	50%	50.7%
105	Uganda National Bureau of Standards	42%	71%	50.7%
101	Makerere University	46%	12%	50.7%
103	Ministry of Local Government	48%	50%	50.7%
100	Uganda National Roads Authority	48%	60%	50.7%
104	Uganda Aids Commission	54%	34%	50.7%
113	Mission in Rwanda	40%	10%	50.0%
112	Mission in New York	40%	19%	50.0%
114	Mission in Russia	40%	29%	50.0%
109	Judicial Service Commission	41%	62%	50.0%
110	Uganda Land Commission	42%	70%	50.0%
108	Makerere University Business School	43%	50%	50.0%
111	National Forestry Authority	47%	70%	50.0%
107	Inspectorate of Government	51%	53%	50.0%
115	Mission in Tanzania	40%	19%	43.0%
116	Mission in Juba	40%	32%	43.0%
117	Uganda Industrial Research Institute	40%	50%	41.0%
118	Financial Intelligence Authority		50%	40.0%
119	National Identification and Registration Authority (NIRA)		60%	40.0%
120	Lira University	40%	70%	39.7%
122	Mission in Somalia	40%	16%	38.7%
121	Mission in Kenya			38.7%
123	Mission in Germany	40%	6%	38.0%
124	Masaka Referral Hospital	62%	61%	37.0%
126	Mission in Canberra	40%	20%	36.7%

S/N	Vote Name	2016/17	2017/18	2018/2019
127	National Curriculum Development Centre	60%	52%	36.7%
125	Ministry of Science, Technology and Innovation		50%	36.7%
128	Mission in Abu Dhabi	40%	50%	35.7%
129	Uganda National Meteorological Authority	40%	50%	34.3%
130	Soroti University	53%	59%	32.0%
133	Uganda Cancer Institute	42%	58%	31.0%
132	Busitema University	53%	56%	31.0%
131	Uganda National Oil Company			31.0%
134	Uganda Heart Institute	47%	51%	29.0%
135	Uganda Investment Authority			26.7%
136	Local Government Finance Commission	47%	53%	26.0%
137	Law Development Centre	41%	64%	25.7%
138	Uganda Virus Research Institute (UVRI)		50%	24.0%
139	Rural Electrification Agency (REA)	47%	51%	23.0%
140	Mission in Nigeria	40%	26%	22.7%
141	Mission in France	40%	19%	12.0%
142	Mission in Egypt	40%	15%	11.0%
143	Mission in Libya	40%	20%	
	Average	53%	50%	55%

Source: EOC MPS G&E Assessment FY 2018/2019

Out of the 142 Votes assessed for compliance with gender and equity for the Financial Year 2018/2019, 18 (13%) passed in the range of 70%-100%, 31 votes (22%) were in the range 60%-69%, 65 votes scored in the range of 50%-59% while 28 votes scored below 50%. Comparison of results for FY 2017/2018 with FY 2018/2019, reveal that 84 MDAs (59%) registered improvement while 56 MDAs (39%) registered a decline. 3 MDAs (2%) maintained performance for the two Financial Years.

4.8.1 Reasons attributed to improvement in performance for some votes

- i. The Commission within its very limited resources organised G&E engagements with respective officers in the various sectors that participate in the planning process.
- ii. More materials on gender and equity planning and budgeting have been developed such as the National Compendium on gender and equity and the sector specific gender and equity compacts. The materials have played

a key role in guiding the respective votes on gender and equity planning and budgeting

- iii. There is improved attitude towards gender and equity within the various MDAs. This is partly attributed to the Public Finance Management Act, 2015 which requires votes to address gender and equity issues in their respective Ministerial Policy Statements as a must.
- iv. Development and distribution of gender and equity guidelines is another factor attributed to the registered improvement. The 2018/2019 Budget Call Circular was delivered to the respective accounting officers together with gender and equity guidelines which were attached as Annex 6.
- v. Appreciation and implementation of the Commission's recommendations highlighted in the 2017/2018 MPS assessment Report.
- vi. Demonstrated commitment from sectors to consult with the Commission on how to go about the gender and equity requirements.
- vii. The backstopping programme of the Commission has also played a key role. Every after an assessment, the Commission engages with votes scoring below the minimum mark with an aim of helping them address the cited gaps.

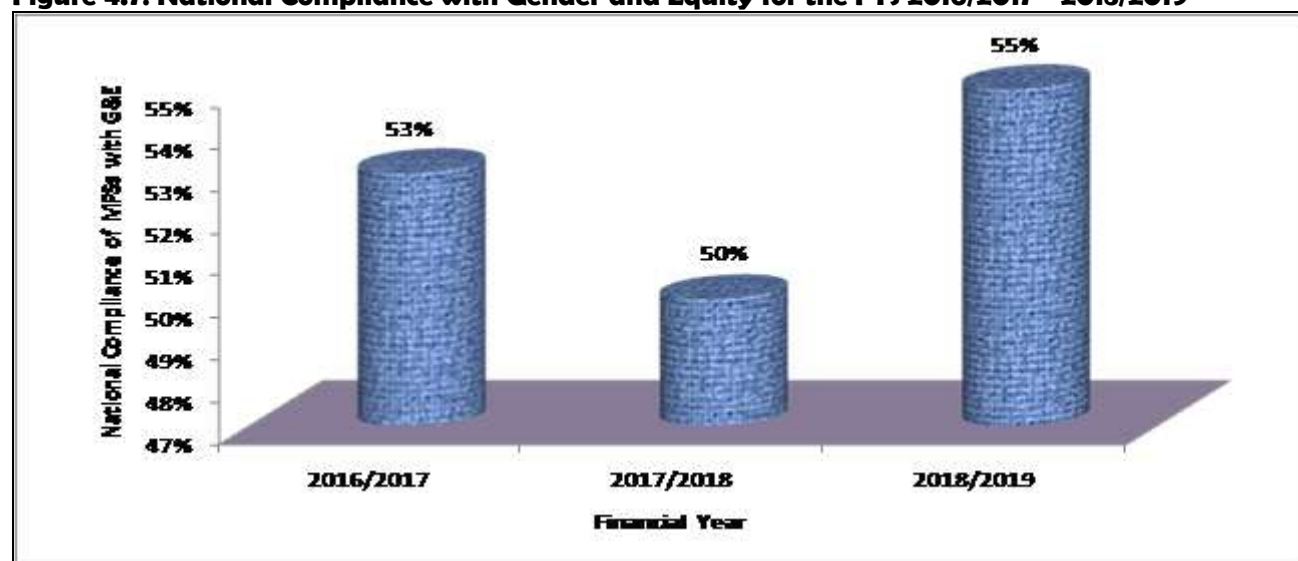
4.8.2 Reasons attributed to decline in performance for some Votes

- i. A number of votes cannot clearly highlight funds utilized and allocated on outputs that address gender and equity yet this constitutes 30% of the assessment mark.
- ii. The provided program outcomes in the PBS are not disaggregated yet disaggregating performance outcome indicators is a requirement to establish the level of equitable improvement.
- iii. Laxity of votes to consider recommendations made by the Commission

4.9 National trends on Compliance with Gender and Equity for the FYs 2016/2017-2018/2019

Financial Year 2018/2019 marks the 4th Financial Year of implementing gender and equity budgeting since enactment of the public Finance Management Act, on 23rd February 2015. National Comparison of the Gender and Equity assessment results for the last three Financial Years (2016/2017, 2017/2018 and 2018/2019), reveals gradual improvement in performance. Figure 4.7 below presents the national trends on compliance of MPSs with gender and equity requirements for the last three Financial Years.

Figure 4.7: National Compliance with Gender and Equity for the FYs 2016/2017 - 2018/2019



Source: EOC MPS G&E Assessment FY 2018/2019

Overall, there has been improvement in the level of compliance of Ministerial Policy Statements with gender and equity requirements in the FY 2018/2019 of 5 percentage points from 50% in 2017/2018 to 55%. The improvement is attributed to capacity building effort, change of attitude and development of guiding tools on gender and equity planning and budgeting such as the gender and equity compacts and the National Compendium on gender and equity.

4.10 Votes/MDAs Recommended to be issued a Certificate of Compliance

Table 4.6 below presents the votes recommended to be issued a certificate of compliance with Gender and Equity Requirements for the Financial Year 2018/2019.

Table 4.6: Votes to be issued a certificate of compliance to Gender and Equity for the Financial Year 2018/2019

S/N	Vote Name	2018/2019
1	Ministry of Gender, Labour and Social Development	88.0%
2	Ministry of Education and Sports	87.3%
3	Equal Opportunities Commission	85.0%
4	Ministry of Tourism, Wildlife and Antiquities	82.0%
5	Ministry of Justice and Constitutional affairs	80.0%
6	Ministry of Agriculture, Animal Industry and Fisheries	79.3%
7	Kampala Capital City Authority	79.0%
8	Ministry of Health	78.3%
9	Soroti Referral Hospital	75.7%
10	Parliamentary commission	75.0%
11	Ministry of Internal Affairs	74.7%
12	Ministry of Water and Environment	74.0%

S/N	Vote Name	2018/2019
13	Mbarara Referral Hospital	74.0%
14	Ministry of Defence	73.0%
15	Uganda Human Rights Commission	73.0%
16	PPDA	71.7%
17	Ministry of Finance, Planning and Economic Development	70.7%
18	Ministry of Lands, Planning and Urban Development	70.0%
19	Office of the Prime Minister	69.0%
20	Uganda Road Fund	69.0%
21	Jinja Referral Hospital	69.0%
22	Naguru Referral Hospital	69.0%
23	Uganda National Medical stores	68.0%
24	Mission in Geneva	68.0%
25	Moroto Referral Hospital	66.7%
26	Mulago Hospital Complex	66.0%
27	Mubende Referral Hospital	66.0%
28	Directorate of Ethics and Integrity	65.0%
29	Gulu Referral Hospital	64.7%
30	Uganda Blood Transfusion Service	64.0%
31	Mission in Japan	64.0%
32	National Planning Authority	63.7%
33	Director of Public Prosecutions	63.7%
34	Mbarara University	63.7%
35	Uganda Prisons Service	63.7%
36	National Environment Management Authority	63.7%
37	Butabika Hospital	63.3%
38	State House	62.7%
39	Uganda Registration Services Bureau	62.0%
40	Education Service Commission	62.0%
41	Kabale University	61.7%
42	Uganda National Examinations Board	61.3%
43	National Information Technology Authority	61.0%
44	NAADS Secretariat	61.0%
45	Auditor General	60.7%
46	Hoima Referral Hospital	60.7%
47	East African Community	60.3%
48	Mission in China	60.0%

S/N	Vote Name	2018/2019
49	Mission in Belgium	60.0%
50	Fort Portal Referral Hospital	59.0%
51	Mission in Ethiopia	59.0%
52	Consulate in Mombasa	58.7%
53	Mission in Iran	58.7%
54	UBOS	58.0%
55	Dairy Development Authority	57.7%
56	Muni University	57.7%
57	Kyambogo University	57.7%
58	Law Reform Commission	57.0%
59	Mission in Saudi Arabia	57.0%
60	Directorate of Government Analytical Laboratory	57.0%
61	National Citizenship and Immigration Control	56.7%
62	Uganda Police Force	56.7%
63	National Agricultural Research Organisation	56.7%
64	Mission in Canada	56.7%
65	NAGRC & DB	55.7%
66	Uganda Revenue Authority	55.7%
67	Uganda Cotton Development Organisation	55.7%
68	Ministry of Public Service	55.3%
69	Mission in Washington	55.0%
70	Uganda Coffee Development Authority	54.7%
71	Arua Referral Hospital	54.7%
72	Lira Referral Hospital	54.7%
73	Ministry of Works and Transport	54.3%
74	Public Service Commission	54.3%
75	Mission in South Africa	54.0%
76	Uganda Management Institute	53.7%
77	Gulu University	53.7%
78	External Security Organisation	53.7%
79	Mission in England	53.7%
80	Office of the President	53.0%
81	Ministry of Trade, Industry and Cooperatives	52.7%
82	Kabale Referral Hospital	52.7%
83	Mission in Sudan	53.0%
84	Mission in Ankara	52.3%

S/N	Vote Name	2018/2019
85	Consulate in Guangzhou	52.3%
86	Judiciary	52.0%
87	Mbale Referral Hospital	52.0%
88	Ministry of ICT and National Guidance	52.0%
89	Ministry of Foreign Affairs	51.7%
90	Health Service Commission	51.7%
91	Mission in Denmark	52.0%
92	Mission in Malaysia	51.7%
93	Uganda Embassy in Algeria, Algiers	51.7%
94	Mission in Italy	51.3%
95	Mission in DR Congo	51.0%
96	Ministry of Energy and Mineral Development	51.0%
97	Electoral Commission	51.0%
98	Uganda Tourism Board	51.0%
99	Uganda Export Promotion Board	51.0%
100	Uganda National Roads Authority	50.7%
101	Makerere University	50.7%
102	Mission in India	50.7%
103	Ministry of Local Government	50.7%
104	Uganda Aids Commission	50.7%
105	Uganda National Bureau of Standards	50.7%
106	Mission in Bujumbura	50.7%
107	Inspectorate of Government	50.0%
108	Makerere University Business School	50.0%
109	Judicial Service Commission	50.0%
110	Uganda Land Commission	50.0%
111	National Forestry Authority	50.0%
112	Mission in New York	50.0%
113	Mission in Rwanda	50.0%
114	Mission in Russia	50.0%

Source: EOC MPS G&E Assessment FY 2018/2019

The Commission assessed 142 Ministerial Policy Statements out of which 114 (80%) scored at least 50% which is the pass mark for the Financial Year 2018/2019.

4.11 Votes/MDAs that Scored Below the Pass Mark

Out of the 142 votes/MDAs assessed, 28 votes (20%) scored below the pass mark as presented in Table 4.7 below;

Table 4.7: Votes/MDAs that should not be issued a certificate of compliance with Gender and Equity for the Financial Year 2018/2019

S/N	Vote Name	2018/2019
115	Mission in Tanzania	43.0%
116	Mission in Juba	43.0%
117	Uganda Industrial Research Institute	41.0%
118	Financial Intelligence Authority	40.0%
119	National Identification and Registration Authority (NIRA)	40.0%
120	Lira University	39.7%
121	Mission in Kenya	38.7%
122	Mission in Somalia	38.7%
123	Mission in Germany	38.0%
124	Masaka Referral Hospital	37.0%
125	Ministry of Science, Technology and Innovation	36.7%
126	Mission in Canberra	36.7%
127	National Curriculum Development Centre	36.7%
128	Mission in Abu Dhabi	35.7%
129	Uganda National Meteorological Authority	34.3%
130	Soroti University	32.0%
131	Uganda National Oil Company	31.0%
132	Busitema University	31.0%
133	Uganda Cancer Institute	31.0%
134	Uganda Heart Institute	29.0%
135	Uganda Investment Authority	26.7%
136	Local Government Finance Commission	26.0%
137	Law Development Centre	25.7%
138	Uganda Virus Research Institute (UVRI)	24.0%
139	Rural Electrification Agency (REA)	23.0%
140	Mission in Nigeria	22.7%
141	Mission in France	12.0%
142	Mission in Egypt	11.0%

Source: EOC MPS G&E Assessment FY 2018/2019

4.12 Key Gender and Equity Achievements for the FY 2017/2018

During the assessment vote performance on 2 quarters (I & II) for the FY 2017/2018 (July to December 2017) was examined for compliance with gender and equity. The key gender and equity achievements reported include the following;

- i. Under water for agriculture production, the agriculture sector constructed and de-silted (rehabilitated) 110 valley tanks/dams, canals and fish ponds having storage cubic capacity (Volume) of 1,105,750 mm of water against the planned capacity of 1,538,000 mm in seventeen (17) districts. This targeted the entire cattle corridor and drought hit districts.
- ii. The Irrigation Policy was approved by Cabinet. This will provide a framework for ensuring proper and adequate use of water for irrigation in a sustainable manner. The Policy will also guide public and private investment on ventures that are supported by irrigation.
- iii. The Education Sector addressed gender and equity issues under various programmes. For instance, under Special Needs Education, SNE needs assessment was carried out in 20 schools; constructed Motor vehicle and carpentry workshop at Mbale SSFD; constructed gender and equity responsive facilities such as VIP Latrines and classrooms, 120 teachers were trained in functional assessment for learners with special needs; conducted Sign Language training for 65 teachers in Wakiso and Mbale schools for the deaf; procured and distributed 28 Perkins Braille Machine & Braille papers to 18 schools (St. Hellens, Arua Dem, Pajobi, Angal Girls, Owiny, Masindi Centre for the handicapped, Lima, KateeraBiikira, Moyo Girls, Nyarilo, IshekyeP, Kisoro Dem, Kiwolero Army, Ediofe , St. Bernadetta Primary schools, Bushenyi Centre for the Disabled, Saad memorial S.S, & St. Peters Katukuru S.S.
- iv. Under Gender and women empowerment in the Social Development Sector, several achievements were registered. They included: a total of 1,045 women groups (13,430 women) benefited under the UWEP. About 146 workers complaints and disputes were received and settled; UGX 1.383 billion subvention was disbursed to the National Council for PWDs, National Council for Older Persons, National Youth Council and National Children Council. UGX 8.084 billion was disbursed to 47 SAGE districts benefiting 153,659 older persons of which 65,274 were funded by Government of Uganda and 88,385 by Development Partners and 1,604 Youth projects under YLP funded
- v. Under the Community Agricultural and Infrastructure Improvement Project (CAIIP III) Project, 79 Agro-processing facilities were installed in 31 districts. These are being watched over by Ministry of Local Government.
- vi. Ministry of Foreign Affairs engaged Pearl health Sciences limited company from India which agreed to establish a pharmaceutical plant in Jinja/Mukono worth about US \$10 million, held consultative meetings between Uganda Ministries and Germany Development Agency (GIZ) on migration, control of illicit trafficking and human trafficking with the view of benefitting from the EU €46 million earmarked for the Horn Africa to finance of Uganda programs.

- vii. Water and Environment under Rural water supply and sanitation programme by end of December had undertaken the following; construction of Lirima II up to 21.5%, construction completion of Bukwo GFS up to 82% completion, 326 connections made in Tulel and Kamet sub counties, 90% construction of Bududa II, 120 consumer connections made; civil works commenced on 5 sites in Bukedea, Kibuuku, Namutumba, Napak and Jinja; 40% construction completion of Nyamiyonga-Katojo water supply system in Isingiro; Drilled 29 hand pumps in Nakasongola(5), kayunga(13), Kamuli(3), Kyankwanzi(1), Agago(4), kaabong(2), Hoima(1), Kyegegwa(1) in villages without water sources, Drilled 50 production wells in water stressed areas of Nakasongola(3), Kiruhura (4), Kitgum(4), Kayunga, Mubende (3), Orom project-Pader, Agago,Kitgum(20), Wakiso, Kasese(2), Hoima(1), Budaka(1), Mpigi(1), Budaka(1), Mpigi(1), Nwoya (4), Lyatonde (2); Drilled 5 large diameter wells in Nakasongola district; 184 chronically broken down boreholes Rehabilitated in the districts of Kiboga (15), Gomba(30), Bushenyi(15), Iganga(17), Pallisa(45), Bukedea(15), Kaberamaido(16), Lira (17) and Amuria (15), in areas where there are limited water sources; 69% construction completion of Nyarwodho II; 25.8% construction completion of Nyabuhikye-Kikyenkye; 20 production wells drilled under the Orom Project in the districts of Pader, Kitgum and Agago.
- viii. As at December 2017/2018, the Energy and Mineral Development Sectors had registered several achievements that address gender concerns indirectly and equity by location among which includes: the Grid Expansion Programmes of the transmission infrastructure, the Bujagali-Tororo-Lessos, at 127km line with an overall progress is at 88%, Mbarara-Mirama line with an overall progress is at 98.4%. The Tororo -Opuyo -Lira line's works contracted to Kalpataru Transmission Limited are under suspension, the Mbarara -Nkenda line works are progressing with a time extension issued up to 30th April 2018, Kawanda -Masaka 220kV, 137km line: Foundation construction works are 99% complete; Erection is 98%; 74% of the 137km line has been strung, Nkenda-Fort Portal-Hoima, 220kV, 227km: RAP implementation is 92% complete, Karuma-Kawanda400kV 254km, Karuma-Lira 132kV 75km, and Karuma-Olwiyo 400kV 60km: Corridor acquisition at 68.5% for Karuma-Kawanda section and 70% complete for Karuma-Lira segments.

4.13 Key Gender and Equity Responsive Interventions for FY 2018/2019

This Section shows the Key interventions, Votes are committed to in various Sectors in the FY 2018/2019 that address gender and equity concerns.

- i. The Education Sector allocated UGX 3.320 billion to Special Needs Education. The Ministry plans to identify, assess and place 1,000 SNE Learners and provide for 200 schools with subvention. In addition, UGX 1.036 billion was allocated

- under the development and improvement of Special Needs Education to produce monitoring and supervision reports, construct a perimeter wall, 2 dormitories and 1 block of teachers house of 4 units and 1 block of 2 classrooms at Mbale School for the deaf.
- ii. Government of Uganda has allocated UGX 16.743 billion to disability and older persons, UGX 65.667 to the Youth Livelihood Programmes and UGX 3.782 billion to Youth and children affairs under the Social Protection for Vulnerable Groups. UGX 38.734 billion has been allocated to Uganda Women Entrepreneurs Fund (UWEP) under the Gender, Equality and Women's empowerment. In order to promote decent employment, the Ministry of Gender, Labor and Social Development has made commitment to ensure that 600 labor related complaints are settled regarding the observance of working conditions.
 - iii. UGX 3.807 billion has been allocated under the Energy and Mineral Development Sector to promote Renewable Energy & Energy Efficiency. In order to increase rural electrification, the Sector plans to electrify 4 district headquarters, construct 400 lines KM of Low Voltage (11KV), construct 300 lines KM of MV (33KV) and install 5,000 solar systems. In the bid to promote energy efficiency, 25 sites demonstrating use of improved energy technologies will be set up. Renewable energy targets mainly the youth in small businesses and rural women for home consumption.
 - iv. Under Trade, Industry and Co-operatives, the establishment of Zonal Agro-Processing facilities was allocated UGX 16.260 billion. In the FY 2018/2019, a total of 20 enterprises will be supported with value addition equipment to promote value addition and cluster development. The Sector will also ensure Soroti and Luwero fruit factories are operational at a cost of UGX 7.983 billion. This will be a source of employment for the growing numbers of unemployed youth as well as household income.
 - v. Lands, Housing and Urban Development Sector allocated UGX 9.906 billion to compensate 2,766 hectares of Land from both absentee male and female landlords in Bunyoro, Buganda, Ankole and Toro to enhance the security of tenure for the squatters. These are majorly older persons, women and youth whose livelihood solely depends on land.
 - vi. The Water and Environment Sector allocated UGX 42.094 billion to rural water supply and sanitation project and Solar Powered Mini-Piped Water Schemes in rural Areas.
 - vii. Justice, Law and Order Sector has allocated UGX 18.325 million to improve the protection of victims of human trafficking and social reintegration or rehabilitation of offenders through 21 offender rehabilitation projects. Human trafficking affects majorly girls and youth who are in search for employment both nationally and internationally.

- viii. The National Citizenship and Immigration Control plan will be linked to Passport data with NIRA and rolled out (Border Management System) BMS to 15 borders (*Katuna, Busia, Malaba, Cyanika, Mutukula, Elegu, Mpondwe, Mirama, Vurra, Bunagana, Oraba, Goli, Ntoroko, Suam River, Afogi*). UGX 7.469 billion has been allocated to improve sanitation conditions and reduce the bucket system in police stations and police posts and strengthen access to justice for refugees among other vulnerable populations billion.
- ix. Public Sector Management plans to have the National Records Centre and Archives operationalized, by identifying and indexing all the historical sites and sources of archives in East African Community States. Office of the Prime Minister has started the process of acquiring more Land in Namanve to construct another central warehouse/large relief store at UGX 800 million, with the growing number of refugees, this will enable timely intervention with relief supplies saving especially the most vulnerable population (Pregnant women, children , older persons and PWDs). At UGX 1.475 billion (Local Government level), a pilot road water harvesting technologies in 5 sites, additional Renewable Energy Technologies (RETs) to vulnerable households and selected public institutions will be installed as well as 15 Automatic Weather stations in the project areas.
- x. Agriculture Sector allocated UGX 117.601 billion to license 300 firms/individuals to export agricultural products and train 1,000 crop post-harvest handling technologies under Agro-cluster development. In strengthening agricultural extension which benefits rural farmers, youth and hard to reach locations, UGX 682 million has been allocated to form 1,000 farmer groups, ration 500 extension officers to farmers and accredit 20 Agricultural extension service providers.
- xi. Health Sector has allocated UGX 700 million to construct a specialized Neonatal and Maternal Unit in Mulago Hospital, UGX 1 billion to Regional Hospital for Pediatric Surgery, UGX 83.4 billion to Uganda Reproductive Maternal and Child Health Services Improvement Project and lastly UGX 753. 66 billion to Global Fund for AIDS, TB and Malaria control and management.

Section Five

Recommendations and Conclusion

5.0 Introduction

This chapter gives the conclusions and recommendations drawn from the findings of the assessment on responsiveness of sectoral Ministerial Policy Statements with Gender and Equity requirements for the Financial Year 2018/2019.

5.1 Conclusion

The Commission received 142 Ministerial Policy Statements for Gender and Equity compliance assessment. Based on the Gender and Equity guidelines and the assessment tools developed, the MPSs were subjected to comprehensive assessment for compliance with Gender and Equity requirements.

The overall national compliance with Gender and Equity requirements for the FY 2018/2019 was 55% as compared to 50% in the FY 2017/2018. The Commission congratulates the 114 votes/MDAs for passing the assessment. At the same time the Commission calls upon the 28 votes/MDAs to work closely with the Commission to rectify the gaps reflected in this Report. The Commission through this Assessment Report recommends to the Minister of Finance Planning and Economic Development to issue the Gender and Equity Certificate of Compliance to the 114 votes/MDAs that at least scored 50%.

5.2 Recommendations

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

5.2.1 Recommendations to Sectors

- i. All Votes should review the recommendations made on each of the assessment area.
- ii. The 28 Votes whose score was below 50% should revise their Ministerial Policy Statements with guidance of the recommendations made on each of the performance area.
- iii. The 114 Votes/MDAs that passed the assessment should take note of the Commission's recommendations for future programming.
- iv. MDAs should put to effective use the various gender and equity budgeting tools in place among which includes the gender and equity compacts and the National Compendium on gender and equity

- v. MDAs should submit their MPSs in time to enable the Commission complete the assessments in time and also support MDAs with Gender and Equity technical challenges.
- vi. It is recommended that all MDAs should nominate focal persons (particularly from the Planning Units/Functions) whom the Commission should liaise with in matters of Gender and Equity as a short term measure. In the medium term, MDAs may recruit or hire Technical Advisors for Gender and Equity mainstreaming where resources permit.

5.2.2 Recommendations to MoFPED

- i. It is recommended that the 114 votes that scored 50% and above be issued the Certificate of Gender and Equity Compliance as per the relevant section(s) of the PFMA 2015.
- ii. The 28 votes that did not achieve the minimum qualifying score MUST not be issued the Certificate of Gender and Equity Compliance until the necessary requirements are fulfilled.
- iii. The Commission recommends to the Ministry of Finance to consider reviewing the online program budgeting system such that MDAs are able to capture resources allocated and utilised per output. The current system captures resource under the chart of accounts and subprogram. Secondly, the system also needs to make provision for disaggregating data on outcome indicators such that when a vote reports the national status, disaggregation can as well be made were applicable with respect to location (region, urban, rural, hard to reach, islands etc), gender, age among others.
- iv. There is need to integrate gender and equity variables in the design, implementation and management of; The Fiscal Policy and Macro Economics Models.

Annexes

Annex 1: Vote compliance Level under Mission Statement, Strategic Objectives and Past Performance

S/N	Vote Name	Mission Statement	Strategic Objectives	Past Physical Performance - Gender	Past Physical Performance - Location	Past Physical Performance - Youth	Past Physical Performance - Children	Past Physical Performance - Older persons	Past Physical Performance Weight- Disability	Past Physical Performance - Disability	Past financial Performance - Gender	Past Financial Performance - Location	Past financial Performance - Youth	Past financial Performance - Children	Past financial Performance - Older persons	Past financial Performance - Disability
1	Office of the President	100%	100%	75%	100%	0%	0%	0%	200%	0%	25%	100%	0%	0%	0%	0%
2	State House	100%	100%	100%	100%	100%	0%	0%	200%	0%	75%	100%	100%	0%	0%	0%
3	Office of the Prime Minister	100%	60%	100%	100%	100%	100%	100%	200%	0%	100%	100%	100%	100%	100%	0%
4	Ministry of Defence	100%	60%	75%	100%	100%	100%	100%	200%	100%	50%	0%	100%	100%	100%	100%
5	Ministry of Public Service	100%	40%	25%	100%	100%	0%	100%	200%	0%	25%	100%	100%	0%	100%	0%
6	Ministry of Foreign Affairs	100%	100%	100%	100%	100%	0%	0%	200%	0%	50%	100%	100%	100%	100%	50%
7	Ministry of Justice and Constitutional affairs	100%	100%	100%	100%	100%	100%	100%	200%	100%	75%	100%	100%	100%	100%	100%
8	Ministry of Finance, Planning and Economic Development	100%	100%	100%	100%	100%	0%	0%	200%	0%	100%	100%	100%	0%	0%	100%
9	Ministry of Internal Affairs	100%	100%	100%	100%	100%	0%	0%	200%	0%	100%	100%	100%	100%	100%	0%
10	Ministry of Agriculture, Animal Industry and Fisheries	100%	100%	100%	100%	100%	100%	0%	200%	0%	100%	100%	100%	100%	0%	0%
11	Ministry of Lands, Planning and Urban Development	100%	100%	100%	100%	0%	0%	0%	200%	0%	50%	100%	0%	0%	0%	0%
12	Ministry of Local Government	100%	100%	50%	100%	100%	0%	0%	200%	0%	25%	100%	100%	0%	0%	0%
13	Ministry of Education and Sports	100%	100%	175%	100%	100%	100%	0%	200%	100%	50%	100%	100%	100%	0%	100%
14	Ministry of Health	100%	100%	100%	100%	100%	100%	0%	200%	0%	100%	100%	100%	100%	100%	0%
15	Ministry of Trade, Industry and Cooperatives	100%	100%	100%	100%	100%	0%	0%	200%	0%	50%	50%	100%	0%	0%	0%

S/N	Vote Name	Mission Statement	Strategic Objectives	Past Physical Performance - Gender	Past Physical Performance - Location	Past Physical Performance - Youth	Past Physical Performance - Children	Past Physical Performance - Older persons	Past Physical Performance Weight- Disability	Past Physical Performance - Disability	Past financial Performance - Gender	Past Financial Performance - Location	Past financial Performance - Youth	Past financial Performance - Children	Past financial Performance - Older persons	Past financial Performance - Disability
16	Ministry of Works and Transport	100%	100%	100%	100%	100%	100%	0%	200%	0%	0%	100%	100%	100%	0%	0%
17	Ministry of Energy and Mineral Development	100%	100%	100%	100%	0%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
18	Ministry of Gender, Labour and Social Development	100%	100%	100%	100%	100%	100%	100%	200%	100%	100%	100%	50%	100%	100%	100%
19	Ministry of Water and Environment	100%	100%	100%	100%	100%	100%	100%	200%	0%	100%	100%	0%	0%	0%	0%
20	Ministry of ICT and National Guidance	100%	40%	25%	100%	100%	100%	100%	200%	100%	0%	100%	100%	100%	100%	100%
21	East African Community	100%	100%	100%	100%	100%	0%	100%	200%	100%	100%	100%	100%	0%	100%	100%
22	Ministry of Tourism, Wildlife and Antiquities	100%	60%	100%	100%	100%	100%	100%	200%	100%	100%	100%	100%	100%	100%	100%
23	Ministry of Science, Technology and Innovation	100%	40%	75%	100%	100%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
24	Judiciary	100%	60%	100%	100%	0%	0%	0%	200%	0%	100%	100%	0%	0%	0%	0%
25	Electoral Commission	100%	0%	100%	100%	0%	0%	0%	200%	0%	75%	100%	0%	0%	0%	0%
26	Inspectorate of Government	100%	60%	0%	100%	0%	0%	0%	200%	0%	75%	100%	0%	0%	0%	0%
27	Parliamentary commission	100%	100%	100%	100%	100%	100%	100%	200%	0%	100%	100%	100%	100%	100%	0%
28	Law Reform Commission	100%	40%	100%	100%	100%	100%	100%	200%	0%	0%	0%	0%	0%	0%	0%
29	Uganda Human Rights Commission	100%	100%	100%	100%	100%	100%	100%	200%	0%	75%	100%	100%	100%	100%	100%
30	Uganda Aids Commission	100%	100%	100%	100%	100%	0%	0%	200%	0%	100%	100%	0%	0%	0%	0%
31	National Planning Authority	100%	60%	100%	100%	100%	0%	0%	200%	0%	75%	100%	50%	0%	0%	0%
32	Law Development Centre	100%	20%	0%	100%	0%	100%	0%	200%	0%	0%	50%	0%	100%	0%	0%
33	Uganda Industrial Research Institute	0%	100%	0%	100%	0%	0%	0%	200%	0%	0%	100%	0%	0%	0%	0%

S/N	Vote Name	Mission Statement	Strategic Objectives	Past Physical Performance - Gender	Past Physical Performance - Location	Past Physical Performance - Youth	Past Physical Performance - Children	Past Physical Performance - Older persons	Past Physical Performance Weight-Disability	Past Physical Performance - Disability	Past financial Performance - Gender	Past Financial Performance - Location	Past financial Performance - Youth	Past financial Performance - Children	Past financial Performance - Older persons	Past financial Performance - Disability
34	Busitema University	100%	20%	25%	100%	0%	0%	0%	200%	0%	0%	100%	0%	0%	0%	0%
35	Directorate of Ethics and Integrity	100%	100%	100%	100%	0%	0%	0%	200%	100%	100%	100%	100%	0%	0%	50%
36	Uganda National Roads Authority	100%	40%	50%	100%	100%	0%	0%	200%	0%	100%	100%	100%	0%	0%	0%
37	Uganda Cancer Institute	100%	20%	0%	0%	0%	0%	0%	200%	100%	0%	100%	0%	0%	0%	0%
38	Uganda Heart Institute	100%	20%	0%	100%	0%	0%	0%	200%	0%	25%	100%	0%	0%	0%	0%
39	Uganda National Medical stores	100%	60%	100%	100%	0%	0%	0%	200%	0%	100%	100%	100%	100%	0%	0%
40	Uganda Tourism Board	100%	100%	75%	100%	100%	100%	100%	200%	0%	50%	100%	100%	100%	100%	0%
41	Uganda Road Fund	100%	100%	75%	100%	100%	100%	100%	200%	100%	75%	100%	100%	100%	100%	100%
42	Uganda Registration Services Bureau	100%	20%	100%	100%	0%	0%	0%	200%	0%	100%	100%	0%	0%	0%	0%
43	National Citizenship and Immigration Control	100%	100%	100%	100%	100%	0%	0%	200%	0%	100%	100%	100%	0%	0%	0%
44	Dairy Development Authority	100%	20%	100%	100%	100%	0%	0%	200%	100%	75%	0%	100%	0%	0%	0%
45	Kampala Capital City Authority	100%	0%	100%	100%	100%	100%	0%	200%	100%	100%	100%	100%	100%	0%	100%
46	Rural Electrification Agency (REA)	100%	40%	0%	100%	0%	0%	0%	200%	0%	0%	100%	0%	0%	0%	0%
47	Equal Opportunities Commission	100%	100%	100%	0%	100%	100%	100%	200%	100%	100%	100%	100%	0%	100%	100%
48	NAGRC & DB	100%	40%	100%	100%	100%	0%	0%	200%	0%	75%	100%	100%	0%	0%	0%
49	National Information Technology Authority	100%	60%	50%	100%	0%	0%	0%	200%	100%	25%	100%	0%	0%	0%	100%
50	Muni University	100%	60%	100%	100%	100%	0%	0%	200%	0%	50%	100%	100%	0%	0%	0%
51	Uganda National	100%	60%	100%	100%	100%	100%	0%	200%	100%	100%	100%	100%	100%	0%	100%

S/N	Vote Name	Mission Statement	Strategic Objectives	Past Physical Performance - Gender	Past Physical Performance - Location	Past Physical Performance - Youth	Past Physical Performance - Children	Past Physical Performance - Older persons	Past Physical Performance Weight- Disability	Past Physical Performance - Disability	Past financial Performance - Gender	Past Financial Performance - Location	Past financial Performance - Youth	Past financial Performance - Children	Past financial Performance - Older persons	Past financial Performance - Disability
	Examinations Board															
52	Financial Intelligence Authority	100%	100%	75%	100%	0%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
53	Auditor General	100%	100%	100%	100%	100%	0%	0%	200%	0%	50%	100%	50%	0%	0%	0%
54	Education Service Commission	100%	60%	100%	100%	0%	0%	0%	200%	0%	100%	100%	0%	0%	0%	0%
55	Director of Public Prosecutions	100%	20%	75%	50%	0%	100%	0%	200%	0%	75%	100%	100%	100%	0%	0%
56	Health Service Commission	100%	100%	100%	100%	100%	0%	0%	200%	0%	50%	100%	100%	0%	0%	0%
57	Makerere University	100%	60%	100%	100%	100%	0%	0%	200%	0%	0%	100%	100%	0%	0%	0%
58	Mbarara University	100%	100%	100%	100%	100%	0%	0%	200%	100%	75%	100%	100%	0%	0%	100%
59	Makerere University Business School	100%	80%	0%	100%	0%	0%	0%	200%	100%	0%	100%	0%	0%	0%	100%
60	Kyambogo University	100%	100%	100%	100%	100%	0%	0%	200%	100%	75%	100%	100%	0%	0%	100%
61	Uganda Management Institute	100%	60%	75%	100%	0%	100%	0%	200%	0%	50%	100%	100%	0%	0%	0%
62	Uganda Revenue Authority	100%	20%	75%	100%	100%	0%	0%	200%	0%	50%	100%	100%	0%	0%	0%
63	National Agricultural Research Organisation	100%	100%	75%	100%	100%	0%	0%	200%	0%	50%	100%	100%	100%	0%	0%
64	UBOS	100%	100%	100%	100%	0%	0%	0%	200%	0%	100%	0%	0%	0%	0%	0%
65	Uganda Police Force	100%	100%	100%	100%	0%	100%	0%	200%	100%	100%	100%	0%	0%	0%	0%
66	Uganda Prisons Service	100%	60%	75%	100%	0%	100%	0%	200%	0%	75%	100%	0%	100%	0%	0%
67	Public Service Commission	100%	60%	100%	100%	100%	0%	100%	200%	100%	75%	100%	100%	0%	100%	100%
68	Local Government Finance Commission	100%	60%	0%	100%	0%	0%	0%	200%	0%	0%	100%	0%	0%	0%	0%
69	Judicial Service Commission	100%	40%	75%	100%	0%	0%	0%	200%	0%	50%	100%	0%	0%	0%	0%
70	Gulu University	100%	100%	25%	0%	100%	0%	0%	200%	100%	25%	100%	100%	0%	0%	100%

S/N	Vote Name	Mission Statement	Strategic Objectives	Past Physical Performance - Gender	Past Physical Performance - Location	Past Physical Performance - Youth	Past Physical Performance - Children	Past Physical Performance - Older persons	Past Physical Performance Weight-Disability	Past Physical Performance - Disability	Past financial Performance - Gender	Past Financial Performance - Location	Past financial Performance - Youth	Past financial Performance - Children	Past financial Performance - Older persons	Past financial Performance - Disability
71	National Environment Management Authority	100%	100%	100%	100%	100%	0%	0%	200%	100%	0%	0%	0%	0%	0%	0%
72	Uganda Blood Transfusion Service	100%	60%	75%	100%	100%	100%	100%	200%	0%	75%	50%	100%	100%	100%	0%
73	NAADS Secretariat	100%	100%	75%	100%	0%	0%	0%	200%	0%	100%	100%	100%	0%	0%	0%
74	PPDA	100%	100%	100%	100%	100%	0%	0%	200%	100%	50%	100%	0%	0%	0%	0%
75	Uganda National Bureau of Standards	100%	100%	100%	100%	100%	0%	0%	200%	100%	25%	100%	100%	0%	0%	0%
76	Uganda Cotton Development Organisation	100%	60%	25%	100%	100%	0%	0%	200%	0%	25%	100%	100%	0%	0%	0%
77	Uganda Land Commission	100%	60%	100%	100%	0%	0%	0%	200%	0%	75%	50%	0%	0%	0%	0%
78	National Forestry Authority	100%	100%	100%	100%	0%	0%	0%	200%	0%	75%	100%	0%	0%	0%	0%
79	External Security Organisation	100%	100%	0%	100%	100%	0%	0%	200%	0%	0%	100%	100%	0%	0%	0%
80	Uganda Coffee Development Authority	0%	0%	100%	100%	100%	0%	0%	200%	0%	100%	100%	100%	0%	0%	0%
81	Mulago Hospital Complex	100%	60%	75%	100%	0%	0%	0%	200%	100%	100%	100%	100%	100%	0%	100%
82	Butabika Hospital	100%	0%	100%	100%	100%	100%	0%	200%	0%	75%	100%	100%	100%	0%	0%
83	Arua Referral Hospital	100%	100%	100%	100%	0%	100%	0%	200%	0%	100%	100%	0%	0%	0%	0%
84	Fort Portal Referral Hospital	100%	100%	100%	100%	0%	0%	0%	200%	0%	100%	100%	0%	100%	0%	0%
85	Gulu Referral Hospital	100%	100%	100%	100%	100%	0%	0%	200%	0%	100%	100%	0%	100%	0%	0%
86	Hoima Referral Hospital	100%	100%	100%	100%	100%	0%	0%	200%	0%	75%	100%	50%	100%	0%	100%
87	Jinja Referral Hospital	100%	100%	100%	100%	100%	100%	100%	200%	0%	50%	100%	0%	100%	0%	0%
88	Kabale Referral Hospital	100%	100%	100%	100%	0%	100%	0%	200%	0%	50%	100%	0%	100%	0%	0%
89	Masaka Referral Hospital	100%	0%	100%	100%	100%	100%	100%	200%	100%	100%	0%	0%	100%	100%	0%
90	Mbale Referral Hospital	100%	100%	50%	100%	0%	0%	0%	200%	0%	50%	100%	0%	0%	0%	0%

S/N	Vote Name	Mission Statement	Strategic Objectives	Past Physical Performance - Gender	Past Physical Performance - Location	Past Physical Performance - Youth	Past Physical Performance - Children	Past Physical Performance - Older persons	Past Physical Performance Weight- Disability	Past Physical Performance - Disability	Past financial Performance - Gender	Past Financial Performance - Location	Past financial Performance - Youth	Past financial Performance - Children	Past financial Performance - Older persons	Past financial Performance - Disability
91	Soroti Referral Hospital	100%	100%	100%	0%	0%	100%	0%	200%	100%	75%	100%	0%	100%	0%	100%
92	Lira Referral Hospital	100%	100%	100%	100%	0%	100%	0%	200%	0%	0%	100%	0%	0%	0%	0%
93	Mbarara Referral Hospital	100%	100%	100%	100%	100%	100%	100%	200%	100%	100%	100%	100%	100%	100%	50%
94	Mubende Referral Hospital	100%	100%	100%	100%	100%	100%	100%	200%	100%	100%	100%	100%	100%	100%	100%
95	Moroto Referral Hospital	100%	100%	100%	100%	0%	100%	0%	200%	0%	100%	100%	0%	100%	0%	0%
96	Naguru Referral Hospital	100%	100%	100%	100%	0%	0%	0%	200%	100%	100%	100%	100%	100%	0%	100%
97	Mission in New York	100%	100%	100%	100%	0%	0%	0%	200%	0%	100%	100%	100%	100%	100%	0%
98	Mission in England	100%	60%	75%	100%	0%	100%	0%	200%	0%	25%	100%	0%	0%	0%	0%
99	Mission in Canada	100%	100%	100%	100%	100%	0%	0%	200%	0%	25%	0%	0%	0%	0%	0%
100	Mission in India	100%	100%	75%	100%	100%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
101	Mission in Egypt	100%	100%	0%	0%	0%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
102	Mission in Kenya	100%	60%	75%	100%	100%	0%	0%	200%	0%	50%	100%	100%	0%	0%	0%
103	Mission in Tanzania	100%	60%	100%	100%	0%	0%	0%	200%	0%	75%	100%	0%	0%	0%	0%
104	Mission in Nigeria	100%	100%	0%	100%	100%	0%	0%	200%	0%	0%	100%	0%	0%	0%	0%
105	Mission in South Africa	100%	100%	100%	100%	100%	100%	100%	200%	0%	100%	100%	100%	100%	0%	0%
106	Mission in Washington	100%	100%	100%	100%	100%	100%	100%	200%	0%	50%	100%	100%	0%	0%	0%
107	Mission in Ethiopia	100%	100%	100%	100%	100%	100%	100%	200%	0%	38%	50%	0%	0%	0%	0%
108	Mission in China	100%	100%	0%	100%	100%	0%	0%	200%	0%	0%	100%	100%	0%	0%	0%
109	Mission in Rwanda	100%	60%	75%	100%	0%	0%	0%	200%	0%	50%	100%	0%	0%	0%	0%
110	Mission in Geneva	100%	20%	0%	100%	100%	100%	100%	200%	100%	0%	100%	100%	100%	100%	100%
111	Mission in Japan	100%	20%	100%	100%	100%	100%	100%	200%	0%	75%	100%	100%	100%	100%	0%
112	Mission in Saudi Arabia	100%	100%	100%	100%	100%	100%	100%	200%	0%	75%	100%	100%	0%	0%	0%
113	Mission in Denmark	100%	60%	25%	100%	100%	0%	0%	200%	0%	25%	100%	100%	0%	0%	0%
114	Mission in Belgium	100%	60%	100%	100%	100%	0%	0%	200%	0%	75%	100%	100%	0%	0%	0%

S/N	Vote Name	Mission Statement	Strategic Objectives	Past Physical Performance - Gender	Past Physical Performance - Location	Past Physical Performance - Youth	Past Physical Performance - Children	Past Physical Performance - Older persons	Past Physical Performance Weight- Disability	Past Physical Performance - Disability	Past financial Performance - Gender	Past Financial Performance - Location	Past financial Performance - Youth	Past financial Performance - Children	Past financial Performance - Older persons	Past financial Performance - Disability
115	Mission in Italy	100%	100%	100%	100%	100%	100%	0%	200%	0%	25%	100%	100%	100%	0%	0%
116	Mission in DR Congo	100%	100%	100%	100%	100%	0%	100%	200%	0%	50%	100%	100%	0%	100%	0%
117	Mission in Sudan	100%	60%	25%	100%	100%	0%	0%	200%	0%	25%	100%	100%	0%	0%	0%
118	Mission in France	100%	40%	0%	100%	0%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
119	Mission in Germany	100%	40%	0%	100%	0%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
120	Mission in Iran	100%	60%	75%	100%	100%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
121	Mission in Russia	100%	100%	0%	100%	0%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
122	Mission in Canberra	100%	100%	100%	100%	100%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
123	Mission in Juba	100%	100%	100%	100%	0%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
124	Mission in Abu Dhabi	100%	100%	25%	100%	100%	0%	0%	200%	0%	100%	100%	100%	0%	0%	0%
125	Mission in Bujumbura	100%	100%	25%	100%	100%	0%	0%	200%	0%	50%	100%	100%	0%	0%	0%
126	Consulate in Guangzhou	100%	60%	50%	100%	100%	100%	0%	200%	0%	75%	100%	100%	0%	0%	0%
127	Mission in Ankara	100%	60%	75%	100%	100%	0%	100%	200%	0%	75%	100%	100%	0%	100%	0%
128	Mission in Somalia	100%	100%	25%	100%	0%	100%	0%	200%	0%	0%	0%	0%	0%	0%	0%
129	Mission in Malaysia	100%	100%	25%	100%	100%	0%	0%	200%	0%	25%	100%	100%	0%	0%	0%
130	Consulate in Mombasa	100%	100%	100%	100%	100%	0%	0%	200%	0%	100%	100%	100%	0%	0%	0%
131	Uganda Embassy in Algeria, Algiers	100%	100%	0%	100%	100%	0%	0%	200%	0%	0%	100%	100%	0%	0%	0%
132	Lira University	100%	80%	0%	100%	100%	0%	0%	200%	0%	25%	100%	100%	0%	0%	0%
133	Uganda National Meteorological Authority	100%	40%	0%	100%	100%	100%	0%	200%	0%	0%	100%	100%	100%	0%	0%
134	National Curriculum Development Centre	100%	100%	0%	100%	100%	0%	0%	200%	100%	0%	100%	100%	0%	0%	100%
135	Uganda Virus Research Institute (UVRI)	100%	60%	0%	100%	0%	0%	0%	200%	0%	0%	100%	0%	0%	0%	0%
136	Directorate of Government	100%	100%	100%	100%	0%	0%	0%	200%	0%	100%	100%	0%	0%	0%	0%

S/N	Vote Name	Mission Statement	Strategic Objectives	Past Physical Performance - Gender	Past Physical Performance - Location	Past Physical Performance - Youth	Past Physical Performance - Children	Past Physical Performance - Older persons	Past Physical Performance Weight-Disability	Past Physical Performance - Disability	Past financial Performance - Gender	Past Financial Performance - Location	Past financial Performance - Youth	Past financial Performance - Children	Past financial Performance - Older persons	Past financial Performance - Disability
	Analytical Laboratory															
137	Uganda Export Promotion Board	100%	0%	100%	100%	0%	0%	0%	200%	0%	100%	100%	0%	0%	0%	0%
138	Kabale University	100%	40%	100%	100%	100%	0%	0%	200%	0%	75%	100%	100%	0%	0%	0%
139	Soroti University	100%	60%	0%	0%	0%	0%	0%	200%	100%	0%	0%	0%	0%	0%	100%
140	National Identification and Registration Authority (NIRA)	100%	100%	0%	0%	0%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%
141	Uganda Investment Authority	100%	0%	75%	100%	100%	0%	0%	200%	0%	0%	100%	0%	0%	0%	0%
142	Uganda National Oil Company	100%	100%	0%	100%	100%	100%	100%	200%	0%	0%	0%	0%	0%	0%	0%

Annex 2: Vote compliance Level under Medium Term Plans and Program Outcome

S/N	Vote Name	Medium Term Plans - Gender	Medium Term Plans - Location	Medium Term Plans by Age	Medium Term Plans on Disability	Programme Outcome	Programme Outcome Indicators by Gender	Programme Outcome Indicators by Location	Programme Outcome Indicators by Age	Programme Outcome Indicator by Disability	Programme Outcome Indicator Disaggregation by Gender	Programme Outcome Indicator Disaggregation by Location	Programme Outcome Indicator Disaggregation by Age	Programme Outcome Indicator Disaggregation by Disability
1	Office of the President	50%	100%	100%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%
2	State House	50%	0%	0%	0%	100%	100%	100%	100%	0%	0%	0%	0%	0%
3	Office of the Prime Minister	100%	100%	100%	0%	60%	50%	100%	100%	0%	0%	0%	0%	0%
4	Ministry of Defence	100%	100%	100%	100%	60%	0%	0%	0%	0%	0%	0%	0%	0%
5	Ministry of Public Service	0%	100%	100%	0%	100%	100%	100%	0%	0%	100%	100%	100%	0%
6	Ministry of Foreign Affairs	50%	100%	100%	0%	80%	50%	100%	100%	0%	0%	0%	0%	0%
7	Ministry of Justice and Constitutional affairs	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%
8	Ministry of Finance, Planning and Economic Development	100%	100%	100%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%
9	Ministry of Internal Affairs	0%	100%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%
10	Ministry of Agriculture, Animal Industry and Fisheries	100%	100%	100%	0%	100%	0%	100%	100%	0%	0%	0%	0%	0%
11	Ministry of Lands, Planning and Urban Development	50%	100%	0%	0%	60%	0%	0%	100%	100%	0%	100%	0%	0%
12	Ministry of Local Government	0%	100%	0%	0%	40%	0%	0%	0%	0%	0%	0%	0%	0%
13	Ministry of Education and Sports	100%	100%	100%	100%	100%	50%	100%	100%	0%	0%	100%	0%	0%
14	Ministry of Health	100%	100%	100%	0%	100%	100%	100%	100%	0%	100%	0%	0%	0%
15	Ministry of Trade, Industry and Cooperatives	100%	100%	100%	0%	100%	100%	100%	0%	0%	0%	100%	100%	0%
16	Ministry of Works and Transport	0%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
17	Ministry of Energy and Mineral Development	100%	100%	0%	0%	100%	100%	100%	100%	100%	0%	0%	0%	0%
18	Ministry of Gender, Labour and Social Development	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%
19	Ministry of Water and Environment	50%	100%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%

S/N	Vote Name	Medium Term Plans - Gender	Medium Term Plans - Location	Medium Term Plans by Age	Medium Term Plans on Disability	Programme Outcome	Programme Outcome Indicators by Gender	Programme Outcome Indicators by Location	Programme Outcome Indicators by Age	Programme Outcome indicator by Disability	Programme Outcome Indicator Disaggregation by Gender	Programme Outcome Indicator Disaggregation by Location	Programme Outcome Indicator Disaggregation by Age	Programme Outcome Indicator Disaggregation by Disability
20	Ministry of ICT and National Guidance	0%	100%	100%	0%	40%	0%	100%	0%	0%	0%	100%	0%	0%
21	East African Community	0%	100%	0%	0%	40%	50%	0%	0%	0%	100%	100%	100%	0%
22	Ministry of Tourism, Wildlife and Antiquities	100%	100%	100%	100%	20%	0%	100%	0%	0%	0%	100%	0%	0%
23	Ministry of Science, Technology and Innovation	100%	100%	100%	0%	20%	0%	100%	100%	0%	0%	100%	0%	0%
24	Judiciary	100%	100%	0%	0%	40%	0%	100%	0%	0%	0%	0%	0%	0%
25	Electoral Commission	0%	100%	0%	0%	0%	50%	100%	100%	0%	0%	100%	0%	0%
26	Inspectorate of Government	100%	100%	0%	0%	100%	50%	100%	0%	0%	0%	0%	0%	0%
27	Parliamentary commission	100%	100%	100%	0%	60%	100%	100%	100%	0%	0%	0%	0%	0%
28	Law Reform Commission	100%	100%	100%	0%	20%	100%	100%	100%	0%	100%	100%	100%	0%
29	Uganda Human Rights Commission	100%	100%	0%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
30	Uganda Aids Commission	0%	100%	0%	0%	100%	0%	100%	100%	0%	0%	0%	0%	0%
31	National Planning Authority	100%	100%	100%	100%	60%	100%	100%	100%	0%	100%	100%	100%	100%
32	Law Development Centre	0%	0%	0%	0%	20%	0%	0%	100%	0%	0%	0%	100%	0%
33	Uganda Industrial Research Institute	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
34	Busitema University	0%	100%	0%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
35	Directorate of Ethics and Integrity	100%	100%	100%	100%	60%	50%	100%	100%	0%	50%	100%	0%	0%
36	Uganda National Roads Authority	100%	100%	100%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
37	Uganda Cancer Institute	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
38	Uganda Heart Institute	0%	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
39	Uganda National Medical stores	100%	100%	100%	100%	20%	50%	100%	100%	0%	0%	0%	0%	0%

S/N	Vote Name	Medium Term Plans - Gender	Medium Term Plans - Location	Medium Term Plans by Age	Medium Term Plans on Disability	Programme Outcome	Programme Outcome Indicators by Gender	Programme Outcome Indicators by Location	Programme Outcome Indicators by Age	Programme Outcome indicator by Disability	Programme Outcome Indicator Disaggregation by Gender	Programme Outcome Indicator Disaggregation by Location	Programme Outcome Indicator Disaggregation by Age	Programme Outcome Indicator Disaggregation by Disability
40	Uganda Tourism Board	50%	100%	0%	0%	20%	100%	100%	100%	0%	0%	0%	0%	0%
41	Uganda Road Fund	0%	100%	0%	0%	60%	100%	100%	0%	0%	0%	100%	0%	0%
42	Uganda Registration Services Bureau	0%	100%	0%	0%	40%	100%	100%	0%	0%	0%	0%	0%	0%
43	National Citizenship and Immigration Control	100%	100%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
44	Dairy Development Authority	0%	100%	0%	0%	40%	100%	0%	0%	0%	0%	0%	0%	0%
45	Kampala Capital City Authority	100%	0%	0%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%
46	Rural Electrification Agency (REA)	0%	100%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
47	Equal Opportunities Commission	50%	100%	100%	100%	60%	100%	100%	100%	0%	0%	0%	0%	100%
48	NAGRC & DB	100%	100%	100%	0%	40%	0%	0%	0%	0%	0%	0%	0%	0%
49	National Information Technology Authority	0%	100%	100%	100%	40%	100%	0%	0%	0%	0%	0%	0%	0%
50	Muni University	50%	0%	100%	0%	40%	100%	100%	100%	0%	100%	100%	100%	0%
51	Uganda National Examinations Board	50%	100%	0%	0%	40%	0%	100%	0%	0%	0%	100%	0%	0%
52	Financial Intelligence Authority	100%	100%	0%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%
53	Auditor General	100%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	0%
54	Education Service Commission	100%	100%	0%	0%	60%	100%	100%	0%	0%	100%	100%	0%	0%
55	Director of Public Prosecutions	50%	100%	100%	0%	100%	100%	100%	100%	100%	0%	100%	0%	0%
56	Health Service Commission	50%	100%	0%	0%	60%	0%	0%	0%	0%	0%	0%	0%	0%
57	Makerere University	50%	100%	100%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
58	Mbarara University	100%	100%	100%	0%	20%	100%	100%	100%	0%	100%	100%	100%	0%
59	Makerere University Business School	50%	0%	100%	0%	20%	100%	100%	100%	0%	0%	0%	0%	0%
60	Kyambogo University	0%	0%	0%	0%	40%	100%	100%	100%	0%	100%	100%	100%	0%

S/N	Vote Name	Medium Term Plans - Gender	Medium Term Plans - Location	Medium Term Plans by Age	Medium Term Plans on Disability	Programme Outcome	Programme Outcome Indicators by Gender	Programme Outcome Indicators by Location	Programme Outcome Indicators by Age	Programme Outcome indicator by Disability	Programme Outcome Indicator Disaggregation by Gender	Programme Outcome Indicator Disaggregation by Location	Programme Outcome Indicator Disaggregation by Age	Programme Outcome Indicator Disaggregation by Disability
61	Uganda Management Institute	0%	100%	100%	100%	60%	0%	0%	100%	0%	0%	0%	100%	0%
62	Uganda Revenue Authority	100%	100%	100%	100%	60%	0%	0%	0%	0%	0%	0%	0%	0%
63	National Agricultural Research Organisation	100%	100%	100%	0%	60%	0%	100%	0%	0%	0%	0%	0%	0%
64	UBOS	0%	0%	0%	0%	100%	50%	100%	0%	0%	0%	0%	0%	0%
65	Uganda Police Force	100%	100%	100%	0%	20%	50%	0%	0%	0%	0%	0%	0%	0%
66	Uganda Prisons Service	100%	100%	100%	0%	60%	50%	0%	0%	0%	0%	0%	100%	0%
67	Public Service Commission	0%	100%	0%	0%	20%	0%	0%	100%	0%	0%	100%	0%	0%
68	Local Government Finance Commission	0%	100%	0%	0%	60%	0%	0%	0%	0%	0%	0%	0%	0%
69	Judicial Service Commission	0%	100%	0%	0%	40%	50%	0%	0%	0%	0%	0%	0%	0%
70	Gulu University	0%	100%	0%	0%	20%	100%	100%	100%	0%	100%	0%	0%	0%
71	National Environment Management Authority	50%	100%	100%	100%	40%	100%	100%	100%	100%	0%	0%	0%	0%
72	Uganda Blood Transfusion Service	100%	100%	100%	0%	60%	0%	100%	0%	0%	0%	100%	0%	0%
73	NAADS Secretariat	100%	100%	0%	0%	40%	100%	100%	0%	0%	0%	0%	0%	0%
74	PPDA	100%	100%	100%	100%	40%	100%	100%	100%	0%	0%	0%	0%	0%
75	Uganda National Bureau of Standards	100%	100%	100%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%
76	Uganda Cotton Development Organisation	100%	100%	100%	0%	60%	50%	0%	0%	0%	0%	0%	0%	0%
77	Uganda Land Commission	100%	100%	0%	0%	20%	100%	0%	0%	0%	100%	0%	0%	0%
78	National Forestry Authority	50%	100%	0%	0%	60%	0%	100%	0%	0%	0%	0%	0%	0%
79	External Security Organisation	0%	100%	100%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
80	Uganda Coffee Development Authority	0%	0%	0%	0%	100%	50%	0%	0%	0%	0%	0%	0%	0%

S/N	Vote Name	Medium Term Plans - Gender	Medium Term Plans - Location	Medium Term Plans by Age	Medium Term Plans on Disability	Programme Outcome	Programme Outcome Indicators by Gender	Programme Outcome Indicators by Location	Programme Outcome Indicators by Age	Programme Outcome indicator by Disability	Programme Outcome Indicator Disaggregation by Gender	Programme Outcome Indicator Disaggregation by Location	Programme Outcome Indicator Disaggregation by Age	Programme Outcome Indicator Disaggregation by Disability
81	Mulago Hospital Complex	100%	100%	100%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
82	Butabika Hospital	100%	100%	100%	100%	20%	0%	100%	0%	0%	0%	100%	0%	0%
83	Arua Referral Hospital	0%	100%	0%	0%	40%	100%	100%	0%	0%	100%	0%	0%	0%
84	Fort Portal Referral Hospital	100%	100%	100%	0%	60%	0%	100%	100%	0%	0%	0%	0%	0%
85	Gulu Referral Hospital	100%	100%	0%	0%	40%	100%	100%	0%	0%	100%	100%	0%	0%
86	Hoima Referral Hospital	100%	100%	0%	0%	40%	100%	100%	100%	0%	100%	0%	100%	0%
87	Jinja Referral Hospital	50%	0%	0%	0%	20%	100%	100%	0%	0%	0%	0%	0%	0%
88	Kabale Referral Hospital	100%	100%	0%	0%	60%	100%	100%	100%	0%	0%	100%	0%	0%
89	Masaka Referral Hospital	100%	100%	100%	0%	40%	100%	0%	100%	0%	0%	0%	0%	0%
90	Mbale Referral Hospital	50%	100%	0%	0%	100%	100%	100%	100%	100%	0%	0%	0%	0%
91	Soroti Referral Hospital	100%	100%	0%	0%	20%	100%	100%	100%	0%	100%	0%	100%	100%
92	Lira Referral Hospital	50%	0%	0%	0%	60%	100%	100%	0%	0%	0%	0%	0%	0%
93	Mbarara Referral Hospital	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
94	Mubende Referral Hospital	0%	100%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
95	Moroto Referral Hospital	100%	100%	100%	0%	20%	100%	100%	100%	0%	0%	0%	0%	0%
96	Naguru Referral Hospital	100%	100%	0%	0%	20%	100%	0%	0%	0%	0%	0%	0%	0%
97	Mission in New York	100%	100%	0%	0%	60%	0%	100%	0%	0%	0%	0%	0%	0%
98	Mission in England	0%	100%	100%	0%	60%	0%	100%	0%	0%	0%	0%	0%	0%
99	Mission in Canada	100%	100%	100%	0%	60%	0%	100%	0%	0%	0%	0%	0%	0%
100	Mission in India	0%	100%	100%	0%	80%	100%	100%	100%	0%	0%	0%	0%	0%
101	Mission in Egypt	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
102	Mission in Kenya	0%	100%	0%	0%	20%	0%	100%	0%	0%	0%	100%	0%	0%
103	Mission in Tanzania	0%	100%	0%	0%	60%	0%	100%	0%	0%	0%	100%	0%	0%

S/N	Vote Name	Medium Term Plans - Gender	Medium Term Plans - Location	Medium Term Plans by Age	Medium Term Plans on Disability	Programme Outcome	Programme Outcome Indicators by Gender	Programme Outcome Indicators by Location	Programme Outcome Indicators by Age	Programme Outcome indicator by Disability	Programme Outcome Indicator Disaggregation by Gender	Programme Outcome Indicator Disaggregation by Location	Programme Outcome Indicator Disaggregation by Age	Programme Outcome Indicator Disaggregation by Disability
104	Mission in Nigeria	0%	0%	100%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
105	Mission in South Africa	100%	100%	0%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
106	Mission in Washington	50%	100%	0%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
107	Mission in Ethiopia	50%	100%	0%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
108	Mission in China	0%	100%	100%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
109	Mission in Rwanda	0%	100%	100%	0%	20%	0%	100%	0%	0%	0%	100%	0%	0%
110	Mission in Geneva	0%	100%	0%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
111	Mission in Japan	100%	100%	100%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
112	Mission in Saudi Arabia	0%	100%	0%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
113	Mission in Denmark	0%	100%	0%	0%	40%	0%	100%	0%	0%	0%	100%	0%	0%
114	Mission in Belgium	100%	100%	0%	0%	60%	0%	100%	0%	0%	0%	100%	0%	0%
115	Mission in Italy	100%	0%	0%	0%	60%	0%	0%	0%	0%	0%	0%	0%	0%
116	Mission in DR Congo	50%	100%	100%	0%	20%	100%	100%	0%	0%	0%	0%	0%	0%
117	Mission in Sudan	0%	100%	100%	0%	20%	0%	100%	0%	0%	0%	100%	0%	0%
118	Mission in France	0%	100%	0%	0%	20%	0%	100%	0%	0%	0%	100%	0%	0%
119	Mission in Germany	0%	100%	0%	0%	20%	0%	100%	0%	0%	0%	100%	0%	0%
120	Mission in Iran	100%	100%	0%	0%	20%	0%	0%	0%	0%	0%	100%	0%	0%
121	Mission in Russia	0%	100%	0%	0%	20%	0%	100%	0%	0%	0%	100%	0%	0%
122	Mission in Canberra	100%	100%	100%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
123	Mission in Juba	100%	100%	100%	0%	100%	100%	100%	0%	100%	0%	0%	0%	0%
124	Mission in Abu Dhabi	100%	100%	0%	0%	20%	100%	0%	0%	0%	0%	0%	0%	0%
125	Mission in Bujumbura	50%	100%	100%	0%	60%	0%	0%	0%	0%	0%	0%	0%	0%
126	Consulate in Guangzhou	0%	100%	100%	0%	60%	0%	0%	0%	0%	0%	0%	0%	0%

S/N	Vote Name	Medium Term Plans - Gender	Medium Term Plans - Location	Medium Term Plans by Age	Medium Term Plans on Disability	Programme Outcome	Programme Outcome Indicators by Gender	Programme Outcome Indicators by Location	Programme Outcome Indicators by Age	Programme Outcome indicator by Disability	Programme Outcome Indicator Disaggregation by Gender	Programme Outcome Indicator Disaggregation by Location	Programme Outcome Indicator Disaggregation by Age	Programme Outcome Indicator Disaggregation by Disability
127	Mission in Ankara	0%	0%	0%	0%	60%	0%	0%	0%	0%	0%	0%	0%	0%
128	Mission in Somalia	50%	0%	0%	0%	40%	0%	100%	0%	0%	0%	0%	0%	0%
129	Mission in Malaysia	0%	100%	100%	0%	20%	0%	100%	100%	0%	0%	0%	0%	0%
130	Consulate in Mombasa	0%	100%	100%	0%	20%	0%	100%	0%	0%	0%	0%	0%	0%
131	Uganda Embassy in Algeria, Algiers	0%	100%	100%	0%	20%	0%	100%	0%	0%	0%	100%	0%	0%
132	Lira University	0%	100%	100%	0%	60%	50%	100%	100%	100%	0%	0%	0%	0%
133	Uganda National Meteorological Authority	0%	100%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
134	National Curriculum Development Centre	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
135	Uganda Virus Research Institute (UVRI)	0%	100%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
136	Directorate of Government Analytical Laboratory	0%	100%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%
137	Uganda Export Promotion Board	0%	100%	0%	0%	60%	100%	100%	0%	0%	0%	0%	0%	0%
138	Kabale University	50%	100%	100%	0%	60%	100%	100%	100%	0%	0%	100%	100%	0%
139	Soroti University	100%	0%	0%	0%	60%	0%	0%	0%	0%	0%	0%	0%	0%
140	National Identification and Registration Authority (NIRA)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
141	Uganda Investment Authority	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
142	Uganda National Oil Company	0%	100%	100%	0%	40%	0%	0%	0%	0%	0%	0%	0%	0%

Annex 3: Vote compliance Level under Plans for the Ensuing Year (2018/2019)

S/N	Vote Name	Physical Plans for Ensuing Year by Gender	% Score Physical Plans for Ensuing Year by Location	% Score Physical Plans for Ensuing Year by Youth	% Score Physical Plans for Ensuing Year by Children	% Score Physical Plans for Ensuing Year by Older persons	% Score Physical Plans for Ensuing Year by Disability	% Score Financial Plans for Ensuing Year by Gender	% Score Financial Plans for Ensuing Year by Location	% Score Financial Plans for Ensuing Year by Youth	% Score Financial Plans for Ensuing Year by Children	% Score Financial Plans for Ensuing Year by Older persons	% Score Financial Plans for Ensuing Year by Disability	% Score - Challenges
1	Office of the President	100%	100%	100%	0%	0%	0%	75%	100%	0%	0%	0%	0%	25%
2	State House	100%	100%	100%	0%	0%	0%	100%	100%	100%	0%	0%	0%	0%
3	Office of the Prime Minister	100%	100%	100%	0%	100%	0%	100%	100%	100%	0%	100%	0%	25%
4	Ministry of Defence	75%	100%	100%	100%	100%	100%	75%	100%	100%	100%	100%	100%	100%
5	Ministry of Public Service	25%	100%	100%	100%	100%	0%	50%	100%	100%	0%	100%	0%	100%
6	Ministry of Foreign Affairs	25%	100%	0%	0%	0%	0%	25%	100%	0%	0%	0%	0%	75%
7	Ministry of Justice and Constitutional affairs	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	0%	100%
8	Ministry of Finance, Planning and Economic Development	75%	100%	100%	0%	0%	0%	75%	100%	100%	0%	0%	0%	100%
9	Ministry of Internal Affairs	50%	100%	100%	100%	100%	100%	75%	100%	100%	100%	100%	100%	100%
10	Ministry of Agriculture, Animal Industry and Fisheries	100%	100%	100%	100%	100%	50%	100%	100%	100%	100%	100%	50%	100%
11	Ministry of Lands, Planning and Urban Development	75%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
12	Ministry of Local Government	75%	100%	100%	100%	100%	0%	50%	100%	100%	100%	100%	0%	75%
13	Ministry of Education and Sports	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	0%	100%	50%
14	Ministry of Health	100%	100%	100%	100%	100%	0%	75%	100%	100%	100%	100%	0%	100%
15	Ministry of Trade, Industry and Cooperatives	75%	100%	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%	100%
16	Ministry of Works and Transport	100%	100%	100%	0%	0%	0%	75%	100%	0%	0%	0%	0%	100%

S/N	Vote Name	Physical Plans for Ensuing Year by Gender	% Score Physical Plans for Ensuing Year by Location	% Score Physical Plans for Ensuing Year by Youth	% Score Physical Plans for Ensuing Year by Children	% Score Physical Plans for Ensuing Year by Older persons	% Score Physical Plans for Ensuing Year by Disability	% Score Financial Plans for Ensuing Year by Gender	% Score Financial Plans for Ensuing Year by Location	% Score Financial Plans for Ensuing Year by Youth	% Score Financial Plans for Ensuing Year by Children	% Score Financial Plans for Ensuing Year by Older persons	% Score Financial Plans for Ensuing Year by Disability	% Score - Challenges
17	Ministry of Energy and Mineral Development	75%	100%	0%	100%	0%	0%	75%	100%	0%	100%	0%	0%	100%
18	Ministry of Gender, Labour and Social Development	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%
19	Ministry of Water and Environment	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	0%	100%	50%
20	Ministry of ICT and National Guidance	25%	100%	100%	100%	100%	0%	75%	100%	0%	0%	0%	0%	100%
21	East African Community	0%	100%	0%	0%	0%	100%	100%	50%	0%	0%	0%	0%	0%
22	Ministry of Tourism, Wildlife and Antiquities	75%	100%	100%	100%	100%	100%	75%	100%	100%	100%	100%	100%	100%
23	Ministry of Science, Technology and Innovation	50%	100%	0%	0%	0%	0%	50%	0%	0%	0%	0%	100%	100%
24	Judiciary	75%	100%	0%	0%	0%	0%	75%	100%	0%	0%	0%	0%	100%
25	Electoral Commission	50%	100%	100%	0%	100%	0%	100%	100%	100%	0%	0%	0%	100%
26	Inspectorate of Government	75%	100%	0%	0%	0%	0%	75%	100%	0%	0%	0%	0%	100%
27	Parliamentary commission	100%	100%	100%	100%	100%	0%	75%	100%	100%	100%	100%	0%	100%
28	Law Reform Commission	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	0%	25%
29	Uganda Human Rights Commission	50%	100%	100%	100%	100%	100%	50%	100%	100%	100%	100%	100%	100%
30	Uganda Aids Commission	50%	100%	0%	0%	0%	0%	25%	100%	0%	0%	0%	0%	100%
31	National Planning Authority	75%	100%	100%	0%	0%	0%	75%	100%	100%	0%	0%	0%	25%
32	Law Development Centre	0%	100%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	75%
33	Uganda Industrial	75%	100%	100%	0%	0%	100%	50%	100%	100%	0%	0%	100%	0%

S/N	Vote Name	Physical Plans for Ensuing Year by Gender	% Score Physical Plans for Ensuing Year by Location	% Score Physical Plans for Ensuing Year by Youth	% Score Physical Plans for Ensuing Year by Children	% Score Physical Plans for Ensuing Year by Older persons	% Score Physical Plans for Ensuing Year by Disability	% Score Financial Plans for Ensuing Year by Gender	% Score Financial Plans for Ensuing Year by Location	% Score Financial Plans for Ensuing Year by Youth	% Score Financial Plans for Ensuing Year by Children	% Score Financial Plans for Ensuing Year by Older persons	% Score Financial Plans for Ensuing Year by Disability	% Score - Challenges
	Research Institute													
34	Busitema University	50%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	75%
35	Directorate of Ethics and Integrity	50%	100%	100%	0%	0%	0%	38%	100%	100%	0%	0%	0%	75%
36	Uganda National Roads Authority	50%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	75%
37	Uganda Cancer Institute	38%	0%	100%	100%	100%	0%	75%	0%	100%	100%	100%	0%	100%
38	Uganda Heart Institute	50%	0%	0%	100%	0%	0%	100%	0%	0%	100%	0%	0%	100%
39	Uganda National Medical stores	100%	100%	100%	100%	0%	0%	100%	100%	100%	100%	0%	0%	100%
40	Uganda Tourism Board	100%	100%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%
41	Uganda Road Fund	50%	100%	100%	100%	100%	0%	50%	100%	100%	100%	100%	0%	100%
42	Uganda Registration Services Bureau	100%	100%	100%	0%	0%	100%	100%	100%	100%	0%	0%	100%	0%
43	National Citizenship and Immigration Control	75%	100%	0%	0%	0%	0%	75%	100%	0%	0%	0%	0%	25%
44	Dairy Development Authority	50%	100%	100%	0%	0%	100%	75%	100%	100%	0%	0%	100%	100%
45	Kampala Capital City Authority	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	0%	100%	50%
46	Rural Electrification Agency (REA)	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	100%
47	Equal Opportunities Commission	100%	100%	100%	0%	100%	100%	75%	100%	100%	0%	100%	100%	100%
48	NAGRC & DB	75%	100%	100%	0%	0%	0%	100%	100%	100%	0%	0%	0%	50%
49	National Information Technology Authority	75%	100%	100%	100%	0%	100%	50%	100%	0%	0%	100%	100%	100%
50	Muni University	75%	100%	0%	0%	0%	100%	75%	100%	0%	0%	0%	0%	25%

S/N	Vote Name	Physical Plans for Ensuing Year by Gender	% Score Physical Plans for Ensuing Year by Location	% Score Physical Plans for Ensuing Year by Youth	% Score Physical Plans for Ensuing Year by Children	% Score Physical Plans for Ensuing Year by Older persons	% Score Physical Plans for Ensuing Year by Disability	% Score Financial Plans for Ensuing Year by Gender	% Score Financial Plans for Ensuing Year by Location	% Score Financial Plans for Ensuing Year by Youth	% Score Financial Plans for Ensuing Year by Children	% Score Financial Plans for Ensuing Year by Older persons	% Score Financial Plans for Ensuing Year by Disability	% Score - Challenges
51	Uganda National Examinations Board	75%	0%	100%	100%	0%	100%	25%	0%	0%	0%	0%	100%	100%
52	Financial Intelligence Authority	50%	0%	100%	0%	0%	100%	25%	0%	100%	0%	0%	100%	50%
53	Auditor General	100%	100%	100%	0%	0%	0%	100%	100%	100%	0%	0%	0%	50%
54	Education Service Commission	75%	100%	0%	0%	0%	100%	50%	100%	0%	0%	0%	100%	50%
55	Director of Public Prosecutions	50%	0%	100%	100%	0%	100%	50%	100%	100%	100%	0%	100%	100%
56	Health Service Commission	50%	100%	100%	0%	0%	0%	50%	100%	100%	0%	0%	0%	100%
57	Makerere University	100%	100%	100%	0%	0%	0%	100%	100%	100%	0%	0%	0%	50%
58	Mbarara University	25%	100%	0%	0%	0%	100%	25%	100%	0%	0%	0%	100%	0%
59	Makerere University Business School	75%	100%	100%	0%	0%	100%	25%	100%	0%	0%	0%	100%	0%
60	Kyambogo University	0%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	100%	25%
61	Uganda Management Institute	50%	100%	100%	100%	0%	0%	50%	100%	100%	100%	0%	0%	100%
62	Uganda Revenue Authority	100%	100%	0%	100%	100%	0%	100%	100%	100%	100%	0%	0%	25%
63	National Agricultural Research Organisation	50%	100%	100%	0%	100%	0%	50%	100%	100%	0%	100%	0%	100%
64	UBOS	100%	100%	100%	100%	0%	0%	100%	100%	100%	100%	100%	0%	0%
65	Uganda Police Force	75%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	50%
66	Uganda Prisons Service	100%	100%	100%	100%	0%	0%	100%	100%	100%	100%	0%	0%	100%
67	Public Service Commission	0%	100%	100%	0%	0%	100%	0%	100%	100%	0%	0%	0%	100%
68	Local Government Finance Commission	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	100%

S/N	Vote Name	Physical Plans for Ensuing Year by Gender	% Score Physical Plans for Ensuing Year by Location	% Score Physical Plans for Ensuing Year by Youth	% Score Physical Plans for Ensuing Year by Children	% Score Physical Plans for Ensuing Year by Older persons	% Score Physical Plans for Ensuing Year by Disability	% Score Financial Plans for Ensuing Year by Gender	% Score Financial Plans for Ensuing Year by Location	% Score Financial Plans for Ensuing Year by Youth	% Score Financial Plans for Ensuing Year by Children	% Score Financial Plans for Ensuing Year by Older persons	% Score Financial Plans for Ensuing Year by Disability	% Score - Challenges
69	Judicial Service Commission	25%	100%	100%	100%	0%	100%	25%	100%	100%	100%	0%	100%	100%
70	Gulu University	50%	100%	100%	0%	0%	100%	25%	0%	0%	0%	0%	100%	100%
71	National Environment Management Authority	100%	100%	100%	0%	0%	100%	100%	100%	100%	0%	0%	100%	50%
72	Uganda Blood Transfusion Service	75%	100%	100%	100%	100%	0%	75%	100%	100%	100%	100%	0%	100%
73	NAADS Secretariat	75%	100%	100%	0%	0%	100%	25%	75%	100%	0%	0%	75%	50%
74	PPDA	75%	100%	100%	0%	0%	100%	100%	100%	100%	0%	0%	100%	100%
75	Uganda National Bureau of Standards	25%	0%	100%	0%	0%	100%	25%	0%	100%	0%	0%	100%	0%
76	Uganda Cotton Development Organisation	100%	100%	100%	0%	0%	0%	100%	100%	100%	0%	0%	0%	100%
77	Uganda Land Commission	50%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	100%
78	National Forestry Authority	100%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%
79	External Security Organisation	100%	100%	100%	0%	0%	100%	50%	100%	100%	0%	0%	100%	100%
80	Uganda Coffee Development Authority	100%	100%	100%	0%	0%	0%	50%	100%	100%	0%	0%	0%	100%
81	Mulago Hospital Complex	50%	100%	100%	100%	0%	100%	50%	100%	0%	0%	0%	100%	100%
82	Butabika Hospital	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	0%	0%	0%
83	Arua Referral Hospital	50%	100%	50%	100%	0%	0%	50%	100%	0%	0%	0%	0%	100%
84	Fort Portal Referral Hospital	100%	100%	0%	100%	0%	0%	50%	100%	0%	0%	0%	0%	100%
85	Gulu Referral Hospital	75%	100%	0%	0%	0%	0%	75%	100%	0%	0%	0%	100%	100%
86	Hoima Referral Hospital	50%	100%	0%	0%	0%	0%	25%	100%	100%	0%	0%	0%	100%

S/N	Vote Name	Physical Plans for Ensuing Year by Gender	% Score Physical Plans for Ensuing Year by Location	% Score Physical Plans for Ensuing Year by Youth	% Score Physical Plans for Ensuing Year by Children	% Score Physical Plans for Ensuing Year by Older persons	% Score Physical Plans for Ensuing Year by Disability	% Score Financial Plans for Ensuing Year by Gender	% Score Financial Plans for Ensuing Year by Location	% Score Financial Plans for Ensuing Year by Youth	% Score Financial Plans for Ensuing Year by Children	% Score Financial Plans for Ensuing Year by Older persons	% Score Financial Plans for Ensuing Year by Disability	% Score - Challenges
87	Jinja Referral Hospital	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	100%	50%
88	Kabale Referral Hospital	100%	100%	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%	100%
89	Masaka Referral Hospital	38%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
90	Mbale Referral Hospital	75%	100%	0%	100%	0%	0%	50%	100%	0%	100%	0%	0%	50%
91	Soroti Referral Hospital	75%	100%	100%	0%	0%	100%	75%	100%	100%	0%	0%	100%	100%
92	Lira Referral Hospital	100%	100%	0%	100%	0%	100%	50%	100%	0%	0%	0%	100%	50%
93	Mbarara Referral Hospital	100%	100%	100%	100%	100%	50%	100%	100%	100%	100%	100%	50%	100%
94	Mubende Referral Hospital	50%	100%	100%	100%	100%	0%	50%	100%	100%	100%	100%	0%	100%
95	Moroto Referral Hospital	100%	100%	100%	100%	0%	0%	100%	100%	100%	100%	0%	0%	50%
96	Naguru Referral Hospital	100%	100%	100%	100%	0%	0%	50%	100%	100%	100%	0%	0%	100%
97	Mission in New York	13%	100%	0%	0%	0%	0%	50%	0%	100%	0%	0%	0%	100%
98	Mission in England	75%	100%	0%	0%	0%	100%	75%	100%	0%	0%	0%	100%	100%
99	Mission in Canada	100%	100%	0%	100%	0%	100%	75%	100%	0%	100%	0%	100%	50%
100	Mission in India	100%	100%	100%	0%	0%	0%	75%	100%	100%	0%	0%	0%	75%
101	Mission in Egypt	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
102	Mission in Kenya	25%	100%	0%	0%	0%	0%	25%	100%	0%	0%	0%	0%	75%
103	Mission in Tanzania	50%	100%	0%	0%	0%	0%	50%	100%	0%	0%	0%	0%	25%
104	Mission in Nigeria	50%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%
105	Mission in South Africa	50%	100%	0%	0%	0%	0%	50%	100%	0%	0%	0%	0%	100%
106	Mission in Washington	100%	100%	0%	0%	0%	0%	75%	100%	0%	100%	0%	0%	100%
107	Mission in Ethiopia	100%	100%	0%	0%	0%	100%	100%	100%	0%	0%	0%	100%	100%
108	Mission in China	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	0%	100%	100%

S/N	Vote Name	Physical Plans for Ensuing Year by Gender	% Score Physical Plans for Ensuing Year by Location	% Score Physical Plans for Ensuing Year by Youth	% Score Physical Plans for Ensuing Year by Children	% Score Physical Plans for Ensuing Year by Older persons	% Score Physical Plans for Ensuing Year by Disability	% Score Financial Plans for Ensuing Year by Gender	% Score Financial Plans for Ensuing Year by Location	% Score Financial Plans for Ensuing Year by Youth	% Score Financial Plans for Ensuing Year by Children	% Score Financial Plans for Ensuing Year by Older persons	% Score Financial Plans for Ensuing Year by Disability	% Score - Challenges
109	Mission in Rwanda	75%	100%	100%	0%	0%	0%	75%	100%	100%	0%	0%	0%	100%
110	Mission in Geneva	100%	100%	100%	200%	100%	100%	100%	100%	100%	100%	100%	100%	100%
111	Mission in Japan	75%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	0%	100%
112	Mission in Saudi Arabia	100%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	100%
113	Mission in Denmark	100%	100%	0%	0%	0%	100%	75%	100%	0%	0%	0%	100%	25%
114	Mission in Belgium	75%	100%	0%	0%	0%	100%	75%	100%	0%	0%	0%	100%	25%
115	Mission in Italy	75%	100%	100%	0%	0%	0%	50%	100%	100%	0%	0%	0%	50%
116	Mission in DR Congo	25%	100%	100%	0%	0%	0%	25%	100%	100%	0%	0%	0%	100%
117	Mission in Sudan	75%	100%	0%	0%	0%	100%	75%	100%	0%	0%	0%	100%	100%
118	Mission in France	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	75%
119	Mission in Germany	50%	100%	0%	100%	0%	100%	50%	100%	0%	100%	0%	100%	75%
120	Mission in Iran	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
121	Mission in Russia	100%	100%	100%	100%	0%	100%	75%	100%	0%	100%	0%	100%	100%
122	Mission in Canberra	50%	100%	0%	0%	0%	0%	25%	100%	0%	100%	0%	0%	100%
123	Mission in Juba	50%	100%	0%	0%	0%	0%	50%	100%	0%	0%	0%	0%	50%
124	Mission in Abu Dhabi	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
125	Mission in Bujumbura	63%	100%	100%	0%	0%	0%	50%	100%	100%	0%	0%	0%	100%
126	Consulate in Guangzhou	50%	100%	100%	100%	0%	0%	50%	100%	100%	100%	0%	0%	100%
127	Mission in Ankara	75%	100%	100%	0%	0%	0%	75%	50%	100%	0%	0%	0%	100%
128	Mission in Somalia	100%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	25%
129	Mission in Malyasia	75%	100%	100%	0%	0%	0%	75%	100%	100%	100%	0%	0%	100%
130	Consulate in Mombasa	100%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	100%
131	Uganda Embassy in	75%	100%	0%	0%	0%	100%	75%	100%	0%	0%	0%	100%	100%

S/N	Vote Name	Physical Plans for Ensuing Year by Gender	% Score Physical Plans for Ensuing Year by Location	% Score Physical Plans for Ensuing Year by Youth	% Score Physical Plans for Ensuing Year by Children	% Score Physical Plans for Ensuing Year by Older persons	% Score Physical Plans for Ensuing Year by Disability	% Score Financial Plans for Ensuing Year by Gender	% Score Financial Plans for Ensuing Year by Location	% Score Financial Plans for Ensuing Year by Youth	% Score Financial Plans for Ensuing Year by Children	% Score Financial Plans for Ensuing Year by Older persons	% Score Financial Plans for Ensuing Year by Disability	% Score - Challenges
	Algeria, Algiers													
132	Lira University	25%	25%	0%	0%	0%	0%	38%	100%	100%	0%	0%	0%	75%
133	Uganda National Meteorological Authority	50%	100%	100%	0%	0%	0%	50%	100%	0%	0%	0%	0%	25%
134	National Curriculum Development Centre	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	100%
135	Uganda Virus Research Institute (UVRI)	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	100%
136	Directorate of Government Analytical Laboratory	100%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	50%
137	Uganda Export Promotion Board	75%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	75%
138	Kabale University	100%	100%	100%	0%	0%	0%	50%	100%	100%	0%	0%	0%	100%
139	Soroti University	75%	100%	0%	0%	0%	0%	75%	0%	0%	0%	0%	0%	25%
140	National Identification and Registration Authority (NIRA)	75%	100%	0%	100%	100%	100%	75%	100%	0%	100%	100%	100%	50%
141	Uganda Investment Authority	75%	0%	0%	0%	0%	0%	75%	0%	0%	0%	0%	0%	100%
142	Uganda National Oil Company	25%	100%	50%	0%	0%	0%	25%	100%	0%	0%	0%	0%	100%

Annex 4: Vote overall compliance (2018/2019)

S/N	Vote Name	Overall Performance on Gender	Performance on Equity by Age(children)	Overall Performance on Equity by Age(youth)	Overall Performance on Equity by Age(Older Persons)	Overall Score Performance on Equity by Disability	Overall Score Performance on Equity by Location	% Overall Score Performance on Inclusiveness	Overall Performance
1	Office of the President	65%	0%	30%	0%	0%	94%	80%	53%
2	State House	85%	0%	100%	0%	0%	88%	73%	63%
3	Office of the Prime Minister	91%	45%	100%	100%	0%	94%	53%	69%
4	Ministry of Defence	62%	100%	100%	100%	88%	65%	73%	73%
5	Ministry of Public Service	38%	27%	100%	100%	0%	100%	80%	55%
6	Ministry of Foreign Affairs	41%	27%	40%	27%	12%	94%	87%	52%
7	Ministry of Justice and Constitutional affairs	82%	100%	100%	100%	41%	88%	100%	80%
8	Ministry of Finance, Planning and Economic Development	82%	0%	100%	0%	24%	94%	100%	71%
9	Ministry of Internal Affairs	65%	82%	100%	82%	47%	94%	100%	75%
10	Ministry of Agriculture, Animal Industry and Fisheries	88%	100%	100%	55%	24%	94%	100%	79%
11	Ministry of Lands, Planning and Urban Development	68%	55%	60%	55%	53%	94%	87%	70%
12	Ministry of Local Government	41%	55%	100%	55%	0%	88%	73%	51%
13	Ministry of Education and Sports	88%	100%	100%	0%	88%	100%	87%	87%
14	Ministry of Health	94%	100%	100%	82%	0%	94%	100%	78%
15	Ministry of Trade, Industry and Cooperatives	65%	0%	40%	0%	0%	65%	100%	53%
16	Ministry of Works and Transport	53%	45%	70%	0%	0%	88%	100%	54%
17	Ministry of Energy and Mineral Development	59%	55%	0%	0%	6%	71%	100%	51%
18	Ministry of Gender, Labour and Social Development	88%	100%	85%	100%	88%	88%	93%	88%
19	Ministry of Water and Environment	85%	73%	70%	18%	47%	94%	87%	74%
20	Ministry of ICT and National Guidance	26%	73%	70%	73%	35%	100%	60%	52%
21	East African Community	68%	0%	40%	45%	59%	82%	53%	60%

22	Ministry of Tourism, Wildlife and Antiquities	76%	100%	100%	100%	88%	100%	60%	82%
23	Ministry of Science, Technology and Innovation	38%	0%	10%	0%	24%	53%	53%	37%
24	Judiciary	76%	0%	0%	0%	0%	94%	67%	52%
25	Electoral Commission	68%	0%	60%	27%	0%	100%	33%	51%
26	Inspectorate of Government	62%	0%	0%	0%	0%	94%	87%	50%
27	Parliamentary commission	88%	100%	100%	100%	0%	94%	87%	75%
28	Law Reform Commission	76%	73%	70%	73%	0%	76%	33%	57%
29	Uganda Human Rights Commission	59%	100%	100%	100%	71%	94%	73%	73%
30	Uganda Aids Commission	53%	0%	10%	0%	0%	94%	100%	51%
31	National Planning Authority	82%	0%	85%	0%	12%	100%	53%	64%
32	Law Development Centre	0%	45%	60%	0%	0%	71%	40%	26%
33	Uganda Industrial Research Institute	29%	0%	60%	0%	47%	82%	33%	41%
34	Busitema University	15%	0%	0%	0%	24%	94%	40%	31%
35	Directorate of Ethics and Integrity	68%	0%	90%	0%	29%	100%	80%	65%
36	Uganda National Roads Authority	71%	0%	40%	0%	0%	94%	47%	51%
37	Uganda Cancer Institute	32%	55%	60%	55%	12%	24%	40%	31%
38	Uganda Heart Institute	41%	55%	0%	0%	0%	35%	47%	29%
39	Uganda National Medical stores	91%	82%	90%	0%	6%	94%	60%	68%
40	Uganda Tourism Board	53%	45%	70%	73%	0%	71%	73%	51%
41	Uganda Road Fund	56%	100%	100%	100%	35%	100%	87%	69%
42	Uganda Registration Services Bureau	88%	0%	60%	0%	47%	94%	27%	62%
43	National Citizenship and Immigration Control	76%	0%	40%	0%	0%	88%	80%	57%
44	Dairy Development Authority	65%	0%	100%	0%	59%	65%	53%	58%
45	Kampala Capital City Authority	94%	100%	100%	0%	82%	88%	53%	79%
46	Rural Electrification Agency (REA)	0%	0%	0%	0%	0%	88%	53%	23%
47	Equal Opportunities Commission	85%	18%	100%	100%	94%	82%	87%	85%
48	NAGRC & DB	76%	0%	100%	0%	0%	88%	47%	56%
49	National Information Technology Authority	47%	27%	30%	27%	88%	88%	67%	61%
50	Muni University	74%	0%	40%	0%	24%	94%	47%	58%
51	Uganda National Examinations Board	62%	73%	70%	0%	82%	53%	67%	61%
52	Financial Intelligence Authority	32%	0%	60%	0%	53%	18%	87%	40%

53	Auditor General	82%	0%	85%	0%	0%	82%	87%	61%
54	Education Service Commission	82%	0%	0%	0%	47%	100%	60%	62%
55	Director of Public Prosecutions	59%	100%	90%	0%	53%	71%	73%	64%
56	Health Service Commission	50%	0%	100%	0%	0%	88%	87%	52%
57	Makerere University	62%	0%	100%	0%	0%	88%	47%	51%
58	Mbarara University	59%	0%	40%	0%	82%	100%	47%	64%
59	Makerere University Business School	32%	0%	30%	0%	82%	88%	40%	50%
60	Kyambogo University	41%	0%	40%	0%	82%	94%	60%	58%
61	Uganda Management Institute	44%	73%	90%	0%	6%	88%	73%	54%
62	Uganda Revenue Authority	74%	55%	70%	27%	6%	88%	40%	56%
63	National Agricultural Research Organisation	50%	27%	100%	55%	0%	94%	87%	57%
64	UBOS	85%	55%	60%	27%	0%	65%	73%	58%
65	Uganda Police Force	85%	18%	0%	0%	12%	88%	60%	57%
66	Uganda Prisons Service	82%	100%	60%	0%	0%	88%	73%	64%
67	Public Service Commission	29%	0%	100%	45%	59%	94%	60%	54%
68	Local Government Finance Commission	0%	0%	0%	0%	0%	88%	73%	26%
69	Judicial Service Commission	35%	55%	60%	0%	47%	88%	60%	50%
70	Gulu University	38%	0%	70%	0%	82%	59%	73%	54%
71	National Environment Management Authority	68%	0%	70%	0%	71%	71%	67%	64%
72	Uganda Blood Transfusion Service	68%	100%	100%	100%	0%	88%	73%	64%
73	NAADS Secretariat	68%	0%	90%	0%	41%	88%	67%	61%
74	PPDA	76%	0%	70%	0%	65%	94%	80%	72%
75	Uganda National Bureau of Standards	41%	0%	100%	0%	59%	47%	73%	51%
76	Uganda Cotton Development Organisation	65%	0%	100%	0%	0%	88%	73%	56%
77	Uganda Land Commission	82%	0%	0%	0%	0%	76%	60%	50%
78	National Forestry Authority	79%	0%	30%	0%	0%	71%	60%	50%
79	External Security Organisation	35%	0%	100%	0%	47%	88%	73%	54%
80	Uganda Coffee Development Authority	74%	0%	100%	0%	0%	82%	60%	55%
81	Mulago Hospital Complex	62%	55%	60%	0%	82%	88%	60%	66%
82	Butabika Hospital	82%	100%	100%	0%	29%	100%	13%	63%
83	Arua Referral Hospital	71%	45%	15%	0%	0%	94%	80%	55%

84	Fort Portal Referral Hospital	76%	55%	0%	0%	0%	94%	87%	59%
85	Gulu Referral Hospital	88%	27%	10%	0%	24%	100%	80%	65%
86	Hoima Referral Hospital	65%	27%	55%	0%	24%	94%	80%	61%
87	Jinja Referral Hospital	79%	100%	70%	45%	47%	88%	60%	69%
88	Kabale Referral Hospital	71%	45%	0%	0%	0%	76%	87%	53%
89	Masaka Referral Hospital	56%	45%	10%	45%	12%	18%	47%	37%
90	Mbale Referral Hospital	56%	55%	0%	0%	6%	94%	87%	52%
91	Soroti Referral Hospital	82%	45%	60%	0%	88%	82%	73%	76%
92	Lira Referral Hospital	56%	45%	0%	0%	47%	88%	73%	55%
93	Mbarara Referral Hospital	82%	100%	100%	100%	47%	82%	67%	74%
94	Mubende Referral Hospital	59%	100%	100%	100%	35%	88%	73%	66%
95	Moroto Referral Hospital	94%	100%	60%	0%	0%	94%	60%	67%
96	Naguru Referral Hospital	82%	82%	90%	0%	35%	88%	73%	69%
97	Mission in New York	56%	27%	60%	27%	0%	71%	87%	50%
98	Mission in England	50%	18%	0%	0%	47%	94%	73%	54%
99	Mission in Canada	65%	55%	10%	0%	47%	71%	73%	57%
100	Mission in India	56%	0%	70%	0%	0%	71%	87%	51%
101	Mission in Egypt	0%	0%	0%	0%	0%	0%	73%	11%
102	Mission in Kenya	32%	0%	40%	0%	0%	100%	53%	39%
103	Mission in Tanzania	53%	0%	0%	0%	0%	100%	53%	43%
104	Mission in Nigeria	12%	0%	40%	0%	0%	41%	53%	23%
105	Mission in South Africa	65%	45%	40%	18%	0%	94%	73%	54%
106	Mission in Washington	68%	45%	40%	18%	0%	94%	73%	55%
107	Mission in Ethiopia	71%	18%	10%	18%	47%	82%	73%	59%
108	Mission in China	47%	55%	100%	0%	47%	88%	73%	60%
109	Mission in Rwanda	56%	0%	60%	0%	0%	100%	60%	50%
110	Mission in Geneva	47%	127%	100%	100%	82%	94%	47%	68%
111	Mission in Japan	76%	100%	100%	100%	0%	94%	47%	64%
112	Mission in Saudi Arabia	76%	18%	40%	18%	0%	94%	73%	57%
113	Mission in Denmark	50%	0%	40%	0%	47%	100%	47%	52%
114	Mission in Belgium	71%	0%	40%	0%	47%	100%	53%	60%

115	Mission in Italy	53%	45%	100%	0%	0%	82%	73%	51%
116	Mission in DR Congo	44%	0%	100%	45%	0%	94%	73%	51%
117	Mission in Sudan	44%	0%	40%	0%	47%	100%	60%	53%
118	Mission in France	0%	0%	0%	0%	0%	29%	47%	12%
119	Mission in Germany	24%	55%	0%	0%	47%	76%	47%	38%
120	Mission in Iran	62%	55%	70%	55%	47%	71%	60%	59%
121	Mission in Russia	41%	55%	30%	0%	47%	76%	73%	50%
122	Mission in Canberra	35%	27%	10%	0%	0%	65%	73%	37%
123	Mission in Juba	47%	0%	0%	0%	6%	71%	87%	43%
124	Mission in Abu Dhabi	44%	0%	40%	0%	0%	41%	73%	36%
125	Mission in Bujumbura	44%	0%	100%	0%	0%	88%	87%	51%
126	Consulate in Guangzhou	47%	73%	100%	0%	0%	88%	73%	52%
127	Mission in Ankara	62%	0%	100%	45%	0%	71%	73%	52%
128	Mission in Somalia	53%	18%	0%	0%	0%	65%	60%	39%
129	Mission in Malaysia	44%	27%	100%	0%	0%	94%	73%	52%
130	Consulate in Mombasa	82%	0%	40%	0%	0%	94%	73%	59%
131	Uganda Embassy in Algeria, Algiers	35%	0%	40%	0%	47%	100%	73%	52%
132	Lira University	24%	0%	70%	0%	6%	76%	73%	40%
133	Uganda National Meteorological Authority	24%	45%	70%	0%	0%	88%	33%	34%
134	National Curriculum Development Centre	6%	27%	40%	0%	35%	82%	67%	37%
135	Uganda Virus Research Institute (UVRI)	0%	0%	0%	0%	0%	88%	60%	24%
136	Directorate of Government Analytical Laboratory	82%	0%	0%	0%	0%	94%	87%	57%
137	Uganda Export Promotion Board	82%	0%	0%	0%	0%	94%	47%	51%
138	Kabale University	74%	0%	100%	0%	0%	100%	67%	62%
139	Soroti University	41%	0%	0%	0%	35%	24%	53%	32%
140	National Identification and Registration Authority (NIRA)	35%	55%	0%	55%	47%	47%	53%	40%
141	Uganda Investment Authority	44%	0%	10%	0%	0%	35%	33%	27%
142	Uganda National Oil Company	12%	18%	25%	18%	0%	65%	80%	31%

